



**Minutes of the Regular Meeting of
CWPU Unified Insurance Program UIP
December 12, 2019**

The regular meeting of the CWPU UIP was held via conference call on December 12, 2019, at 9:00 a.m., pursuant to proper notice thereof.

The meeting was called to order by Chair Conover at 9:00 a.m. The following individuals were in attendance:

<u>Trustees</u>	<u>Alternate Trustees</u>	<u>Public Utility District</u>
Melina Conover	Jody George	Benton PUD
Barbara Davis		Douglas PUD
Marilee Kuehne		Ferry PUD
Carrie Locke		Franklin PUD
	Katie Pfitzer	Okanogan PUD

Others in attendance:

Pend Oreille PUD:	Suzie Thompson
CWPU UIP Benefits Program Administrator:	Sylvia Hubbard
Alliant:	Kerri Coyle, via conference call
IBEW Local 77:	Tim Barnett

Meeting Minutes

The Trustees reviewed the minutes of the October 23, 2019 and November 14, 2019 regular meeting.

Motion was made by Trustee Davis and seconded by Trustee Locke to approve the minutes of the October 23, 2019 and November 14, 2019 regular meeting. Motion passed unanimously.

Benefits Program Administrator Report

KrowdFit Implementation

Ms. Hubbard explained that the administrator training is scheduled for December 18, 2019 in preparation for the January 1, 2020 go-live date. Premera will provide the initial eligibility data feed to KrowdFit on December 23, 2019 and weekly thereafter. Email messages announcing KrowdFit were drafted and provided in advance of the meeting. To reach the employees' families, a postcard will be mailed to the home address the first week of January 2020.

Paid Family and Medical Leave (PFML)

To inform the non-bargaining employees about their rights under PFML, Ms. Hubbard prepared two videos: 1) introduction to PFML and 2) Short Term Disability and PFML and a benefit calculator, comparing the paid benefit under Short Term Disability and PFML. Posters and other printed information will be provided by Grant PUD's Communication Specialist. The communication materials will be available prior to January 1, 2020.

Discussion ensued about informing employees about consequences if they file a Short Term Disability claim and a claim under PFML for the same condition.

Revised 2020 UIP Reporting Sheet

Ms. Hubbard explained that the current monthly reporting sheet includes COBRA enrollment numbers, which are added to the stop loss total calculation. However, the stop loss premium calculation is not using the numbers from the UIP reporting sheet but is based on enrollment numbers provided by Premera. To avoid duplication, the Trustees agreed to revise the reporting sheet and eliminate COBRA enrollment numbers and the stop loss total calculation.

Balance Billing Protection Act

Ms. Hubbard filed the self-funded group health plan opt-in form/attestation for 2020 on November 25, 2019. The UIP will need to file the attestation annually. The UIP calendar was updated to include the annual attestation deadline.

2020 Summary Plan Description

Ms. Hubbard shared that Premera's Administrative Service Contract (ASC) includes Performance Guarantees for the delivery of Summary Plan Descriptions (SPDs). According to the ASC, Premera will deliver draft SPDs by January 1, 2020. Six weeks are being allowed for review and revisions to ensure a delivery date of SPDs to the Districts by February 21, 2020. Ms. Coyle added that Alliant has received the draft SPDs from Premera and has almost completed their initial review. Ms. Hubbard committed to a review of the SPDs by December 27, 2019. Being ahead of schedule, the SPDs should be delivered to the Districts early February.

Teladoc Mental Health Update

During the October 23, 2019 UIP Trustee meeting, the Trustees discussed access to mental health providers and directed Alliant to obtain pricing for adding mental health services to Teladoc. Ms. Coyle reported that the cost of mental health visits through Teladoc vary based on the provider. For non-MD providers, such as master level therapists or PhD/PsyD Psychotherapists, the cost per session would be \$78, while a visit with a Psychiatrist would cost \$160 per initial diagnostic evaluation and \$100 per on-going session. The member cost share would be based on medical plan enrollment: \$25 copay for PPO plan members; subject to deductible and co-insurance for CDHP plan members.

OneBridge flexible spending account (FSA) funding method

As a follow up to OneBridge's demo of their FSA product, Ms. Hubbard explored the requirement and ability of pre-paying FSA accounts. Following further discussions with OneBridge, the pre-payment requirement was waived.

Vivacity Care Center, Spokane

Ms. Hubbard shared that she had an opportunity to attend a tour of the Vivacity Care Center in Spokane, scheduled to open on January 2, 2020. Only Premera members will have access to the Vivacity Care center to receive routine preventive care, adult and pediatric primary care, behavioral health support, health coaching, lab work, and on-site prescription fills of the most common prescriptions. The center is taking a holistic health

management approach and is scheduling 30- to 60-minute whole health exams. Additional locations are planned to open in the Spokane area.

Updated 2020 UIP Calendar


Ms. Hubbard shared that the UIP calendar is a “living” document, and as such will be revised and provided to the Trustees at each meeting.

Outcome/Further Action – Benefits Program Administrator

- Contact ESD to determine if the State would recover overpayments if the employee filed a claim through the employer paid disability program and PFML for the same condition.
- Develop a form to be provided to the employee at the time of filing a Short Term Disability claim, including an acknowledgement from the employee about having been informed of PFML, the consequences of filing a claim through Short Term Disability and PFML, and authorization to withhold insurance premiums etc. from future wages.
- Add Teladoc mental health services to January meeting agenda.

With no additional items to discuss, Chair Conover adjourned the meeting at 9:45 a.m.

Approved by Trustees on January 22, 2020.

X 

Melina Conover, CWPU UIP Chair