

HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND  
Minutes of the Benefits Committee Meeting  
Tuesday, February 7, 2023

TRUSTEES PRESENT

Mr. Osa Tui, Chairperson (via video conference)	Mr. Christian Fern
Mr. Wesley Machida, Vice Chairperson (via video conference)	Ms. Audrey Hidano
Mr. Roderick Becker (via video conference)	Mr. James Wataru
Mr. Damien Elefante (via video conference, joined at 9:22 a.m.)	Mr. Robert Yu (via video conference)
Ms. Jacqueline Ferguson-Miyamoto	

TRUSTEES ABSENT

None

ATTORNEY

Mr. Michael Chambrella, Deputy Attorney General

EUTF STAFF

Mr. Derek Mizuno, Administrator	Ms. Linda Green (via video conference)
Ms. Desiree Yamauchi	Ms. Lara Nitta

CONSULTANTS (via video conference)

Ms. Diane Clausen, PSG	Ms. Lynn Smith, PSG
Ms. Carla Goetz, PSG	Ms. Baelee Zeiher, Segal
Mr. Stephen Murphy, Segal	

OTHERS PRESENT (via video conference or teleconference)

Ms. Stacia Baek, HMSA	Mr. Chris Letoto, HMSA
Ms. Sandra Benevides, CVS	Ms. Joni Lozano, CVS
Ms. Carol Bernal, HMA	Ms. Denise Mercil, Securian
Ms. Maricel Blackwell, HMSA	Dr. Christopher Miura, Kaiser
Ms. Julie Bodenski, Humana	Ms. Joy Narcisco, HMSA
Ms. Tammi Bongoll, Kaiser	Mr. Kurt Neuenfeld, CVS
Mr. Ty Bowers, CVS	Ms. Melissa Ruddle, PSG
Mr. Su Chai, Kaiser	Mr. Dave Shiroma, Kaiser
Ms. Erin Dey, Humana	Mr. Brad Shope, HMSA
Mr. Thomas England, Kaiser	Dr. Rodd Takiguchi, Kaiser
Ms. Elaine Fujiwara, HDS	Mr. Guy Tingey, CVS
Dr. Rupal Gohil, HMSA	Mr. Troy Tomita, Kaiser
Mr. Galen Haneda, HMSA	Ms. Valerie Yamamoto, HMSA
Ms. Vanelle Hirayasu, HMA	Mr. Isaac Yuen, HMSA
Mr. Lloyd Kishi, Kaiser	Anonymous Attendee
Ms. Alyson Kusatsu, HMSA	

I. CALL TO ORDER

The meeting of the Benefits Committee of the Hawaii Employer-Union Health Benefits Trust Fund (EUTF) was called to order at 9:00 a.m. by Trustee Osa Tui, Chairperson, in the EUTF Board Room, 201 Merchant Street, Suite 1700, Honolulu, Hawaii, on Tuesday, February 7, 2023.

II. REVIEW OF MINUTES – November 15, 2022

The Benefits Committee reviewed the draft minutes of November 15, 2022.

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MOTION was made and seconded to approve the minutes of November 15, 2022, as circulated. (Wataru/Ferguson-Miyamoto) The motion passed unanimously. (Employer Trustees-4/ Employee-Beneficiary Trustees-4)

III. NEW BUSINESS

- A. Kaiser Permanente Annual Disease Burden and HEDIS Report for the period ending December 31, 2021

Dr. Christopher Miura presented the health, screenings and disease management for the EUTF, Kaiser Hawaii and national populations.

- B. HMSA Annual Disease Burden and HEDIS Report for the period ending December 31, 2021

Ms. Stacia Baek presented the health, screenings and disease management for the EUTF, HMSA and national populations.

Trustee Damien Elefante joined the meeting at 9:22 a.m., during HMSA's presentation.

- C. 2023 Health and Wellness Communication Plan

Mr. Derek Mizuno presented the 2023 health and wellness communication plan which includes webinars, Holomua and Well Aware newsletter communications, and direct mailers by the carriers.

IV. OLD BUSINESS

- A. PSG Prescription Drug Plan Changes

Ms. Diane Clausen, PSG, recommended not reducing the annual maximum out-of-pocket (MOOP) for the EUTF active prescription drug plans bundled with the HMSA 90/10 PPO, 80/20 PPO and HMO to align with the MOOP of the HMSA 75/25 PPO, from \$4,350 individual/\$8,700 family to \$3,150 individual/\$6,300 family, because of the rising cost of prescription drugs. The Committee noted that the projected financial impact is minimal over the next two years – \$13,708 for FY2023 and \$27,416 for FY2024 – but would continue to increase in future years and that the current MOOP for these plans is in line with PSG's other clients.

MOTION was made and seconded to recommend to the Board lowering the calendar year annual maximum out-of-pocket to \$3,150 per individual and \$6,300 per family for the EUTF active employee prescription drug plans administered by CVS effective January 1, 2024. (Wataru/Ferguson-Miyamoto) The motion failed. (Employer Trustees-5 NO Becker, Elefante, Hidano, Machida, Yu/Employee-Beneficiary Trustees-4 YES Ferguson-Miyamoto, Fern, Tui, Wataru)

- B. Types of Plan Changes

Mr. Mizuno presented plans to address, at upcoming Committee meetings, recent comments from the benefits consultants' annual reports on the active employee plans and plan changes that they are reviewing with the consultants. Trustee James Wataru requested that an increase of the orthodontic benefit from \$1,000 per member lifetime maximum to \$1,500 or \$2,000, under the HDS dental plan for active employees, be presented to the Committee for consideration.

EUTF staff also summarized the types of plan changes that are presented to the Committee

for approval:

1. Benefit coverage. Having a new benefit added or having a service go from not covered to covered.
2. Benefit level. Changes to the deductible, maximum out-of-pocket and member cost share.
3. Utilization management related to the self-insured prescription drug plans such as adding prior authorization, step therapy and exclusions.

In general, the EUTF Board can make changes to the EUTF health plans. Changes that would violate the procurement code or court decisions in the opinion of the Department of the Attorney General are not brought to the Committee for consideration.

V. NEXT MEETING DATE – April 18, 2023

The next meeting agenda will include the PSG semi-annual utilization report and the PSG retiree annual report for the period ending December 31, 2022.

VI. ADJOURNMENT

MOTION was made and seconded to adjourn the meeting at 10:21 a.m. (Fern/Ferguson-Miyamoto) The motion passed unanimously. (Employer Trustees-5/Employee-Beneficiary Trustees-4)

Respectfully submitted,

/s/

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Osa Tui, Chairperson

APPROVED on April 18, 2023.

Documents Distributed:

1. Draft Benefits Committee Minutes of November 15, 2022. (8 pages)
2. EUTF 2021 Kaiser Permanente Burden of Disease and HEDIS, January 1, 2021 – December 31, 2021, prepared by Kaiser Permanente, dated February 7, 2023, Redacted Version. (48 pages)
3. 2022 EUTF Annual Disease Burden and HEDIS Summary, Calendar Year 2021, prepared by HMSA, dated February 7, 2023, Redacted Version. (39 pages)
4. HMSA EUTF 2023 Health and Wellness Communication Plan, dated February 7, 2023. (2 pages)
5. Kaiser Permanente (KP) EUTF 2023 Health and Wellness Communication Plan, dated February 7, 2023. (2 pages)
6. HDS, VSP, Securian, Humana and Kokua Mau 2023 Communication Plan for EUTF Members, dated February 7, 2023. (1 page)
7. EUTF and HSTA VB Active Plans, Maximum Out of Pocket Alignment Opportunity, prepared by PSG, dated February 7, 2023. (5 pages)
8. Memorandum to Benefits Committee from EUTF Program Specialist, regarding Types of Plan Changes (Part 2) - CONFIDENTIAL, dated January 31, 2023, redacted version. (3 pages)
9. EUTF 2023 Benefits Committee Meetings. (2 pages)
10. Memorandum to Benefits Committee from EUTF Program Specialist, regarding Types of Plan

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Design Changes - CONFIDENTIAL, dated November 15, 2022, redacted version. (1 page)