

V.W.A.S.I.G. MINUTES August 16, 2013

V.W.A.S.I.G. trustees met on August 16, 2013 at the Goedde Building at 9:30 a.m. Those present at the time of roll call include Ken Amstutz, Ray Burden, Ruth Ann Dowler, Mike Estes, Kevin Gehres, Brian Gerber, Rachael Harpel, Staci Kaufman, Todd Keller, Jeff Snyder, Bonnie Thatcher, Carol Williman, Carolyn Winhover, Judy Wortman, Hollie Ford, and Ben Cowan. Also present were Todd Cullen, Cindy Stever, Ally Druckemiller, Lori Davis, and Troy Bowersock.

The minutes of the August 5 meeting were read silently. B. Gerber made a motion to accept the minutes. R. Burden seconded the motion. Roll call vote: Yes – 14; No – 0.

Todd Cullen gave the renewal report. He said that the group is currently underfunding due to having higher claims than receipts. Anthem expects our liability to be at 23% and we are funding at 12%. He recommends that we put drugs into the stop loss. His report included several options in which to make the funding 10% higher. All options include \$125,000 stop loss. Different levels of funding by increasing premiums were listed, including 22%, 13%, 17%, and 8% increases. The balance will continue to decrease if nothing is changed.

Differences in value of PPO and HSA is 18% more for the PPO, however the rates for PPO are 30% higher. Migration to HSA is not a good thing. The rate relativity between the four tiers is: employee only – 1.00; employee and spouse – 1.74; employee and children – 1.52; and family – 3.01 whereas the rate of membership is: employee only – 1.00; employee and spouse – 2.00; employee and children – 3.03; and family – 4.32. Employees are attracted to the family plan. The group needs to stay conscious of this and get it to a better rate.

Todd recommends a 10 – 15% increase in premiums or an 8% increase with plan changes. Fully funded would be around 30% increase. K. Amstutz asked where do we go from here. We have used some of the V.W.A.S.I.G. fund for three years so we didn't have to have an increase in premium and have gone through \$1.4 million.

Brian Gerber left at 10:25 a.m.

Does a plan change have more impact on employees than premium increase? Yes, especially since we had significant plan changes last year. We need to give employees a chance to plan on whether they want to change insurance plans.

A discussion was held about the plan changes versus increase in premium. Most felt that a combination of both would be best. The consensus was that we keep the co-insurance and out of pocket the same and go with increases for office visits, ER, and urgent care. Cindy Stever said that employees need to be told that more changes will have to be made next year. She will be coming to each district to talk about benefits on opening days for each district. There will be individual design forms to give out to employees.

M. Estes made a motion to implement 13% increase in premiums plus add the options of specialist visits - \$40, urgent care visits - \$50, and ER visits - \$100. Dental would remain the same. The motion was seconded by S. Kaufman. B. Thatcher suggested changing the premium increase to 11%. The motion was voted on as presented in the motion. Roll call vote: Yes – 12 ½; No – 1.

The meeting dates will be on October 9, December 11, February 12, and April 9 at Willow Bend at 9:00 a.m.

K. Gehres made a motion to adjourn the meeting. R. Dowler seconded the motion.

Judy Westman
Recording Secretary