Health Benefits Fringe Committee Meeting

February 7, 2013
Board Room
Agenda

1. Housekeeping/Introductions/Sign in (Benefits Office)

2. Announcements
   1. Wellness Calendar
   2. Peralta @ Warriors Night 2 22 13

3. Open Enrollment 2013
   1. Benefits Fair on Tuesday, April 30
   2. Outreach available at any of your meetings if you coordinate the logistics and provide the Benefits Office sufficient lead time-for April scheduling
   3. Review the “Peralta Benefits Everyone” for feedback on information you want included in this annual publication. Need feedback by Friday, March 8, 2013-provide electronic markup, if you prefer.

4. Fiscal Cliff Update-Pre-tax commuter monthly contribution maximum has increased yet again from $240 - $245.

5. Newsletter topics for the February or March Newsletters? Deadline Friday, February 15

6. Review of Medicare Drive Strategy 2013-
   1. Annual re-affirmation of exemptions
   2. Acquisition of emails for retirees
   3. Personal Telephone Calls, appointments and correspondence

7. Joint Powers Authority Recommendation

8. PSW-Review of Health & Wellness Plan (PSW Benefits Resources)

9. Next Meeting & Other Topics?
Joint Powers Authority exploration outcomes and contribution factors

4. During the exploration, what did we learn?
   1. While we speak of JPA in terms of a shared risk pool, there are other similar types of arrangements to consider.
   2. CalPERS is a Joint Trust (JT)
   3. Joint Trust, JPA's and the like can become insolvent
   4. We carry forward our Kaiser Renewal rates even if the JPA or JT rates are higher and we may therefore not recognize any savings.
   5. We are committed to the "train-in" role
   6. We lose our flexibility on exceptional processes
   7. We lose our subsidies (ie Medicare D)
   8. Some partnerships will now allow cash in-lieu
   9. Some partnerships REQUIRE Medicare coordination without exception
   10. Cost savings is an outcome of which plan design with which we partner
   11. JPAs offer more than one which would fit and help us reach goals
   12. We would incur old expenses on top of new expenses concurrently ($1-2 mn)
   13. ANYTHING ELSE needed as part of the feasibility study
   14. Impact of Patient Protection and Affordable Care Act, Health Care Reforms unknown as exchanges are introduced
   15. Impact to Other Post Employment Benefits (OPEB) unknown
   16. We can join a partnership with or without a consultant or broker

6. WHAT MORE DO WE NEED IN ORDER FOR THE COMMITTEE TO MAKE A RECOMMENDATION?

Peralta Community College District
Health Benefits Fringe Committee
Meeting-Thursday, January 10, 2013

Peralta Community College District
Health Benefits Fringe Committee
Meeting-Thursday, February 7, 2013
Joint Powers Authority (JPA)
Different – A recap of the recommendation

Based on:
- background information provided at our October, November and December 2012 Benefits Fringe Committee Meetings,
- looming Health Care Reforms and
- prevailing union agreements and
- current plan designs,
the following motion was carried forward from the January 2013 meeting:

"I motion that JPA consideration be tabled until the first meeting of this Committee in January 2014 with an understanding that our consultant will have an analysis for us at that time"

Moved by Jerry Herman, Second by Rick Greenspan, Carried without opposition
Wellness Campaign
2/5/13

- Over 60 Flu Shots and wellness screenings delivered (55 screenings delivered in August 2012)
- 20+ attended the workshop
  - Prefer a save the date; then the week before reminder
  - Social Security/Medicare + Kaiser Senior Advantage discussed the A-B-C’s & D’s of Medicare – an hour long discussion
  - Spouses and caregivers were in attendance
- Workshop entitled “Understanding ElderCare Issues” was presented
- Special “Thank You” to our consultant

PSW Benefit Resources for the lunch
Another Look at Wellness

• Last review of wellness data was in April 2010, the year of the weight loss competition
A review of Health and Wellness - PSW Benefits Resources

1. **Self-Funding**
   1. Medical Wellness Claims Data through CoreSource
   2. At-A-Glance View of Chronic Conditions @Year End

2. **Kaiser HMO: Prevention and LifeStyle Risk:**
   1. Your results: overview
   2. Your recommended action plan
   3. Create a culture of health at work
   4. Use the tools included in your coverage
   5. More included programs and tools
   6. Broaden your reach with HealthWorks
PERALTA COMMUNITY COLLEGE DISTRICT
MEDICAL WELLNESS CLAIMS DATA THROUGH CORESOURCE
NOVEMBER 1, 2010 THROUGH OCTOBER 31, 2012

<table>
<thead>
<tr>
<th>POPULATION BEING REVIEWED</th>
<th>DESCRIPTION</th>
<th>INDIVIDUAL</th>
<th>ALL CORESOURCE NORM*</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>TOTAL RELEVANT</td>
<td>NOT COMPLETED</td>
</tr>
<tr>
<td>More than 50 years old</td>
<td>Patients without any Colorectal Cancer screening in the analysis period.</td>
<td>967</td>
<td>719</td>
</tr>
<tr>
<td>Men more than 50 years old</td>
<td>Men without PSA test in the last 2 years</td>
<td>400</td>
<td>261</td>
</tr>
<tr>
<td>More than 51 years old</td>
<td>Patients without Preventive Care Exam in the last 2 years</td>
<td>962</td>
<td>153</td>
</tr>
<tr>
<td>Women more than 45 years old</td>
<td>Patients without Colorectal Cancer screening in the analysis period</td>
<td>537</td>
<td>395</td>
</tr>
<tr>
<td>Women more than 39 years old</td>
<td>More than 39 years old without Mammogram in the last 12 months</td>
<td>605</td>
<td>428</td>
</tr>
<tr>
<td>Women more than 20 years old</td>
<td>Women without PAP Smear in the last two years</td>
<td>680</td>
<td>441</td>
</tr>
<tr>
<td>Women more than 49 years old</td>
<td>Women without Mammogram in the last 12 months</td>
<td>546</td>
<td>401</td>
</tr>
<tr>
<td>Women between 21 and 65 years old</td>
<td>Women without PAP Smear in the last 2 years</td>
<td>393</td>
<td>195</td>
</tr>
<tr>
<td>Women between 40 and 49 years old</td>
<td>Women without Mammogram in the last 2 years</td>
<td>67</td>
<td>38</td>
</tr>
<tr>
<td>Women between 49 and 69 years old</td>
<td>Women without Mammogram in the last 12 months</td>
<td>338</td>
<td>165</td>
</tr>
</tbody>
</table>

*Based upon national data base of over 6 million lives

December 11, 2012
Focus Enrollment and Activity

YourCare Focus targets the top at-risk members that could have an impact on the plan's bottom line in the next 12 months. High-Risk members are identified by Verish Medical Intelligence as any member over the age of 17, with an adjusted risk index over 20 and total paid claims less than $30,000.

<table>
<thead>
<tr>
<th>High-Risk Members</th>
<th># of Members</th>
<th>Reason(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Members Identified:</td>
<td>317</td>
<td>1 Member did not return multiple voice messages - 39</td>
</tr>
<tr>
<td>Members Identified And Contacted:</td>
<td>148</td>
<td>1 YourCare was unable to obtain working phone numbers - 126</td>
</tr>
<tr>
<td>Members Identified But Unable To Be Contacted¹:</td>
<td>169</td>
<td>1 Exhausted Benefit - 3</td>
</tr>
<tr>
<td></td>
<td></td>
<td>1 Member is participating in another DM program - 1</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Enrollment</th>
<th></th>
<th>Reason(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Members Contacted for Enrollment:</td>
<td>148</td>
<td>2 Member declined opportunity to participate in program - 47</td>
</tr>
<tr>
<td>Members Contacted And Enrolled:</td>
<td>39</td>
<td>2 Member has not responded to phone calls and/or voicemails - 56</td>
</tr>
<tr>
<td>Members Declined Enrollment²:</td>
<td>109</td>
<td>2 Member Opt-Out - 5</td>
</tr>
<tr>
<td></td>
<td></td>
<td>2 No Longer Following Case - 1</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Participation</th>
<th></th>
<th>Reason(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Members Enrolled:</td>
<td>39</td>
<td>3 Member stopped responding to phone calls and/or voicemails - 8</td>
</tr>
<tr>
<td>Members Currently Enrolled:</td>
<td>17</td>
<td>3 Member completed program - 8</td>
</tr>
<tr>
<td>Members No Longer Enrolled³:</td>
<td>22</td>
<td>3 Member voluntarily left program - 6</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Member Activity</th>
<th></th>
<th>Reason(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Phone Calls to Members:</td>
<td>654</td>
<td></td>
</tr>
<tr>
<td>Average Calls Per Enrolled Members:</td>
<td>16.6</td>
<td></td>
</tr>
<tr>
<td>Educational Materials Sent:</td>
<td>59</td>
<td></td>
</tr>
</tbody>
</table>

*Note: Enrollment statistics in this exhibit are based on a comprehensive time period from the program's inception to present.

¹ Member did not return multiple voice messages
² Member declined opportunity to participate in program
³ Member has not responded to phone calls and/or voicemails
⁴ Member Opt-Out
⁵ No Longer Following Case
Health Risk Assessment

YourCare members can create a personalized health profile through the Health Risk Assessment (HRA) on the Health Center. Here a member answers questions about their health and medical history to create a health profile and can sign up for interactive health programs. The YouCare clinical team uses the results of the HRA in their educational and clinical management outreach efforts.

Health Center & HRA Participation

- Registered Members - Took HRA
- Registered Members - Did Not Take HRA
- Members with no Registration and no HRA

Health Center & HRA Participation for Peralta Community College

- Number of eligible members: 1,323
- Members registered on Health Center: 79
- Health Center registration rate: 5.97%
- Members who have taken an HRA: 10
- Percentage of eligible members w/ HRA: 0.76%

Note: This health center & HRA participation exhibit for Peralta Community College is for data through October 31, 2012. A detailed report with complete HRA results can be requested through the group's client manager.

To further engage members in their enrollment in the HealthCenter and understand how to get the most out of it, speak with your Client Manager about developing appropriate communication strategies for your population or visit the HealthCenter Marketing Website at www.coresource.com/HCMarkeing/index.html.

Peralta Community College District
Health Benefits Fringe Committee
Meeting-Thursday, February 7, 2013
### At a Glance View of all Conditions at Year End

<table>
<thead>
<tr>
<th>Condition</th>
<th>Baseline</th>
<th>Mid-Year</th>
<th>Year End</th>
<th>Change from Baseline</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asthma</td>
<td>65</td>
<td>63</td>
<td>60</td>
<td>-3</td>
</tr>
<tr>
<td>CAD</td>
<td>61</td>
<td>63</td>
<td>60</td>
<td>-1</td>
</tr>
<tr>
<td>CHF</td>
<td>61</td>
<td>58</td>
<td>55</td>
<td>-6</td>
</tr>
<tr>
<td>COPD</td>
<td>20</td>
<td>23</td>
<td>22</td>
<td>2</td>
</tr>
<tr>
<td>Depression</td>
<td>89</td>
<td>91</td>
<td>91</td>
<td>2</td>
</tr>
<tr>
<td>Diabetes</td>
<td>51</td>
<td>50</td>
<td>48</td>
<td>-3</td>
</tr>
<tr>
<td>Hypertension (High Blood Pressure)</td>
<td>60</td>
<td>69</td>
<td>60</td>
<td>0</td>
</tr>
<tr>
<td>Chronic Musculoskeletal Pain</td>
<td>49</td>
<td>45</td>
<td>43</td>
<td>-6</td>
</tr>
</tbody>
</table>

### Overall Compliance Summary

<table>
<thead>
<tr>
<th>Care Index</th>
<th>Baseline</th>
<th>Mid-Year</th>
<th>Year End</th>
<th>Change from Baseline</th>
<th>Norm</th>
</tr>
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<tbody>
<tr>
<td>Asthma</td>
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</table>

**Key Points:**

* Compliance scores for 8 of the 11 conditions improved or remain unchanged at Year End.
* The average overall year-end compliance score of 69 for all of the conditions lost 1 point over the baseline and was 4 points lower than the normative average.

** Grp currently has no members identified with this condition.
## Your results: overview

<table>
<thead>
<tr>
<th>Measure</th>
<th>Description</th>
<th>Your Results, 2011 Q4</th>
<th>Your Results, 2012 Q1</th>
<th>Year-Over-Year Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>BMI: Weight Management+</td>
<td>% of adult members who are overweight or obese</td>
<td>70.18%</td>
<td>70.18%</td>
<td>Declined</td>
</tr>
<tr>
<td>Cholesterol management+</td>
<td>% of members borderline high or high total cholesterol</td>
<td>36.85%</td>
<td>37.74%</td>
<td>Declined</td>
</tr>
<tr>
<td>Blood pressure management+</td>
<td>% of members with blood pressure &gt;=140/90</td>
<td>12.33%</td>
<td>12.92%</td>
<td>Declined</td>
</tr>
<tr>
<td>Smoking rates+</td>
<td>% of members who smoke</td>
<td>10.6%</td>
<td>10.37%</td>
<td>Improved</td>
</tr>
<tr>
<td>Breast cancer screenings**+</td>
<td>% of eligible population screened</td>
<td>85.96%</td>
<td>85.31%</td>
<td>Declined</td>
</tr>
<tr>
<td>Cervical cancer screenings**+</td>
<td>% of eligible population screened</td>
<td>87.58%</td>
<td>86.86%</td>
<td>Declined</td>
</tr>
<tr>
<td>Colorectal cancer screenings**+</td>
<td>% of eligible population screened</td>
<td>76.87%</td>
<td>68.72%</td>
<td>Declined</td>
</tr>
<tr>
<td>Childhood immunization rates*+</td>
<td>% of eligible population screened</td>
<td>ISS</td>
<td>ISS</td>
<td>Improved</td>
</tr>
<tr>
<td>Childhood obesity+</td>
<td>% of child members who are overweight or obese</td>
<td>38.98%</td>
<td>34.15%</td>
<td>Improved</td>
</tr>
</tbody>
</table>

*Continuously enrolled members during measurement period.

*ISS (Insufficient Sample Size) will be displayed if eligible member population for the prevention measure is less than 30.
Your recommended action plan

Three steps to a healthier workforce

Create a culture of health at work

Use the tools included in your coverage—Kaiser Permanente HealthWorks

Broaden your reach

Kaiser Permanente. Thrive
Create a culture of health at work

Worksite health promotion boosts employee wellness program participation by 40 percent*

Use your worksite to encourage:

Better eating habits
More exercise
Smoking cessation

Use the tools included in your coverage

Online resources

- HealthWorks workbook
- Total health and productivity library at businessnet.kp.org
- Total health assessment
- Online services, including e-mail your doctor's office, view lab results, prescription refills, and more
- Digital coaching sessions
- BMI and health calculators
- Health and drug encyclopedias
- Health screening, self-exam, and symptom tools
- Fitness widget and podcasts
More included programs and tools

**Membership extras**
- Fitness clubs reduced rates
- Complementary medicine reduced rates
- Individual and phone counseling
- Educational theater program
- Kids in Dynamic Shape program

**Facility resources**
- Healthy living classes and support groups*
- Calorie counts in hospital cafeterias

*Availability varies by region. Some classes require an additional fee.
Broden your reach with HealthWorks

Prevention and Lifestyle Risk

- The FruitGuys produce delivery service
- Healthy Picks vending machine program
- Health promotion classes
- Biometric screenings for cholesterol, blood pressure, and BMI
- Customized communications—flyers, posters, etc.

Onsite

Online

Total health assessments for all employees
Customized e-mail coaching for your entire workforce
Customized Web site with information and links on participating in the total health assessment, digital coaching sessions, or 10,000 Steps®
Participation reports and summaries

Kaiser Permanente. thrive