

EMPLOYEES' MEDICAL CARE EXPENSE PLAN BOARD OF TRUSTEES MEETING

Minutes August 14, 2012

Meeting Summary

The Trustees met to 1) approve the minutes from the last meeting, 2) discuss/review New Business, 3) discuss/review t Old Business, and 4) discuss/review New Business.

Roll Call

Present: Trustees present at the meeting included Council Member Todd Schumacher, Director of Finance Pat Soderberg, Director of Human Resources Suzanne Smith, Employee Trustee Charlene Gabor and Employee Trustee Shawn Laughlin.

Absent: None.

Others in attendance: Benefits Administrator Vickie Mauri and Benefits Coordinator Krista Rhode. Lynn Baker, Terry Ream and Sibyl Bogardus (by telephone) from HUB International.

Minutes

Mr. Schumacher called the meeting to order at 12:01 p.m.

Election of Chairperson – Mr. Laughlin made a motion to re-elect Mr. Schumacher as chairperson which was seconded by Ms. Smith. Nominations were closed and the motion was unanimously approved

Disposition of Minutes – Ms. Gabor made a motion to adopt the minutes from the August 14, 2012 meeting which was seconded by Mr. Laughlin and unanimously approved.

New Business:

Health Care Reform Update

Ms. Bogardus presented information on health care reform as follows:

- Women's health coverage expansion is effective in 2013 (no co-payment).
- Report value of health insurance on W-2s.
- Maximum for medical spending plans (flex) limited to no more than \$2,500 in 2013.
- Employers must provide summary of benefits and coverage documents for 2013.
- 2014 Employer mandate with penalties for non-compliance.
- 2014 Coverage for clinical trials, pre-existing conditions and prohibition of annual dollar limits...
- 2014 Increases to wellness incentives from 20-30%; higher differential allowed for tobacco cessation.
- Discrimination rules delayed.
- Research fees payable at \$1 per member (Increases to \$2 per member in 2014). Reinsurance fee of \$63 per member to be assessed in 2014.
- 2015 Employers must report on health coverage for eligible employees and family members.

Health Risk Assessment

Ms. Rhode provided information to the board regarding the implementation of a health risk assessment program through Trotter. This program is provided at no cost through Pinnacol Assurance (The City's workers' compensation provider). All full-time and benefited part-time employees can take the on-line HRA and receive a bonus of 8 hours of annual leave. The program also offers unlimited telephonic health coaching to employees who have completed the HRA. Employees who complete at least two coaching sessions are eligible for a prize.

Old Business:

There was no old business.

Other Business:

single and \$27,500.	mployees will be taxed on the value above the single/family amounts.
Adjournment	
The meeting was ad	urned at 1:01 p.m.
Approval	
Minutes Prepared by	Suzanne Smith
Approved by	, Chair

Ms. Gabor asked a question on the Cadillac tax. The program will go into effect in 2018 and the amounts are \$10,200 for