Minutes

# HBAC Minutes

January 25, 2016

The meeting was called to order by Blake Hammond at 4:18pm

## In attendance

Cindy Elsbernd, Blake Hammond, John Baker, Diane Gladson, Vicki Bonnett, Douglas Smith, Lillie Noland, Nicholas Lenhardt, Megan Ruble, Jill Burnett-Requist, Tammy Steinwandt, Tanya Stark, Rossi Firth, Sharon Bell, Cory Jackson and Cathy McKay

## Insurance rate renewal information

Megan Ruble presented renewal analysis for health and pharmaceutical plans. Final rates will be released by April 8, 2016.

## Health insurance recommendations:

## Prescription drug plan changes:Discussed the different types of pharmaceuticals covered in each tier and the rising cost of specialty drugs. Recommendation made to establish specialty drugs as tier 4 with preferred cost at $50.00 and non-preferred at $100.00. All voted “yes” with the exception of one “no” vote.

**Blue Distinction Centers:**

Discussed the cost of using a center for specific surgical procedures and if the use of the centers should be mandated.

Recommendation made to support the use of the Blue Distinction Centers as an in-network expense and non-Blue Distinction Centers as an out-of-network expense for the three procedures of bariatric, knee replacement and hip replacement. Group unanimously voted “yes”.

## Dental insurance recommendations:

Discussed three different options for the plan. 1. Not changing the plan, 2. Using a “To Go” plan which will allow a $1,000 carry over per year for one year with a requirement of visiting the dentist once in a 12-month time frame. 3. Increasing annual dental maximum to $1,500.00 with no carryover.

Recommendation made to support option 2., the “To Go” plan. Group unanimously voted “yes”.

## Wellness recommendations:

Discussed several different options of changing the program requirements as well as increasing the incentive financial obligation from $200.00 annually to a range from $600.00 to $1,000.00 annually.

Recommendation could not be made as there were not enough voting members left at the end of the meeting to vote. Blake will reiterate offerings and request a vote via e-mail.

## Next Meeting

Monday, February 22, 2016 4:15pm Dean Avenue Operations Center