

**SISC III
HEALTH BENEFITS PROGRAM
BOARD OF DIRECTORS MEETING
MAY 15, 2008 - 3:30 P.M.**

A G E N D A

I. CONSENT CALENDAR

- A. Approval of Minutes for April 2008 Board of Directors Meeting Russell Bigler
- B. Report of Activity for the Month of April 2008 and ratification of payment as follows: Russell Bigler

DELTA DENTAL CLAIMS	5,142,114.81	
SISC ASO	337,322.72	
DENTAL COALITION CLAIMS	917,566.69	
DENTAL COALITION ASO	60,192.38	
DELTACARE/PMI PREMIUM	4,007.08	
TOTAL DENTAL		\$6,461,203.68
VISION SERVICE CLAIMS	930,394.92	
VSP ASO	90,557.50	
MES CLAIMS	34,271.23	
MES ASO	4,414.68	
TOTAL VISION		\$1,059,638.33
PACIFICARE/BEHAV HEALTH	460,678.17	
CIGNA BEHAV. HEALTH (MCC SLECT)	17,080.20	
SECURE HORIZONS PREM (PACIFICARE)	7,200.00	
SENIOR ADVANTAGE PREM (KAISER)	40,572.20	
SENIORITY PLUS PREM (HEALTHNET)	35,411.00	
BLUE SHIELD HMO PREMIUM	1,898,369.80	
BLUE SHIELD FULLY INSURED PPO	84,578.86	
HEALTH NET PREMIUM	1,596,364.55	
CALIFORNIA CARE PREMIUM	1,000,144.00	
KAISER PREMIUM	2,716,731.20	
UNITED HEALTHCARE (FORMERLY PACIFIC UNION DENTAL)	1,443.56	
UNITED HEALTHCARE SPECIALTY BENEFITS (LIFE)	139,019.06	
NAT'L BENEFIT RESOURCES (STOP LOSS)	56,320.50	
BLUE CROSS HEALTH CLAIMS	38,775,624.28	
BLUE SHIELD HEALTH CLAIMS	4,641,101.83	
BEHAVIORAL HEALTH CLAIMS	309,184.39	
ITS CLAIMS	1,296,627.59	
COMPANION CARE CLAIMS	182,532.09	
TOTAL BLUE CROSS AND BLUE SHIELD CLAIMS		\$45,205,070.18

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BLUE CROSS NETWORK ASO	1,291,271.28	
FOUNDATION ADJUDICATION ASO	556,134.15	
BLUE SHIELD ASO	126,987.60	
BEHAVIORAL HEALTH ASO	152,926.54	
ITS ASO	96,101.94	
COMPANION CARE ASO	37,351.02	
TOTAL BLUE CROSS AND BLUE SHIELD ADMIN.		\$2,260,772.53
TOTAL BLUE CROSS AND BLUE SHIELD		\$47,465,842.71
MERCK CLAIMS	9,880,048.92	
ASO-COPAY	282,488.60	
CLAIMS - DISCOUNT CARD	59,052.06	
ASO - DISCOUNT CARD	2,319.77	
CLAIMS - MEDICARE PART D	321,565.01	
ASO - MEDICARE PART D	10,570.62	
AHC - CLAIMS	2,028,181.80	
AHC - ASO	82,679.00	
TOTAL RX CLAIMS		\$12,666,905.78
TOTAL BC, BSC AND RX		\$60,132,748.49

II. PUBLIC COMMENT

III. ACTION ITEMS

- A. Financial Report - Financial Statements For Prior Month Presented For Approval Cindy Sproles

IV. DISCUSSION AND INFORMATION ITEMS

- A. Monthly SISC PPO Trend History Through April 2008. John Stenerson
- B. Show the Board a Copy of a Newspaper Article Concerning Doctors Distributing Free Samples. Russell Bigler
- C. Show the Board the Results of a Comparison Schools Insurance Authority Recently had Conducted. Russell Bigler
- D. Show the Board an Article from Fortune Magazine Showing their Ranking Of America's Most Admired Companies Russell Bigler
- E. Review a Newspaper Article with the Board Concerning the Governor Wanting to Reduce Medi-Cal and Denti-Cal by 10 percent. Russell Bigler
- F. Show the Board the Memorandums that were sent to the Administration and To each Employee Concerning Member Eligibility. John Stenerson
- G. Comments from the Board of Directors Will Be Heard
- H. Adjournment
- I. Next Meeting: Wednesday, June 18, 2008
1:00 p.m.
SISC Board Room - City Centre

DIRECTIONS TO MANDALAY BEACH RESORT:

I-5 to 126; 126 to Victoria; Left on Victoria to Channel Island Boulevard; Right on Channel Island Boulevard - Cross Over the Bridge - Channel Island Boulevard becomes Harbor Boulevard; take Harbor Boulevard to Costa de Oro; Left on Costa de Oro to the hotel

SISC III HEALTH BENEFITS TERMINOLOGY

Adjudication: Determination of the amount of payment for a claim.

Administrative Services Only (ASO): An arrangement under which an insurance carrier or an independent organization will, for a fee, handle the administration of claims, benefits and other administrative functions for a self-insured group but does not assume any financial risk for the payment of benefits.

Balance bill: Refers to the leftover sum that a provider bills to the patient after insurance has only partially paid the charge that was initially billed.

Best of Both Worlds Service: An American board-certified surgeon(s) travels with the patient to perform procedures overseas.

Calendar Year Deductible: The dollar amount for covered services that must be paid during the calendar year (January 1 – December 31) by members before any benefits are paid by the Plan.

Centers of Expertise (COE) Network: The network of health care providers that have entered into contracts with the carrier and/or one or more of its affiliates. These providers have agreed to participate in a transplant program or other designated specialty program that is/are to be based upon the member's benefit agreements.

Coinsurance: An arrangement under which the member pays a fixed percentage of the cost of medical care after the deductible has been paid. For example, an insurance plan might pay 80% of the allowable charge, with the member responsible for the remaining 20%, which is then referred to as the coinsurance amount.

Coinsurance Maximum: The total amount of coinsurance that an individual pays each year before the carrier pays 100% of allowable charges for covered services. Coinsurance amounts differ with each contract.

Condition Care: Helps promote and improve the overall health status and quality of life of members and helps promote and/or prevent disease progression and avoid and/or prevent the complications associated with the conditions.

Coordination of Benefits: The anti-duplication provision to limit benefits for multiple group health insurance in a particular case to 100% of the covered charges and to designate the order in which the multiple carriers are to pay benefits. Under a COB provision, one Plan is determined to be primary and its benefits are applied to the claim. The unpaid balance is usually paid by the secondary Plan to the limit of its liability.

Co-Payment: The fixed dollar amount a patient pays for a medical service.

Deductible: An amount the covered person must pay before payments for covered services begin. The deductible is usually a fixed amount. For example, an insurance plan might require the insured to pay the first \$250 of covered expense during a calendar year.

Dependent: Person, (spouse or child), other than the subscriber who is covered under the subscriber's benefit certificate.

Employee Assistance Program (EAP): A worksite-based program that is designed to assist in the identification and resolution of productivity problems associated with personal concerns of employees. The program provides employees and their dependents with access to confidential, short-term counseling by qualified practitioners, in person or over the phone.

Explanation of Benefits (EOB): A form sent to the covered person after a claim for payment has been processed by the carrier that explains the action taken on that claim. This explanation might include the amount that will be paid, the benefits available, reasons for denying payment, or the claims appeal process.

Flexible Spending Account: Accounts that let workers set aside pre-tax money from their paycheck toward premiums or costs not covered by their health plan, such as co-payments. All the money must be used within the plan year or it is lost.

Health Assessment – More companies are asking workers to fill out such assessments, which give health improvement tips. Companies can give workers financial incentives to do so.

Health Insurance Portability and Accountability Act (HIPAA): A federal health benefits law passed in 1996, effective July 1, 1997, which among other things, restricts pre-existing condition exclusion periods to ensure portability of health-care coverage between plans, group and individual; requires guaranteed issue and renewal of insurance coverage; prohibits plans from charging individuals higher premiums, co-payments, and/or deductibles based on health status.

Health Maintenance Organization (HMO): An organization that provides a wide range of comprehensive health care services for a specified group at a fixed periodic payment; a prepaid health care plan under which people may enroll by paying a set annual fee. Members then receive all the medical services they need through a group of contracting doctors and hospitals, often with no additional co-payments or fees. Members are generally limited to using providers designated by the HMO.

Health Savings Account: The accounts are paired with a high deductible. Employees can fund these accounts, tax-free, to help offset the deductible. Employers can also fund such plans. Money not used within the plan year is rolled over to the next year.

ID Card/Identification Card: A card issued by a carrier to a covered person, which allows the individual to identify himself or his covered dependents to a provider for health care services. The card is subsequently used by the provider to determine benefit levels and to prepare billing statement.

IBNR: An acronym for "incurred but not reported". This is an accounting estimate used by health plans to accrue for care that was provided "incurred" in one accounting period, but not paid or "reported" until another accounting period.

In-Network: Refers to the use of providers who participate in the carrier's provider network. Many benefit plans encourage covered persons to use participating (in-network) providers to reduce the individual's out of pocket expense.

Lifetime Maximum: Maximum amount the plan will pay toward a member's coverage in a lifetime.

Medical Tourism: To have medical care outside the United States.

Medigap: A private insurance policy purchased by many of the elderly to pay for expenses not covered by Medicare.

Negotiated Rate: The amount participating providers agree to accept as payment in full for covered services. It is usually lower than their normal charge. Negotiated rates are determined by Participating Provider Agreements.

Open Enrollment: For employers with a dual or multiple choice of health plans, the annual time period in which employees can select among the plans offered.

Out-Of-Network: The use of health care providers who have not contracted with the carrier to provide services. HMO members are generally not reimbursed if they go out-of-network except in emergency situations. Covered persons of preferred provider organizations and HMOs with point-of-service options may go out-of-network, but must pay additional costs including deductibles and co-insurance.

Participating Provider: A physician, hospital, pharmacy, laboratory or other appropriately licensed provider of health care services or supplies, that has entered into an agreement with a managed care entity to provide such services or supplies to a patient enrolled in a health benefit plan.

Pre-Authorization: A procedure used to review and assess the medical necessity and appropriateness of elective hospital admissions and non-emergency outpatient services before the services are provided.

Preferred Provider Organization (PPO): A type of managed care organization that has a panel of preferred providers who are paid according to a discounted fee schedule. The enrollees do have the option to go to out-of-network providers at a higher level of cost sharing.

Reasonable and Customary: The amount customarily charged for the service by other physicians in the area (often defined as a specific percentile of all charges in the community) and the reasonable cost of services for a given patient after medical review of the case. Also known as Usual and Customary (U&C) or Customary and Reasonable (C&R).

Skilled Nursing Facility: An institution (or a distinct part of an institution) that is primarily engaged in providing skilled nursing care and related services for patients who require medical care, nursing care or rehabilitation services.

Subscriber: The individual in whose name a contract is issued or the employee covered under an employer's group health contract.

Transparency. With regard to medical care it means: The ability for patients to have easy access to understandable information about the cost and quality of their health care options. They should be able to obtain this information from their health plan and medical providers prior to the time of treatment.

SISC III INFORMATION ITEMS

- A. **Monthly SISC PPO Trend History Through April 2008.** John Stenerson will report on this.

- B. **Show the Board a Copy of a Newspaper Article Concerning Doctors Distributing Free Samples.** Director Bigler will review this article at the Board Meeting.

- C. **Show the Board the Results of a Comparison Schools Insurance Authority Recently had Conducted.** The Schools Insurance Authority JPA recently had a GASB 45 comparison done between SISC, CSBA and CalPERS. As page 29 shows, a district's ending balance would be much greater in the SISC program than in either the CSBA or the CalPERS programs. Cindy Sproles will go over the overview and comparison pages.

- D. **Show the Board an Article from Fortune Magazine Showing their Ranking of America's Most Admired Companies.** Enclosed is the summary page of an article Fortune Magazine did showing their pick for America's Most Admired Companies in their industry. It was based on a nationwide survey that included people with knowledge and interests similar to ours. As you can see, they rated Medco the single "Most Admired" company in its industry and ranked it behind only Apple and Nike for "innovation" and Anheuser-Busch and Nordstrom for "quality of products and services".

- E. **Review a Newspaper Article with the Board Concerning the Governor Wanting to Reduce Medi-Cal and Denti-Cal by 10 percent.** The Governor's proposal to cut all programs is a part of his 2008-09 Budget Proposal which will be in the annual Budget Bill or will be contained in one of the many "budget trailer bills". In short it will be in a bill, but the bill will require a 2/3 majority vote.

- F. **Show the Board the Memorandums that were sent to the Administration and to each Employee Concerning Member Eligibility.** At the March meeting we talked about, and we showed you, information on how American Fidelity and others in this business would conduct dependent verification audits, DVA. Actually, several SISC III member districts are doing this on their own. Although a DVA will probably save a district money, it is somewhat expensive and/or time consuming and generates a lot of employee noise.

With the above as background, it was agreed at the March meeting the SISC staff would send a memo to the Superintendents and Key Contacts explaining what we are doing, see attached memo, and then a more detailed memo would go to each employee. See attached memo. John Stenerson will go over both memos with the Board.

- G. **Comments from the Board of Directors Will Be Heard**