

BUTTE SCHOOLS SELF-FUNDED PROGRAMS

BOARD OF DIRECTORS

**March 1, 2018
Gold Country Casino
Oroville, California**

MINUTES

Directors:

Member	Director – Management	Director – Labor
Biggs Unified	Absent	Dave Browning
Butte County Office of Education	Mary Sakuma	Joe Crispin
Butte-Glenn Community College	Chris Little	John Soldate
Chico Unified	Kevin Bultema	Corrine Carter (Alternate)
Durham Unified	Ron Sherrod	Jean Murphy Atkins
Gridley Unified	Heather Naylor	Jennifer Williamson
Manzanita Elementary	Brittany Smiley	Lora Askea
Oroville City Elementary	Andrew James	Carla Held (alternate)
Oroville Union High	Susan Watts	Deanna Fallen
Palermo Union	Ruthie Anaya	Absent
Paradise Unified	Absent	Jan Hillskemper
Thermalito Union	Absent	n/a
Bangor Union Elementary, Feather Falls Union Elementary, Golden Feather Union Elementary, and Pioneer Union Elementary	Absent	Absent

Staff: Christy Patterson.....Butte Schools Self-Funded Programs
Nicole Strauch.....Butte Schools Self-Funded Programs

Invited Guests:

Christine KernsAlliant Insurance Services. Inc.
Jim ApteHealthstat, Inc.
Tiffany GonzalezHealthstat, Inc.
Nancy PlemmonsHealthstat, Inc.
Michelle MurphyInnoPro Performance Solutions

A. CALL TO ORDER

President Ruthie Anaya called the meeting to order at 8:36 a.m.

B. ROLL CALL AND DECLARATION OF A QUORUM

Mrs. Patterson conducted the roll call and reported that a quorum was present with 19 directors/alternates and 72 votes present.

C. AGENDA

Motion: Approve amended as presented.		Directors	Votes
	Yes	19	72
Made by: Mary Sakuma	No	0	0
Seconded by: Susan Watts	Absent	6	9

D. STRATEGIC PLANNING SESSION

A strategic planning session was held and facilitated by Michelle Murphy, InnoPro Performance Solutions.

The strategic planning session concluded at 3:07 p.m.

E. PUBLIC COMMENTS

Insured member Nora Burnam shared her unhappiness with the SISC's utilization manager for physical therapy, American Specialty Health, and how members are being limited for physical therapy services. She reported an appeal was submitted in December and she has not yet received a response to the appeal; she did receive a call from Anthem but the representative was not able to provide any information. Additionally, she shared that she will be responsible for a full year's deductible and out of pocket limit but will be eligible for coverage only through mid-year. She indicated the member survey was too long to complete and that the SISC benefits were not as good as and more costly than BSSP's former program.

Mrs. Patterson said she will follow up with SISC to ensure Ms. Burnam is provided a response to her appeal.

F. CONSENT AGENDA

Chris Little asked for clarification on the cancellation terms of the Access contract (item F.2.c.) and that it be reviewed periodically to see if more efficient methods of disposal may be found.

Motion: Approve as presented.		Directors	Votes
	Yes	19	72
Made by: Andrew James	No	0	0
Seconded by: Carla Held	Absent	6	9

G. REPORTS

1. Third Party Administrator: There was no separate report.
2. Consultant: There was no separate report.
3. Executive Director: In the interest of time, the consensus was to bypass this report.

H. DISCUSSION/ACTION: Employee Benefits

1. Broker Services Agreement (Benefits Consultant):

Motion: Approval of one-year extension of the Broker Services Agreement through June 30, 2019.		Directors	Votes
	Yes	19	72
Made by: Andrew James	No	0	0
Seconded by: Heather Naylor	Absent	5	8

2. Incentives for Health Risk Assessments:

Motion: Provide \$20 incentive payable upon completion of health risk assessment; provide incentive for those who complete components similar to Healthstat HRA with a primary care physician.		Directors	Votes
	Yes	19	72
Made by: Jean Atkins	No	0	0
Seconded by: Joe Crispin	Absent	5	8

3. Medical Plan Rates through September 30, 2018 and Utilization of Deficit Restoration Surcharge:

There was extended discussion regarding the desire to return the funds to the membership and the challenges in doing so and retaining the funds for future growth of the Health and Wellness Centers or rate stabilization. Andrew James proposed a higher incentive rate for completion of a health risk assessment or other wellness incentives for the membership. Jean Atkins moved to retain the funds and to poll the membership for the preferred utilization of the funds. After discussion, she amended her motion.

Corrine Carter left the meeting at 3:45 p.m.

Motion: Retain funds collected via the deficit restoration surcharge through September 30, 2018 pending further discussion by the Board at a future meeting.		Directors	Votes
	Yes	17	58
Made by: Jean Atkins	No	(Watts) 1	1
Seconded by: John Soldate	Absent	6	21

4. Utilization of Excess Medical Plan Net Assets:

Motion: Retain excess medical plan net assets for use in implementation of new Health and Wellness Center programs as approved by the Board.		Directors	Votes
	Yes	18	59
Made by: Andrew James	No	0	0
Seconded by: Jean Atkins	Absent	6	21

5. Health and Wellness Centers: Mrs. Patterson announced that provider Ben Raymond would be working in Oroville on Thursdays beginning March 8. Jan Hillskemper, Andrew James and Ruthie Anaya spoke in favor of maintaining the current schedule in Oroville with no further reduction. Kevin Bultema commented that the HWCs are not necessarily saving money but increases services to the membership. John Soldate commented that any expansion of the HWC should be leveraged with SISC for an increase in the discount from SISC.

Motion: Maintain the same hours for the Oroville HWC; expand services to include up to a 40-hour MD and MA; negotiation the lease of 500 Cohasset, Suite 25 (bundled with Suite 24), for a length of 5 years.		Directors	Votes
	Yes	17	58
Made by: Heather Naylor	No	(Atkins) 1	1
Seconded by: Brittany Smiley	Absent	6	21

6. Benefits and Plan Rates Effective October 1, 2018

a. Medical/Prescription:

Motion: Effective October 1, 2018, surcharges to SISC rates will be \$5 (admin) and \$51 (HWCs); any new employers or bargaining groups joining BSSP will be charges the same rates as BSSP's existing membership.		Directors	Votes
	Yes	18	59
Made by: Andrew James	No	0	0
Seconded by: Carla Held	Absent	6	21

- b. Dental: Deana Fallen moved to add Plan 12 with a \$3000 annual benefit maximum with the addition of 3 cleanings with the diagnostic and preventive waiver at the proposed rates for those additions. The motion was seconded by Joe Crispin. There was extended discussion for alternative proposals. Ms. Fallen amended her motion to remove the D&P waiver and add Plan 11 instead of 12. Mr. Crispin withdrew his second and the motion died for the lack of a second. Andrew James moved to add Plan 12 and the third cleaning at the proposed rates; the motion was seconded by Jennifer Williamson. On a roll call vote, the motion died for lack of a majority vote with a nay vote from Bultema and abstention by Soldate (39 votes in favor; 41 required for a majority vote).

Jean Atkins left the meeting at 4:45 p.m.

Mrs. Patterson reminded the directors that the adopted Governance Handbook includes a provision that nay votes must be explained and abstentions are limited to certain conflicts of interest. Mr. Bultema commended that the rate increase brings a significant budgetary cost to the Chico Unified School District.

Andrew James moved to add plan 12 with no rate increases or third cleaning; the motion was seconded by Kevin Bultema. The motion died for lack a majority vote

with only Andrew James and Kevin Bultema voting in favor (15 votes / 2 directors in favor; 41 votes and 13 directors required for a majority vote).

Motion: Effective October 1, 2018 add plan 12 (\$3000 annual benefit maximum) at a rate of \$124; add 3 rd cleaning on all plans with no rate increase on plans 1, 8 and 10 a use of approximately \$106,000 dental plan rate stabilization funds.		Directors	Votes
	Yes	17	58
Made by: Jennifer Williamson	No	0	0
Seconded by: Deana Fallen	Absent	7	22

- c. Vision: John Soldate moved to normalize the benefits across all plans and add KidsCare and Anti-Reflective Coatings to all plans effective October 1, 2018 for the rates proposed to normalize benefits. The motion was seconded by Carla Held. Discussion followed.

Motion: Effective October 1, 2018 normalize all benefits and add KidsCare and Anti-Reflective Coatings without any rate increases at a cost of approximately \$110,700 in rate stabilization funds.		Directors	Votes
	Yes	17	58
Made by: John Soldate	No	0	0
Seconded by: Deana Fallen	Absent	7	22

Mary Sakuma left the meeting at 5:00 p.m.; Karen Finley remained to represent Butte County Office of Education management.

7. Composition of Board of Directors: Due to the lateness of the hour, this item was deferred to a future meeting.
8. Voluntary Benefit Options and Open Enrollment Support:

Mrs. Patterson reviewed the proposed options but shared her concern that it was too late to implement either in a quality way for 2018. There was consensus to poll the districts for current offerings and begin discussions about options at the May meeting for a possible 2019 implementation.

I. CLOSED SESSION

Mrs. Patterson indicated there was no need for a closed session discussion.

J. ITEMS FROM DIRECTORS

There were none.

K. ADJOURNMENT

President Anaya adjourned the meeting at 5:26 p.m.

Respectfully submitted,

A handwritten signature in cursive script that reads "Christy R. Patterson". The signature is written in black ink and is positioned above the printed name.

Christy R. Patterson
Executive Director