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DATE: November 7, 2022

TO: Bill Link, Superintendent
Joe Franklin, Director of Human Resources

FROM: Caty Campbell, Business Manager

RE: MINUTES – INSURANCE COMMITTEE MEETING – 11/03/2022

The Insurance Committee met at 3:30 pm in the Washington Intermediate School Central Office Conference Room with the following members present – Joe Franklin, Peggy Golden, Jonathan Kingdon, Carrie Smith, Chris Vehlow and Caty Campbell. Board Representative Kelly Cole, and District Insurance Brokers, Matt and Mark Schellenberg, were also in attendance, as well as our new BCBS representative, Crystal Schuring. Committee members Vickie Armbrust, Amy Belt, and Sarah Schorr were unable to attend.

1. Joe Franklin began the meeting by welcoming those in attendance.
2. Joe then turned the meeting over to Crystal and Matt to review our plan experience. We reviewed reports from the start of the plan year, July – September 2022. Those reports compared the same time frame one year prior. Some key points that Crystal made were as follows:
 - Membership in the plan at the end of September was 306 employees and 663 employees and family members. Compared last year this was a 2.0% decrease. Employees that leave the District are terminated mid-August and new employees start coverage on the first working day in mid-August, so this timeframe typically has a lot of transition.
 - The medical amount paid increased 3.0% between July-September 2021 to now. Even with a decrease in members, we are seeing more claim activity.
 - We did examine the medical loss ratio over the last 12 months. Our ratio is 89.4%. BCBS would like this number to be about 85%, to keep their costs at about 15%. If the percentage is higher than that, the District is coming out ahead. The loss ratio is the comparison of premiums paid to claims paid.
 - 99.5% of our claims were paid in-network. We have very limited out-of-network usage on our plan.
 - Looking at out of pocket spend, about 30% of claimants spent less than \$200 out of pocket. Just over 70% had less than \$1,000.
 - We a few large claims over \$50,000, but our pooling level is \$95,000, helping these costs to stabilize against the plan costs.

- We also looked at prescription costs. 90% of the total prescriptions were filled using generics. Almost every time a generic is available, it is used (99.2%).
The Committee discussed a few programs offered by BCBS. One is the Extended Supply Network, which would allow pharmacies to dispense a three-month supply at one time. This is allowable for maintenance drugs (high blood pressure, high cholesterol, etc.). Members would have to pay three months' prescription co-pays at the time the medication is dispensed. This is a convenience for members and helps with medication adherence.
The other program is called the Split Fill. This allows members to receive a smaller dosage of a prescription while they are trying it. This program provides a cost savings, both to the member and BCBS, while reducing waste.
Crystal is going to initiate adding these plans to our current coverage as a mid-year plan adjustment so we may possibly begin January 1, 2023.
- The dental loss ratio is at 83.2%. Again, Crystal stated BCBS would prefer this number to be about 85%.

3. The flu shot clinic was held on Thursday, October 13 from 4:00 p.m. to 6:00 p.m. in the Washington Intermediate School Cafeteria. Walgreen's was here to administer shots and they gave about 100 shots, a mix of COVID vaccines, COVID boosters and flu shots. This was a great turnout from our staff.
4. With a few other questions, the Committee did discuss Springfield Clinic and open items from the last meeting. There was some discussion about the Provider Finder available online through BCBS's website. Crystal stated the best way to determine if a provider is in-network is to call the provider's office.

We also discussed the change with Carle Health taking over the UnityPoint providers in our area. Carle Clinic was in-network before this change, and with a change like this, BCBS will be required to take on the providers as in-network until such agreements can be worked out and patients can be notified.

5. We scheduled our next Insurance Committee meeting for Thursday, February 16, 2023 at 3:30 p.m. in the same room.