



JLM

January 17, 2018

Agenda



SCERS CEO Introduction

Open Enrollment Review

Plan Migration

Tier Migration

Waiver Compliance

Kaiser Double HD Coverage Issue

Deferred Compensation Results

Wellness Update

Next Topics ?

SCERS



New SCERS CEO Introduction – Eric Stern

Open Enrollment Review -Kaiser



| 2018 Provider | PlanChange | count | |
|---------------|----------------------------|-------|----|
| Kaiser | Kaiser HDHP to Kaiser HMO | 28 | |
| Kaiser | Kaiser HMO to Kaiser HDHP | 312 | |
| Kaiser | Sutter HDHP to Kaiser HDHP | 23 | |
| Kaiser | Sutter HDHP to Kaiser HMO | 1 | |
| Kaiser | Sutter HMO to Kaiser HDHP | 3 | |
| Kaiser | Sutter HMO to Kaiser HMO | 5 | |
| Kaiser | Waived to Kaiser HDHP | 16 | |
| Kaiser | Waived to Kaiser HMO | 8 | |
| Kaiser | WHA HDHP to Kaiser HDHP | 17 | |
| Kaiser | WHA HMO to Kaiser HDHP | 3 | |
| Kaiser | WHA HMO to Kaiser HMO | 19 | 39 |
| Subtotal | | 435 | |

Notes: Large movement from Kaiser \$15 to HD plans

WHA movement into Kaiser may reflect loss of UC Davis as a provider

Open Enrollment Review – Sutter



| 2018 Provider | PlanChange | count | |
|---------------|----------------------------|-------|------------|
| Sutter | Kaiser HDHP to Sutter HDHP | 110 | |
| Sutter | Kaiser HDHP to Sutter HMO | 1 | |
| Sutter | Kaiser HMO to Sutter HDHP | 39 | |
| Sutter | Kaiser HMO to Sutter HMO | 25 | 175 |
| Sutter | Sutter HDHP to Sutter HMO | 8 | |
| Sutter | Sutter HMO to Sutter HDHP | 60 | |
| Sutter | Waived to Sutter HDHP | 14 | |
| Sutter | Waived to Sutter HMO | 6 | |
| Sutter | WHA HDHP to Sutter HDHP | 66 | |
| Sutter | WHA HDHP to Sutter HMO | 2 | |
| Sutter | WHA HMO to Sutter HDHP | 16 | |
| Sutter | WHA HMO to Sutter HMO | 75 | 159 |
| Subtotal | | 422 | |

Notes: Largest movement was from Kaiser to SHP plans

WHA movement into SHP most likely from loss of UC Davis as a provider

Open Enrollment Review – WHA



| 2018 Provider | PlanChange | count | |
|---------------|-------------------------|-------|-----------|
| WHA | Kaiser HDHP to WHA HDHP | 13 | |
| WHA | Kaiser HDHP to WHA HMO | 2 | |
| WHA | Kaiser HMO to WHA HDHP | 6 | |
| WHA | Kaiser HMO to WHA HMO | 8 | 29 |
| WHA | Sutter HDHP to WHA HDHP | 3 | |
| WHA | Sutter HDHP to WHA HMO | 1 | |
| WHA | Sutter HMO to WHA HMO | 2 | |
| WHA | Waived to WHA HDHP | 4 | |
| WHA | Waived to WHA HMO | 3 | |
| WHA | WHA HDHP to WHA HMO | 1 | |
| WHA | WHA HMO to WHA HDHP | 27 | |
| Subtotal | | 70 | |

Notes: Some movement from Kaiser to WHA plans
Migration into WHA was less than migration out of WHA

Open Enrollment Review – Waivers



| 2018 Provider | PlanChange | count |
|---------------|-----------------------|-------|
| Waived | Kaiser HDHP to Waived | 11 |
| Waived | Kaiser HMO to Waived | 14 |
| Waived | Sutter HDHP to Waived | 12 |
| Waived | Sutter HMO to Waived | 2 |
| Waived | WHA HDHP to Waived | 2 |
| Waived | WHA HMO to Waived | 12 |
| Subtotal | | 53 |

Notes: 53 moved into Waived status, 51 moved from Waived to covered

Open Enrollment Review – Tier B Migration



| Tier Change | 2017 Tier | 2018 Tier | count |
|---------------|-----------|-----------|-------|
| Tier B Change | BNCB | TIRB | 129 |
| Tier B Change | BWCB | TIRB | 70 |
| Subtotal | | | 199 |

Notes: 483 Employees received targeted Tier A with Family Coverage mailing. Best savings on \$15 Kaiser with just a Tier change was \$7,516.56.

Open Enrollment Review – January '18 Statistics



| Medical Plan | Count | BNCB | BWCB | TIRB | % of Coverage | |
|--------------|--------|--------|-------|--------|---------------|-------|
| Kaiser HDHP | 2,741 | 0.3% | 0.3% | 27.6% | 28.2% | |
| Kaiser HMO | 3,713 | 8.3% | 5.3% | 24.5% | 38.2% | 66.4% |
| Sutter HDHP | 1,207 | 0.2% | 0.2% | 12.1% | 12.4% | |
| Sutter HMO | 1,042 | 3.3% | 1.1% | 6.3% | 10.7% | 23.1% |
| WHA HDHP | 431 | 0.1% | 0.1% | 4.3% | 4.4% | |
| WHA HMO | 588 | 2.3% | 1.1% | 2.6% | 6.1% | 10.5% |
| Summary | 11,212 | 14.50% | 8.18% | 77.32% | 100.00% | |
| Waivers | 1,490 | | | | | |

Notes: More SHP HD than HMO, WHA barely 10%, waivers steady

Open Enrollment Review – Waiver Compliance



- 940 Employees at the start of OE were Cashback/PSI eligible.
- 450 employees received reminder notice in the mail with Waiver form in December.
- As of Jan 12, 2018, 78 had Cashback/PSI turned off.
- Restoration of Cashback/PSI will occur First of the Month following receipt of affidavit all year long.

Kaiser HD Double Coverage Issue



- Kaiser has historically waived co-pays in double coverage situations.
- EBO was alerted to the waiving of HD deductibles during OE. This violates HSA regulations (confirmed by IRS attorney).
- 24 couples received deductible waiving, with 13 contributing to an HSA (technically ineligible while the double coverage existed).
- EBO was unable to re-cycle HSA funds back through payroll to assist employees. EE's can only file amended tax returns.
- Kaiser will manually adjudicate deductibles until system fix by Q2.
- Employees were offered a one time chance outside OE to drop second coverage.

Deferred Compensation Fund Transitions



- 457 Fund size as of Jan 4, 2018=\$1,046,099,787
- 8368 Actives and Eligibles have funds=\$669,933,005
- 3831 Retirees/Beneficiaries have funds=\$349,761,829
- 1263 Actives made an election moving \$224,946,106
- 383 Retirees made and election moving \$105,353,337
- 100 Eligibles started a deferral
- Target dates funds now equal \$638,431,078
- Money Market Funds dropped from \$72M to \$19M

Wellness Program Update



- Kaiser donating funding to use for
 - Walking path signage – customized per site location
 - New online 12 week challenge – Mar-June

Next Topics



- Revisit CompleteCare program with actual County data ?
- Review costing options for 3 Tier medical plan subsidy?
- JLM schedule ?
- Other programs ?