

Joint Health Care Committee (JHCC)

Minutes

Wednesday, November 13, 2023

1:00pm – 2:30pm

**COMMITTEE MEMBERS**

**Unions:**

UNAC: Abel Bult-Ito, Jill Dumesnil, Leah Berman, Melanie Arthur (Alternate)

Local 6070: Charles Silva, Jeff Culley, Jason Roach, Michael Koskie (Alternate)

FFA: David Mattox, Greg Bean (Alternate)

**Management:** Tanya Hollis, Jonathan Lasinski, David Weaver, Ryan Buchholdt (Alternate)

**Staff Alliance:** Mathew Mund (JHCC Chair), Monique Musick, Rachel Potter (Alternate)

**Ex-Officio:** Memry Dahl, Heather Arana

**Staff:** Camille Carpenter, Jenn Clapp, Timothy Armbruster, Tasha Leach

**Guests and Speakers:** David Hinckley (Lockton)

**AGENDA**

1:00 pm      Call to order  
                 Roll call  
                 Approve draft agenda: Approved motions to extend meeting to 3, add topic re info sharing  
                 Approval of minutes: approved

**Topics for discussion and Reports/Review/Action:**

**New Business:**

1:05 pm      FY23 HC Plan Actuals Review

                 Armbruster: Projections versus actuals – claims costs were higher than projected, leaving a balance of 1.1m in past overrecovery to use in FY24. Driven mostly by larger than anticipated large claims. FY25 will be the first year since 2011 that there is projected to be no overrecovery to offset current year costs.

1:20 pm      FY25 HC Plan Changes for Vote

                 Hinckley: Review options from powerpoint. Different mixes of increased deductibles and out of pocket maximum. Currently, not proposing raising premiums, but that conversation will take place in February with the updated projections. It is likely that both

deductibles and premiums will increase.

**Motion:** Propose an additional option 0 which includes only the IRS required changes to HDHP deductible (to \$1600/3200) Passes, 11 to 1

**Motion:** Adopt option 0 for FY25 Fails, 5 to 7

**Motion:** Propose an additional option 4, with IRS required changes to HDHP and a smaller increase to Premium and Basic than is currently in Options 1-3 (HDHP 1600/3200, Premium 800/2400, Basic 1325/3200) Passes 10 to 2

**Motion:** Adopt option 4, Fails tie vote

**Motion:** Adopt Option 1, Fails tie vote

**Motion:** Reconsider Option 4, Passes 9 to 3

**Motion:** Adopt proposed increases to OOP, Fails unanimously

1:40 pm Addition of Air Ambulance Insurance for Vote

Hinckley: Lockton recommends MASA Air and Ground – it is optional coverage each employee can choose whether to add. Need at least 3 members to join for the contract to go forward.

**Motion:** Adopt MASA as an option, Passes unanimously

1:50 pm FY25 Wellness Plan Changes for Vote: Move to December meeting

Added agenda item: Document sharing/storage – can we get a shared drive where we can go to get the documents? And keep an archive? Matthew will work on this

2:15 pm Member Comments

2:30 pm Adjourn

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Next Meeting: December 20, 2023