

HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND
Minutes of the Benefits Committee Meeting
Tuesday, April 8, 2025

TRUSTEES PRESENT

Mr. Osa Tui, Chairperson	Ms. Sabrina Nasir (via video conference)
Mr. Wesley Machida, Vice Chairperson (via video conference)	Ms. Maureen Wakuzawa
Mr. Christian Fern	Mr. Robert Yu (excused at 9:56 a.m.)

TRUSTEES ABSENT

Ms. Jacqueline Ferguson-Miyamoto	Mr. James Wataru
Ms. Audrey Hidano	Mr. Ryan Yamane

ATTORNEY

Mr. Michael Chambrella, Deputy Attorney General

EUTF STAFF

Mr. Derek Mizuno, Administrator	Ms. Lara Nitta
Ms. Debra Pfeffer	Ms. Melissa Tom (via video conference)
Ms. Desiree Yamauchi	

CONSULTANTS (Segal Consulting) (in person unless otherwise noted)

Mr. Tyler Brotz	Ms. Sarah Gunderson (via video conference)
Ms. Shelley Chun	Mr. Stephen Murphy
Ms. Mary Fedor	Mr. Richard Ward

OTHERS PRESENT (via video conference or teleconference, unless otherwise noted)

Mr. Blaise Aquino, HMSA	Ms. Meagan Kini-Ho, HMSA
Ms. Stacia Baek, HDS	Mr. Derek Kuniyoshi, HMSA
Ms. Sandra Benevides, CVS (in person)	Ms. Joey Lee, HDS
Mr. Ty Bowers, CVS (in person)	Mr. Chris Letoto, HMSA
Ms. Cheryl Byron, CVS (in person))	Ms. Denise Mercil, Securian
Mr. Su Chai, Kaiser	Mr. Kurt Neuenfeld, CVS (in person)
Mr. Frances Cuenca, CVS	Ms. Taylor Relich, CVS (in person)
Ms. Samantha Furutani, CVS	Mr. Dave Shiroma, Kaiser
Dr. Rupal Gohil, HMSA	Ms. Jenny Smith, Humana
Mr. Roy Goo, HMSA	Mr. Troy Tomita, Kaiser
Ms. Jerolyn Hee, HMSA	Mr. Brian Wu, 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, April 8, 2025.

II. REVIEW OF MINUTES – February 4, 2025

The Benefits Committee reviewed the draft minutes of February 4, 2025. Since there were no edits or objections by the Trustees, the minutes stand approved.

III. NEW BUSINESS

A. CVS/SilverScript Semi-Annual Utilization Reports for the period ending December 31, 2024

Ms. Sandra Benevides and Mr. Kurt Neuenfeld of CVS Health and Mr. Ty Bowers and Ms. Taylor Relich of SilverScript presented prescription drug plan reports for the six-months ended for EUTF active plans and 12 months ended for EUTF retiree plans noting claim trends per member per month (PMPM) of 17.4% actives, 21.7% non-Medicare retirees and 13.5% EGWP. Dermatological and GLP-1 prescription drugs to treat diabetes and weight loss are driving trends. Additionally, the high trend for the non-Medicare retirees is due to higher enrollment in 2023 caused by the new benefits administration system that was corrected in 2024. The total net cost year over year trend for the non-Medicare retirees was -0.8%. EUTF plans already have utilization management programs in place for specialty dermatological and GLP-1 utilization for both diabetes and weight management.

B. Proposed CVS Prescription Drug Plan Changes

Ms. Shelley Chun, Segal Consulting, recommended approval of changes proposed by CVS to the EUTF active and non-Medicare retiree prescription drug plans as follows:

1. Discontinue GSTP for nine drug classes due to low savings.
2. Continue GSTP for five drug classes
3. Add GSTP to the antipsychotics class with grandfathering to not disrupt treatment.

The Committee noted that CVS will discontinue two drug classes and no new classes will be added for the HSTA VB plans due to the court order.

MOTION was made and seconded to recommend to the Board continuation of all available generic step therapy program options and addition of the anti-psychotic class to the generic step therapy program with grandfathering effective April 1, 2025 to the EUTF active and non-Medicare retiree prescription drug plans administered by CVS.

(Yu/Wakuzawa) The motion passed unanimously. (Employer Trustees-3/Employee-Beneficiary Trustees-3)

The Committee will discuss possible delegation of GSTP changes to CVS at the next Committee meeting.

Ms. Chun recommended addition of a non-specialty dermatological bundle with grandfathering. The bundle will require trial of lower cost options for 12 non-specialty dermatological drugs. Grandfathering is recommended due to a high number of members being disrupted and low projected savings.

MOTION was made and seconded to recommend to the Board addition of the non-specialty dermatologic bundle with grandfathering effective July 1, 2025 and January 1, 2026 to the EUTF active and non-Medicare retiree prescription drug plans administered by CVS, respectively. (Yu/Wakuzawa) The motion passed unanimously. (Employer Trustees-3/Employee-Beneficiary Trustees-3)

C. Segal Retiree Annual Prescription Drug Report for the period ending December 31, 2024

Ms. Chun presented their annual review of the retiree prescription drug plans including trend summary, key metrics, plan design comparisons, and clinical and utilization management in key classes.

Trustee Robert Yu was excused from the meeting at 9:56 a.m.

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D. Draft Strategic Plan 2025-2029

Mr. Derek Mizuno presented Goals #1 and #2 of EUTF's draft 2025-2029 Strategic Plan that pertain to 1) the active employee medical and prescription drug claims trends and 2) the projected unfunded actuarial accrued liability and annual required contributions. As part of meeting the goals, EUTF staff, Segal and the carriers will monitor prescription drug costs and programs to treat diabetes and obesity.

MOTION was made and seconded to recommend to the Board approval of Goals #1 and #2 and the related objectives and tactics for the Strategic Plan for the period July 1, 2025 to June 30, 2029. (Wakuzawa/Machida) The motion passed unanimously. (Employer Trustees-2/Employee-Beneficiary Trustees-3)

IV. NEXT MEETING DATE – May 20, 2025

The next meeting agenda will include HMSA, Kaiser Permanente, HDS, and VSP utilization reports and Segal retiree annual report for the period ending December 31, 2024.

V. ADJOURNMENT

MOTION was made and seconded to adjourn the meeting at 10:13 a.m. (Wakuzawa/Machida) The motion passed unanimously. (Employer Trustees-2/Employee-Beneficiary Trustees-3)

APPROVED on May 20, 2025.

Documents Distributed:

1. Draft Benefits Committee Minutes for February 4, 2025 (2 pages).
2. RxInsights, EUTF – Actives, July 2024 – December 2024, Prescription Drug Benefit Review, prepared by CVS Health, Redacted Version (12 pages).
3. RxInsights, EUTF Non-Medicare Retiree Report, January – December 2024, Prescription Benefit Review, prepared by CVS Health, Redacted Version (21 pages).
4. RxInsights, EUTF Medicare Retirees, Jan 2024 – Dec 2024, Prescription Benefit Review, prepared by CVS Health, Redacted Version (22 pages).
5. Memorandum to Benefits Committee EUTF from Segal Consulting, regarding CVS Plan Changes – Generic Step Therapy Program, dated April 8, 2025, Redacted Version (4 pages).
6. Memorandum to Benefits Committee EUTF from Segal Consulting, regarding Dermatologic Bundle for Non-Specialty Products, dated April 8, 2025, Redacted Version (3 pages).
7. EUTF Retirees Annual Prescription Drug Report January – December 2024, prepared by Segal Consulting, dated April 8, 2025, Redacted Version (15 pages).
8. Draft EUTF Strategic Plan, 7/1/25-6/30/29, Redacted Version (6 pages).
9. Memorandum to Benefits Committee from Program Specialist, regarding Diabetes and Weight Management Overview – CONFIDENTIAL, dated April 8, 2025, Redacted Version (5 pages).