

Minutes
Healthcare Benefit Program Governing Board
9/26/2023

The meeting of the Governing Board was called to order at 11:10 AM

Members Present: Lisa Brandl, Chairperson, Lisa Takach, HR Director, Iasmina Giurgiev, Program Manager

Members Absent: Natasha Ramras, Chief Financial Officer

Others Present: City of Vancouver: Natasha Douglas/VHA, Nena Cook, Caylee Tashiro, Emily Azadi, April Stinson, April Soffner, Lee Lofton
Davidson Benefits Planning: Erica Riggs, Katie Burdick, Deby Butzer

I. Minutes:

a. Revised 8-23-23

Action Taken: Iasmina Giurgiev made a motion to approve the revised 8/23/23 Governing Board meeting minutes, Lisa Takach seconded the motion, the motion passed unanimously.

b. Approve 8-30-23 minutes

Action Taken: Iasmina Giurgiev made a motion to approve the 8/30/23 Governing Board meeting minutes, Lisa Takach seconded the motion, the motion passed unanimously.

i.

II. Communications:

a. none

III. Reports:

a. none

IV. Old Business:

a. Governing Board Minutes, Agendas and Documents on website

Discussion Leader: Iasmina Giurgiev

Discussion: Iasmina updated the Governing Board that April Stinson had completed the clean-up and now all Governing Board minutes, agendas and

documents shared during the Governing Board meetings are posted on the Governing Board external page.

- b. Employer HSA Contributions – increase to match the new deductibles.
 - i. Employee only from \$1,500 to \$1,600
 - ii. Employee + 1 or more \$3,000 to \$3,200

Discussion Leader: Iasmina Giurgiev

Discussion: Iasmina advised the Governing Board that this is information only and the increases have already been included in the budget for 2024.

V. New Business:

- a. Interim HR Director

Discussion Leader: Lisa Brandl

Discussion: Lisa advised the Governing Board that they are in the process of announcing who the Interim HR Director will be. It is an internal employee and will be announced later this week. The Interim HR Director will serve on the Governing Board moving forward.

- b. Stop Loss and other renewal progress.

Discussion Leader: Erica Riggs

Discussion: Erica led the discussion

Erica led discussion and shared the 2024 Preliminary Self-funded Health Plan Renewal updated with claims through August. Since the last look, things have improved. The plan had been running a little over 100% loss ratio and with August claims there is a 3% shift down to 97.2%. YTD. Overall, the plan is running well in 2023. The total expense PEPM is trending less than 2022. After looking at the August claims the rate has gone down to a total of 9.6 for the Regence PPO plan & 9.7 for the Regence HDHP which includes the preliminary stop-loss renewal from Voya which currently reflects worst case scenario.

Both Voya and SunLife are waiting for September claims to lock in the renewal and proposal. Regence won't have the September claims data available until mid-October.

Action Taken: The Governing Board decided to wait until Natasha Ramras returns to make any renewal decisions. The next Governing Board meeting is scheduled for 10/11/23. Erica and team will re-send in advance the optional plan designs. Lee will schedule bargaining meetings soon after 10/11/23.

Davidson Benefits Planning Deliverables for Next Meeting

- Re-send the plan design options for 2024.

- c. Davidson Benefit Planning contract
 - i. new metrics to use for 10% performance review in 2024.

- ii. vote to award or withhold 10% contract rate for performance in 2023.

Action Taken: Iasmina Giurgiev made a motion to award the 10% contract rate for performance in 2023, Lisa Takach seconded the motion, the motion passed unanimously.

- VI. General Information:
 - a. None