

# ***Healthcare Committee***

## ***Meeting Minutes***

May 9, 2016

3:30 PM Dallas School District Conference Room

Committee members present: Heather Shinn (Chair), Amy Lieuallen, Bob Mahoney, Debra Wade, Rich Slack, Tami Montague, Gloria Lundin

Call to order 3:30 PM

### **1) Approval of minutes from last meeting**

### **2) Healthcare Plans and OEGB Changes:**

- a) Amy provided the comparison sheet that will be distributed to staff comparing next year's offerings with this year's.
  - i) OEGB has named the plans after trees, eliminated plans A and B and combined other plans.
  - ii) **Plans offered for Moda** remain the same, adding night guard coverage.
- b) Open enrollment will be mandatory again.
  - i) The committee members feel open enrollment is a good thing, since it forces people to be aware of the choices and how they have changed.
- c) OEGB will not conduct informational benefit meetings next year. They will disseminate information via webinars, including FAQ's

### **3) What's happening with MODA and how are we protected?**

- a) Group plans are **Protected by OEGB regardless of MODA restructuring and talks of bankruptcy**
- b) Cadillac tax is on the back burner this year-change in political leadership **may** impact this as we go forward.

### **4) Tiered v. Composite coverage**

- a) Tami prepared a handout comparing various scenarios.
- b) As we move forward, we need to be sure that the policy we adopt includes fluidity to accommodate changing life situations.
- c) It is too soon to see the results of what other districts have tried in their transitions from Composite to Tiered plans.
- d) OEGB is writing an RFP for 17/18, possibly incorporating new plans
  - i) Unions could request more plans
  - ii) Unions will decide which plans are offered to district employees from those available through OEGB.

**5) Pre v. Post tax disability insurance information-Bob Mahoney**

a) American Fidelity offers disability insurance plans that are either pre or post-tax premiums/benefits.

i) The cost of Am. Fed's plans is higher than the OEGB plan

ii) Most people opt for the post tax plan after they are counseled as to the benefits of post-tax, even though they will see more money going to premiums.

b) OEGB disability plan offered this year was a **Pre-tax per prior HCC recommendation.**

i) Less expensive up front, but has a high impact when employee must use the benefit (60% of regular pay) and pay taxes on top of the lower income rate.

c) Presently, we can only choose one short and one long term disability plan to offer employees, whether they are pre or post tax plans.

d) **Recommendation of the committee**

1. Is to be sure that employees know the implications of pre v. post-tax plans.

**2. Change to post tax if current enrollees agree and no adverse effect**

5) **Next meeting** tentatively scheduled for early fall with a focus on the Tiered v. Composite issues to be addressed.

Adjourn 4:40 pm