

Meeting Minutes
Central Washington Public Utilities
UIP (Unified Insurance Program) Special Trustee Meeting
Monday, June 8, 2015, at 9:00 a.m.
Douglas PUD

Roll call / introductions / additional agenda items:

The meeting was called to order at 9:00 a.m. by Vice Chair Hubbard. Those present were:

<u>PUD</u>	<u>Trustees</u>	<u>Alternate Trustees</u>	<u>Administrators</u>
Benton	Melina Wenner	Jody George	
Douglas	Barbara Davis	Gary Ivory	
Ferry	Marilee Kuehne		
Franklin	Carrie Locke	Sylvia Hubbard	
Grant	Darla Shannon	Annette Hernandez	Leah Knopp
Okanogan		Katie Pfitzer	
Pend Oreille	Paul Boxleitner		

Others in attendance:

Alliant – Schuyler Briscoe, Keith Robertson, Kim Chawes, Kerri Coyle, Jennifer Spence

Introductions: Vice Chair Hubbard gave introductions.

Preparation Meeting for EIAC:

Trustees discussed the meeting format and wellness topics around the EIAC meeting at 10:00 AM.

Meeting adjourned at 10:00 AM for the EIAC meeting.

Meeting reconvened at 12:50 PM.

Objective Setting Meeting – Alliant:

Schulyer Briscoe asked the Trustees to voice the reason why Alliant was selected as the new Broker. Trustees shared that their presentation was very refreshing. The innovation, benefits information, ACA rulings, etc. are all items that helped Trustees want to work with Alliant. Although the cost of service is a bit higher, the services that the Trust will receive are going to be stronger.

In a perfect working relationship, what does the UIP want to see from Alliant?

- Availability
- Meeting engagement and attendance
- Proactive approach of keeping Trustees on track (ACA, year-end reporting, MEC reporting, HRA Veba and excise calculation, etc...)
- Relationship with the Union
- Seven utilities working together; we need guidance and perspective
- Communications from Alliant (example of new hire paperwork)
- Short-term disabilities (return to work accommodations)
- Educating employees on consumerism
- Educational tools available for healthcare

- Communicating to employees so they understand their benefits
- Keep an open perspective - due to demographics and utilization there will be lot of change in the next 5 to 10 years with retirements
- What other creative benefits can be offered? Ortho, pet insurance?

What is the UIP hoping to get that we don't have now?

- BenIQ – information that is readily available
- New approach
- Long-term disability options, not all utilities have this option
- Be proactive to bringing ideas forward to Trustees
- Since there are negotiations every several years, Trustees want proactive participation in these negotiations

What do the Trustees want to see in the next two to three years?

- Negotiations will begin in the fall of 2016 for the current bargaining agreement that will end in March of 2017.
- Benefits will be a large part of negotiations

What conversations around Cadillac tax have been talked about?

- The Union is aware of the Cadillac tax, discussion of this is mentioned in the CBA.

Why do people want to work for the PUD?

- Benefits
- Stability
- Wages
- Pension

Is there trust between management and the employees?

- To some extent, but over time, benefits have changed and there are many that are leery for new changes.

What would Trustees like to see for communication from Alliant?

- Customized flyers per PUD
- Written communication
- Electronic communication
- Benefit information available to employees
- Links to Premera, Delta Dental, etc.

How are decisions made?

- The chair/vice chair work towards a consensus with the Trustees. The majority of decisions are made at the quarterly meetings.

What other benefits do Trustees want from Alliant?

- Discussions around a benefits administrator versus keeping benefits in-house
- More information on the Exchanges

How does the Trust handle benefit cost changes?

- Preauthorization program from Premera
- Educational workshops
- Open enrollment meetings

How do Trustees feel about compliance?

- Alliant is going through a 15-page checklist and will be reviewing a plan to go over with the Trustees. Each week Alliant employees receive guidance and will pass along what is pertinent for Trustees to know.
- ACA
- HIPAA – need to take a new look at these requirements

Health and Productivity?

- A strategy plan is necessary

How does the plan maintain retiree benefits?

- Grant is the only PUD that offers a retiree subsidy.

Alliant would like all questions to go through Kim Chawes, Karrie Coyle and Carrie Reid.

Trustees feel like it would be beneficial for Alliant to come to each Utility and meet with the General Manager and Assistant General Manager. There is a meeting with CWPU on August 13th that would allow Alliant to come and meet all Utility managers and give a high level overview.

Trustees:

Medical Claims Audit:

Chair Shannon gave a brief review of the claims audit proposals that were submitted by Moss Adams and BMI.

- **Motion** was made by Trustee Locke and seconded by Trustee Boxleitner to accept the medical claims audit proposal from Moss Adams in the amount of \$37,000. Motion passed unanimously.

UIP Auditor:

Tim Nies, current UIP Auditor has accepted the position as General Manager at Franklin PUD and will step down from the UIP. Brett Bergeson, Grant PUD Auditor, has offered to take his place.

- **Motion** was made by Trustee Boxleitner and seconded by Trustee Davis to accept Brett Bergeson as UIP Auditor, effective June 8, 2015. Motion passed unanimously.

Short-Term Disability:

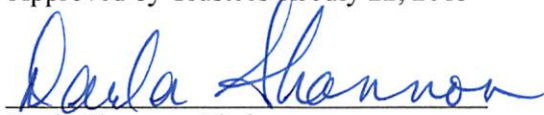
Chair Shannon notified Trustees that Grant has been asked to provide 10 years' worth of short-term disability documentation for bargaining unit employees to PERS. There is much discussion amongst CWPU whether or not this will affect all Utilities.

RFP for Third-Party Administrator:

Alliant needs the UIP to complete the review questions for the RFP by June 12th. The primary part of the RFP is that Alliant will search for administrative services. This is being done in parallel with claims renewal.

Meeting Adjourned at 3:25.

Approved by Trustees on July 22, 2015

A handwritten signature in blue ink that reads "Darla Shannon". The signature is written in a cursive style with a horizontal line underneath the name.

Darla Shannon, Chair