



CWPU UIP (Unified Insurance Program)
Special Meeting – Conference Call Minutes
December 13, 2018

Roll Call:

The meeting was called to order at 9:05 a.m. by Chair Wenner. The above individuals were in attendance.

<u>Trustees</u>	<u>Alternate Trustees</u>	<u>Administrators</u>	<u>Public Utility District</u>
Melina Wenner	Jody George		Benton PUD
Barbara Davis			Douglas PUD
Marilee Kuehne			Ferry PUD
Carrie Locke	Sylvia Hubbard		Franklin PUD
Annette Hernandez	Darla Stevens	Diane Moseley	Grant PUD
Don Coppock	Katie Pfitzer		Okanogan PUD
Lloyd Clark		Shanna Rice	Pend Oreille PUD

UIP BPA: Stacie Frank **Alliant:** Kim Chawes, Kerri Coyle

Meeting Minute Approval

- October 24, 2018
- November 8, 2018
- November 29, 2018

Chair Wenner called for review of the received minutes. Alternate Trustee Hubbard pointed out that she did not see any major changes but asked for consistency in the indication of motions made as sometimes the name of the utility is noted and others the Trustee’s name. In addition, reference to individuals by formal name should be made consistent.

Motion to approve minutes from October 24, 2018, November 8, 2018 and November 29, 2018 with the edits as called out above was made by Trustee Clark and seconded by Trustee Locke. Motion passed unanimously.

2020 TPA RFP: Chair Wenner addressed the issue as to whether the Trust can invite CIGNA for a follow up meeting under the scope of the RFP presented in July. She checked with Benton PUD’s contracts team and was advised that it would be acceptable to have CIGNA come back as we are still in the process of evaluating TPAs. It was recommended that we determine when we think a decision will be made in order to advise respondents of the process. Chair Wenner also pointed out that if the scope is changed to include other lines of coverage, a new RFP will need to be issued. The Trustees did not express interest in expanding the RFP to include other lines of coverage at this time.

Trustee Kuehne inquired whether or not Alliant has received data back from CIGNA in regard to analysis of claims repricing as this is the highest budget item. Ms. Chawes indicated that at this point Alliant has not engaged CIGNA as they are waiting for direction from the Trustees. Claims repricing analysis is something that would need to be done at the point of reengaging CIGNA. She also stated that Alliant wants to be clear that there will be differences in any switch of TPA. The contract and benefits will remain the same but provider discounts, how they handle claims, formulary listings, and provider access are all carrier specific and it will not mirror current exactly. Trustees continued discussion surrounding the fact that the outcome of the claims



repricing analysis will be crucial in understanding the impact to both the Trust's budget as well as potential employee impact. Discussion ensued about provider access. The consensus of the Trustees is to move forward with inviting CIGNA to the quarterly meeting on January 23, 2019. Trustees directed Alliant to contact CIGNA and request a claims repricing analysis to be completed by January 23, 2019, if possible.

Trustee Kuehne indicated that she wants to make sure that the Trust and employees will see a cost savings in making a TPA change. Chair Wenner questioned whether we will be able to have an analysis of the prescription carve out savings as this was one of the things that CIGNA would allow, which cannot be done under the Premera contract. Ms. Chawes indicated that if an Rx carve out is done, there will need to be an RFP to market that piece separate from the medical. She did indicate that she should be able to do an analysis to give a general idea of the cost savings associated with such a carve out.

Outcome/Future Action: Ms. Chawes will reach out to CIGNA to confirm availability to meet in January. There is anticipation that CIGNA would be able to answer the questions surrounding provider access, claims repricing and additional questions that came up in initial evaluation at this meeting. Ms. Chawes will also supply Trustees with the list of questions that were already established with the TPA evaluation and initiate the process of providing a general idea of potential Rx carve out savings.

EIAC Meeting: Chair Wenner initiated conversation surrounding the schedule of the EIAC meeting in February/March. Her thoughts on the topics of discussion were the Washington Paid Family and Medical Leave (PFML) with potentially having the Employment Security Department (ESD) come out to help educate on the program, introducing Teledoc to engage the group in gaging interest in this type of added benefit, and reopen discussion surrounding wellness in order to focus training and resources.

Trustee Davis questioned if we are at the point of engaging them in the traditional role of preparing items for bargaining. Trustees discussed whether the CWPU has a meeting scheduled in order to start the preparation. Trustee Clark indicated that he was not aware of one but will check with Mr. Willenbrock, CWPU Chair upon his return. Chair Wenner reminded the group that in addition to the EIAC role in the bargaining process, value has been seen with general education topics in that it creates transparency that they are able to take back to their coworkers. Continued evaluation of the timeline for a meeting is needed.

Catapult: Alternate Trustee George recapped Benton's experience with piloting Catapult for their biometric screening. From the employer perspective, she was impressed with Catapult's level of organization, prompt answers to her questions, and the feeling that they anticipated her needs before she knew what they were. Their kick off call included an outline of what to expect up front. Catapult staff was in constant contact in regards to logistics of the event prior to and provided a high level of confidentiality and professionalism and efficiency throughout the event. From the employee's perspective, Catapult staff greeted employees at the door and escorted them through the process. They very actively pointed out the level of confidentiality to the employee from initial screening to blood draw, measurements, and meeting with the nurse practitioner. Employee feedback was very positive and having the results and nurse practitioner there to walk through the results immediately was very well received. Some employees found that there were areas of concern to initiate an additional doctor visit. The only hiccup in the process was when part of their equipment went down and they did not have a backup on hand. However, they were able to make a few adjustments and the event still ran smoothly.



and understand. It included a comparison to the national trends which was helpful. Since the report is aggregate they may be able to share with others to see the type of reporting. Overall, their utility is doing well but there were some items of concern such as smoking cessation and weight management that could become target areas for future wellness initiatives. Overall, using Catapult was a great process from start to finish.

The cost was \$160 which included travel and they had to agree to have a minimum of 50 screenings per day for the 3 days. They did not do flu shots which was not an issue since Benton uses Costco as part of their benefit fair.

Benefits Program Administrator-Update on Work Objectives: Ms. Frank was asked to recap the status of her current projects. She reported as follows:

- **CTI/TPA Audit** – The audit is underway. CTI has been able to select the random audit and Premera is currently gathering all of the files that will be needed in order for the onsite audit to take place in January. Ms. Frank has been in contact with Premera and CTI regarding potentially doing the eligibility audit outside of the scope of the audit, utilizing the reporting program that Trustees already have available.
- **Accounting Services** - Ms. Frank is drafting the contract and expects to have it to Chair Wenner by the end of the week for her review prior to sending it to CliftonLarsonAllen.
- **Symetra Short Term Disability Plan Document** - Ms. Frank has received 2 of the 4 Subcommittee members completed initial review of the plan document. She will compile the changes/comments into one document before sharing it out again to the Subcommittee.
- **WA Paid Family & Medical Leave (PFML)** - Ms. Frank will be utilizing the Short Term Disability Plan Document to assess if the plan meets the the requirements of the PFML, and if not, what changes would have to be made in order to comply. Benton and Franklin both report that they have provided employees with notice of premium deductions taking place in January 2019. Benton has had very few questions from employees about premium deduction. Alternate Trustee Hubbard reports that the questions from her employees have more to do with the coordination of benefits with the Short Term Disability Plan.
- **EAP Training Hours** - Ms. Frank will be compiling available training topics and creating a questionnaire to narrow down which training areas are of interest to all utilities. The idea is to allow all utilities to take advantage of the same training in order to avoid purchasing additional hours.
- **Legal Services** - Ms. Frank has received three responses from legal firms who seem to have the staff, experience and expertise to be of value to the Trust. She will work with Chair Wenner to compile a comparison for evaluation at our next meeting.
- **36 Month COBRA Extension** - Ms. Frank is working with Alliant to create a pro/con list to help evaluate the options and determine direction. A cost impact analysis is difficult prior to determining which direction we would want to go, however, Alliant is checking to see what they can gather.
- **Interlocal Agreement** - Ms. Frank is working on updating this agreement to incorporate our monthly meetings as regular meetings. In addition, she will be reviewing the rest of the document to ensure there are no other additions or changes necessary.
- **Website Updates** - Ms. Frank reviewed the new website to make sure the links work appropriately. Additional work is required to make sure the information contained is complete.
- **Vyond Videos**-Ms. Frank reported that this is still on the to-do-list but has been bumped back in priority given the other tasks at hand.



The meeting was adjourned at 10:01am

Approved by Trustees on January 23, 2019

X Melina Wenner

Melina Wenner, CWPU UIP Chair