



Health Plan Discussion 5/29/2018

Agenda:

- Review how CUSD provides health insurance.
- Review what is provided by our health insurance.
- Review why there is an anticipated increase in cost.
- Review what potential plan modifications look like.
- Q&A

CUSD's Plan is Self-Funded

- The District offers 2 Medical Plans: Gold and Bronze
- Provider Network: Anthem
 - St. Agnes
- Claims Processor: Advantek
- Pharmacy Card Vendor: Caremark



Health Insurance Committee

- Is made up of three represented groups with two designated representatives.
 - CUTA
 - CSEA
 - Management/Unrepresented
- Responsibilities are outlined in each CBA.
 - Discussion and decisions for the level and type of benefits to be provided.
 - Educating employees about health benefit programs.
 - Developing and recommending cost control mechanisms to all employees and the Board of Trustees.
 - Expressing new ideas and concerns about employee health benefits.
 - The Health Benefits Committee shall have the power to change the level and type of benefits provided; however, the committee shall not have the power to change the provisions of this article (Article 9: Health and Welfare Benefits)

Brief Benefit Summary

▶ Medical

- ▶ Deductible \$200/\$600
- ▶ Office Visit \$25
- ▶ Lab/X-Ray \$100%
- ▶ Co-Insurance In-Network 85%
Out-of-Network 50%

▶ Pharmacy

- ▶ Generic
- ▶ Preferred Drug
- ▶ Non-Preferred Drug
- ▶ Non-Formulary Drug
- ▶ Specialty

Retail

- \$5
- \$30
- \$50
- \$50
- \$100

Mail

- \$10
- \$60
- \$70
- \$100
- \$100

Plan Year 2017-18 Premium Summary

Total Premium	\$1,433.98	
<u>12 Months</u>	<u>District</u>	<u>Employee</u>
	\$1,195.06	\$238.92
<u>11 Months</u>	<u>District</u>	<u>Employee</u>
	\$1,303.70	\$260.64

Why do we need to increase the Plan's premium?

- ▶ Large number of High Dollar claims
- ▶ Medical trend
- ▶ Rebuild Plan Reserve

How much do we need?

- ▶ \$3,040,128.00



Other Vendors/Benefit Modifications

Proposed Plan Options (Effective 8/1/2018)

- ▶ Who is Community Medical Center “CMC”?
- ▶ Community Medical Center, Clovis Community, Fresno Heart Hospital, Community Behavioral Health
- ▶ How does CMC help us reduce our claims costs?
- ▶ Other Local In-Network Hospitals: Children’s Hospital, Fresno Surgery Center, Madera Community Hospital and Kaweah Delta Hospital
- ▶ Who is Networks by Design?
- ▶ How do I know if my provider is in the network?
- ▶ If my provider is not in the network, can they be added?
- ▶ Will Healthiest You and Pinnacle Training System remain in the Plan?

Plan Year 2018-19

Option 1 No Benefit Changes

Total Premium	\$1,607.98		
<u>12 Months</u>	<u>District</u>	<u>Employee</u>	<u>Employee Rate Difference</u>
	\$1,299.46	\$308.52	\$69.60
<u>11 Months</u>	<u>District</u>	<u>Employee</u>	
	\$1,417.59	\$336.57	\$75.93

Plan Year 2018-19

Option 2 CMC Direct Contract

Replace Anthem's Provider Network with Networks by Design

- Increase Generic Drug Co-payment

Retail	Mail
\$5 to \$7	\$10 to \$14

Total Premium	\$1,523.98		
<u>12 Months</u>	<u>District</u>	<u>Employee</u>	<u>Employee Rate Difference</u>
	\$1,249.06	\$274.92	\$36.00
<u>11 Months</u>	<u>District</u>	<u>Employee</u>	
	\$1,362.61	\$299.91	\$39.27

Plan Year 2018-19

Option 3 CMC Direct Contract

Replace Anthem's Provider Network with Networks by Design

- Increase Generic Drug Co-payment

Retail

Mail

\$5 to \$8

\$10 to \$16

Total Premium	\$1,522.33		
<u>12 Months</u>	<u>District</u>	<u>Employee</u>	<u>Employee Rate Difference</u>
	\$1,248.07	\$274.26	\$35.34
<u>11 Months</u>	<u>District</u>	<u>Employee</u>	
	\$1,361.53	\$299.19	\$38.55

Plan Year 2018-19 Option 4 CMC Direct Contract

Replace Anthem's Provider Network with Networks by Design

- Increase Generic Drug Co-payment

Retail	Mail
\$5 to \$10	\$10 to \$20

Total Premium	\$1,519.03		
<u>12 Months</u>	<u>District</u>	<u>Employee</u>	<u>Employee Rate Difference</u>
	\$1,246.09	\$272.94	\$34.02
<u>11 Months</u>	<u>District</u>	<u>Employee</u>	
	\$1,359.37	\$297.75	\$37.11



Questions/Answers