

VWASIG Minutes – January 24, 2018

VWASIG trustees met on Wednesday, January 24, 2018 at Willow Bend Country Club at 9:00am. Members present at the time of roll call include Ruth Ann Dowler, Mike Estes, Hollie Ford, Staci Kaufman, Matt Krites, Jeff Snyder, Tricia Taylor, Cindy Tinnel, Rachael Thomas, Rick Turner and Carolyn Winhover. A proxy was received for Ray Burden and Todd Keller. Also present were Kris Gerken, Ally Druckemiller, Anne Dunn, Mike Ruen, Laura Peters, Ashley Whetsel and Troy Bowersock.

Cindy Tinnel make a motion to appoint Ashley Breese, teacher of Van Wert City Schools, as voting member representing Van Wert City School District. Mrs. Breese replaces Ruth Ann Dowler as a teacher representative on VWASIG. Mike Estes seconded the motion. Voice vote: Yes-11 ½ ; No-0.

Cindy Tinnel made a motion to appoint Anthony Adams, board member of the Van Wert City Schools, as a voting member representing Van Wert City Schools. Mr. Adams replaces Debby Compton as a Van Wert City representative on VWASIG. Mike Estes seconded the motion. Voice vote: Yes-12 ½ ; No-0.

Minutes of the October 25, 2017 meeting were reviewed and approved. Mike Estes made a motion accept the minutes. Hollie Ford seconded the motion. Voice vote: Yes – 13 ½ ; No – 0.

Mike Ruen gave the Financial report for October, November and December 2017. Oct. and Nov. were up, Dec. was down and the year ended positive. January 2018 is not looking good so far. AETNA wellness reimbursement received for \$25,000. Staci Kaufman made a motion to accept the financial report. Ruth Ann Dowler seconded the motion. Voice vote: Yes – 13 ½ ; No – 0.

Mike Ruen gave the Flexible Spending report for October, November and December 2017. Rick Turner made a motion to accept the flexible spending report. Staci Kaufman seconded the motion. Voice vote: Yes – 13 ½ ; No – 0.

The Actuarial Certification Statement was reviewed for the plan year ending December 31, 2017 and the statement is positive. Cindy Tinnel made a motion to accept the statement. Staci Kaufman seconded the motion. Voice vote: Yes – 13 ½ ; No – 0.

Report from Huntington Insurance – Kris Gerken, Ally Druckemiller

1. Utilization report is not available yet from AENTA.
2. Update on Open Enrollment & Implementation of Anthem
 - a. Made transition from Aetna to Anthem, with some bumps; Dani at Huntington has been very helpful. Dani assists with client issues. American Fidelity will send a list of enrollees and ask each district to verify. Ally and Cindy are working on issues case by case. Several negative reports were heard regarding American Fidelity representatives at entities for open enrollment. Others had a positive experience. Huntington and Anthem discussions indicated we would have our ID cards by 1/1/18, but there was a glitch. Some issues at entities and with specific employees caused a delay for the entire process. The process couldn't begin until all employees provided required data.
3. Guardian Relationship and Minor Dependent Eligibility
 - a. Aetna's definition of a dependent included a parent child relationship. The consortium has an employee that took over guardianship of two minor children. According to the court, when the dependents turn 18 the guardianship ceases but there is still a parent child relationship. For this reason, coverage through Anthem will continue as it was through Aetna.
4. Cadillac Tax – Delayed until 2022

- a. Pushed off to next administration, keep in back of mind, main idea is an employee can only have so much fringe benefit before it is taxed
5. Reminder of American Fidelity Off Cycle Election Change & pre and post-tax benefits
 - a. Pre-tax benefits need a qualifying event to make a change
 - b. Post-tax benefits can be changed anytime, but if allowing this, need to be consistent; also be aware that AF may choose to not re-enroll an employee in a benefit previously dropped without a qualifying event.
 - c. Life and disability are only post tax benefits provided by American Fidelity
 - d. Ally will talk to AF to confirm that their system is setup to allow post-tax benefit changes without a qualifying event.
6. Insurance industry is beginning to scrutinize non-emergency use of hospital emergency department. This doesn't impact VWASIG or dependents though.

Wellness Committee Update

Anne Dunn gave a dashboard overview based on health assessments. She asked those present to work in small groups and determine top three areas of focus for calendar year 2018. After hearing from each group, nutrition, physical activity and preventive services were the top three areas.

Discussion Items – Jeff Snyder

1. Wellness Director - Our previous wellness director, Kim Jones, left VWASIG and in November, Jeff Snyder became interim wellness director. He asked champions for detailed plan with pre and post test evaluation and then approved their requests. Some rushed at end of December to spend money. He doesn't want champions to spend money just to spend. There are additional funds available if an entity meets their maximum amount, but wants to request more for well-defined reasons. Funds are not necessarily for incentives and trinkets – can be used to pull in a speaker or instructor. Moving forward for next wellness director, Jeff wants someone who works in health field, a health professional. He discussed this with Anne. Anne's proposal is to combine funds previously paid to Anne monthly and to Kim monthly, and use those to fund Anne and her team as our wellness director, and they would work with building champions.
 - a. Cindy Tinnel made a motion to contract with WCORHA for a wellness director and health promotion coordinator for \$650 per month, with option to terminate contract with 30 day notice from either party. Mike Estes seconded the motion. Voice Vote: Yes: 13 ½ ; No: 0.
2. Wellness Champions - Continue to use same wellness champions
3. Wellness Funds for each district - Will send out 2018 allotment notice to each entity
4. Health Assessment - Increase of completions from last year to this year, with goal of 100% in future

Next meeting will be March 14, 2018 at 9:00 am at Willow Bend Country Club. Hollie Ford made a motion to adjourn the meeting. Rick Stevens seconded the motion.

Recording Secretary: Carolyn Winhover

Date: _____