 **REGIONAL UNIVERSITY SYSTEM OF OKLAHOMA**

**Whitney Popchoke**

**RUSO/OKHEEI Benefits Coordinator**

**MEMORANDUM**

**TO: OKHEEI Group**

**FROM: Whitney Popchoke**

**SUBJECT: Executive Summary for July 7, 2016 OKHEEI Meeting**

**DATE: July 12, 2016**

**Medical:**

* Eight (8) options were given through Blue Cross Blue Shield (BCBS) and HST to include fully-insured and self-insured options.
* HST presented Reference Based Pricing (RBP), how it works, potential savings under this type of plan, and their plan to minimize or eliminate employee disruption prior to January 1st
	+ HST is going to go over the disruption reports again and run another report that doesn’t include the one-off anesthesiologists and doctors that aren’t likely to be included again to get a true picture of what the disruption looks like. They will then form a plan of action
* Many of the schools like the idea of going self-funded, even to the point of moving to the RBP plan
	+ Some schools like the idea of going self-funded to save money, but aren’t comfortable with the RBP plan
	+ Some schools are still unsure what they would like to do and like the idea of having BCBS’s Option 1 (with a 1.9% rate increase and plan changes) as a fallback
* **No decision was made on the medical, with the knowledge that HST was going to bring back a more accurate disruption report and schools needed more time to process the idea of self-funding**

**Dental – No Further Action Necessary:**

* Nine (9) options were given through Blue Cross Blue Shield (BCBS), Delta Dental, and MetLife
	+ Based on disruption report, MetLife plans were ruled out
* Final options were between staying with BCBS at a rate pass or switching to Delta Dental, Option 3, with a 4.7% savings.
	+ **Motion made and passed to switch to Delta Dental, Option 3, with a 4.7% savings and overall better network based on OKHEEI utilization**

**Retiree Medical – No Further Action Necessary:**

* Reviewed renewal rates for retirees through UnitedHealth Care (UHC) at a 3%, 19%, and 22% increase for Sr. Supplement, Medicare Part D Low Plan, and Medicare Part D High Plan, respectively
	+ **Motion made and passed to accept 2017 rates with UHC**

**HealthSmart - No Further Action Necessary:**

* Reviewed renewal rates for retiree benefit administration at a 2% increase. No rate change for any other services offered.
	+ **Motion made and passed to accept 2017 rates with HealthSmart**

**Decisions still pending:**

* Discussion and action on whether the group wants to go self-funded or remain fully-insured for the 2017 plan year
* Discussion and action on which carrier and stop loss vendor the group wants (as applicable)
* If we go fully-funded:
	+ Discussion and action on which plan the group wants
	+ Vote/Accept new rates
* If we go self-funded:
	+ Discussion and action on which carrier and plan the group wants
	+ Discussion and action on 2017 rates
	+ Discussion and action of setting up trust
	+ If we have BCBS as administrator
		- Discussion and action of carving out pharmacy
		- Discussion and action of carving out Proton Pump Inhibitors
	+ If we have HST as administrator
		- Discussion and action on which network we would like to use
			* HealthSmart
			* PHCS
		- Discussion and action on which Third Party Administrator we would like to use
			* USI will present each and discuss the services and associated costs
	+ Discussion and action of which Value-Added Service, if any, the group wants
* Discussion and action on 2017 COBRA rates