

Health Insurance Committee Meeting

Meeting Minutes

Central Administration Office

July 15, 2016

Present: Douglas Sullivan, Vince Reep, Lyle Smith, Scott Schmidt, Kim Schwartz, David Wilkie and Cyndee Egeness
Absent: Naomi Obrigewitch and Laurie Olson

Meeting came to order at 9:00 a.m.

I. Status Review

Dickinson Public Schools ended the year with a fund balance of \$711,884.42. This is a \$118,348.42 decrease from one year ago when the fund balance was \$830,232.84. This amount is always lower due to the final June payroll.

II. Premiums

BCBSND suggested an 13.4% (average) increase for the single and family plans for the upcoming 2016-2017 plan year. With this increase, new rates for a single plan would be \$7,270 (\$5,816 employer cost share/\$1,454 employee cost share for fulltime staff). New rates for a family plan would be \$17,700 (\$14,160 employer cost share/\$3,540 employee cost share for fulltime staff. The committee reviewed the information and approved the suggested rate increase.

III. BCBS Contract Rates for Stop Loss and Administration

Our stop-loss has increased 18%, which adds in an additional \$108,312 for the year. The stop-loss amount per person is set at \$100,000. The district pays approximately \$500,000 for this stop loss.

IV. Other

Due to new committee members, Mr. Reep explained the history for the self-funded insurance. The school district compared costs in premiums and had determined that becoming self-funded would be the best option versus remaining with NDPERS. The self-funded plan was adopted in 2003. If we were to leave the self-funded plan, the district would need to have three to four months saved in reserve which would be approximately \$900,000 to \$1.2M.

Dickinson Public Schools is competitive with other businesses. In terms of usage, we are 29% higher than the state, and 32% higher than other class A schools in North Dakota.

There will be no change in our current BCBSND plan. Our plan is an excellent plan and is considered a platinum plan compared to the Affordable Care Act options. If the district were to offer dual option plans, such as different deductible plans or introducing Health Savings Accounts (HSAs), the administrative costs would increase. Training, education and communication would need to be offered to all staff prior to offering dual plans or other options.

Next meeting: To be determined – 2016-2017

Meeting adjourned at 9:45 a.m.