Peralta Community College District
Benefits Fringe Committee Meeting
10:00am – 11:45am
November 14, 2014
Agenda

1. Update on Request for Proposal RFP 14 15/09-Employee Benefits Insurance Broker and Consulting Services
   1. Review Selection Committee
   2. Review Timeline
2. Issues in Self-Funding Carry forward from March 2014 Benefits Meeting-Objective: Bring Attention Deficit Hyperactivity Disorder (ADHD) coverage into full alignment with the American with Disabilities Act (ADA), remove exclusion-treat as routine office visit.
3. New for 2015, Benefits Office
   1. Flexible Benefit Plan 125 Plan for Medical Expenses
   2. Social Security Wage Base increase
   3. 403(b) & 457 Plan Maximum Increase
   4. Rebranding
      1. VOYA, formerly ING/Reliastar
      2. United HealthCare, formerly Pacific Union Dental, Spectera
      3. CVS Health, CVS Caremark
4. CVS Caremark, Account Manager, Dave Gustavson
   1. Use of generics
   2. Use of mail order
5. Use of mail order (Kaiser), Benefits Office
6. Other Reimbursement Programs – Medicare A & B Premiums
7. Next Meeting, December 11, 2014, 10am; PCCD Board Room
Agenda

1. Update on Request for Proposal RFP 14 15/09 - Employee Benefits Insurance Broker and Consulting Services

1. Review Selection Committee:
   - Local 39: Rick Putz
   - PFT: Rick Greenspan
   - Confidential: Cody Pellitier
   - Managers: Dr. Debbie Budd
   - Peralta Retirees: Tom Branca
   - Local 1021: Ava Lee Pang

2. Review Timeline:
   - 11/13: Bid Distribution to Committee
   - 11/13: ScoreSheet Distribution to Committee
   - 11/17: Committee reconvenes to review rankings
   - 11/19: Interviews & Recommendation to Vice Chancellor
   - 11/24: Prepare board agenda item
   - 12/9: Last Board Meeting of the Year
   - 12/11: Introduce Selection to the Committee
Handouts

- CVS Caremark Services
  - New Value of Generics
  - Mail Order Brochure
  - Fast Start
Issues in self-funding, PSW Benefit Resources
ADHD-Problem

- Carry forward item from March 2014
- Attention Deficit Hyperactivity Disorder (ADHD)

**Background:** In order for the self-funded plan to conform to the *Mental Health Parity Act,* we need to formally adopt provisions which bring coverage for ADHD into alignment with the Americans with Disability Act

- Currently:
  - We cover initial diagnosis
  - We cover prescriptions
  - We do not cover on-going treatment plan
Recommendation from our Consultant

PERALTA COMMUNITY COLLEGE DISTRICT

RECOMMENDATION FOR INCLUSION OF ADHD COVERAGE
UNDER SELF-FUNDED MEDICAL PLAN

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<tr>
<th>Feature/Issue</th>
<th>Current</th>
<th>Proposed</th>
<th>Estimated Cost Savings</th>
<th>Considerations</th>
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<tbody>
<tr>
<td>ADHD Coverage</td>
<td>Kaiser: Covered</td>
<td>No Change</td>
<td>N/A</td>
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<td>Self-Funded Plan:</td>
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<td>Rx – Covered</td>
<td>Same</td>
<td>Currently @ $87,000/year</td>
<td>To be covered as all fully-insured plans are required. Services will be included</td>
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<td>Medical – Not Covered</td>
<td>To be covered</td>
<td>Unknown, but total individual cost</td>
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<td>should be about $2,000 per year</td>
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Prepared by: PSW BENEFIT RESOURCES

November 12, 2014
Issues in self-funding, PSW Benefit Resources
ADHD-Solution

- Solution
- Amend self-funded plan language to remove treatment of ADHD as an included benefit and make it a covered benefit at applicable office visit copays effective 12 1 14
New for 2015

- New for 2015
  - Flexible Benefit Plan In Medical FSA
    - New maximum contribution limit for 2015
      - Maximum was $2500, becomes $2550
      - Is reflected in the Plan Document
        http://web.peralta.edu/benefits/
  - Social Security Wage Base
    - Maximum wage base was 117,000, becomes is $118,500. Employees contribute 6.2% up to the wage base.
  - 403(b) & 457 Plan
    - Maximum contribution was $17,500; becomes $18,000
- Rebranding:
  - VOYA, formerly ING/Reliastar
  - UnitedHealthCare, formerly Pacific Union Dental, Spectera
  - CVS Health, CVS Caremark
  - CVSHealth
Issues in Self-funding Prescription Benefits-CVS Health, Generics & Mail Order

- Dave Gustafson, Account Manager

🔥CVSHealth

- Review use of Services
  - Fast Start Brochure
  - Mail Order Brochure
  - New Value of Generics

- We last reviewed mail order prescription services in February 2010 as a cost-savings
The New Value of Generics, CVS Caremark

HOW A MEDICINE BECOMES GENERIC

Before a generic is prescribed to you, it has been prescribed as a brand-name medicine. Pharmaceutical companies make huge investments in research and development to bring their new, brand-name products to market. Typically their product will have a 20 year patent so that they can recoup these costs plus those needed to market and advertise the new medicine. This means that other pharmaceutical companies may not sell a generic version of the medicine during this time.

Once the patent expires, other companies may begin to produce and sell a generic version of the medicine. These companies will have much lower development costs. This means they can make the medicine at a lower cost and sell it to you for less.

PUT GENERICS TO WORK FOR YOU

Generic medicine is your opportunity to take more control of your health care costs and start saving!

START SAVING CHECKLIST

☐ Ask your doctor to prescribe generics and allow your pharmacist to substitute a generic when possible.

☐ Say "yes" if your pharmacist asks whether you would like a generic of the brand name medicine your doctor prescribed.

☐ Ask your doctor if there is a generic alternative available to treat your condition if there is no generic equivalent for a brand name medicine you are prescribed.

☐ Get an approval from your doctor before you switch to another drug company’s brand (generic or brand name).

☐ Keep note of any changes you may feel after switching from a brand name to a generic and tell your doctor.

THE VALUE OF GENERICS

HIGH QUALITY MEDICINES AT LOWER COSTS

Your privacy is important to us. Our employees are trained regarding the appropriate way to handle your private health information.
The New Value of Generics, CVS Caremark

A SMART CHOICE

GENERICS. The name sounds pretty plain, but generics are really quite special—the number 1 reason being their lower cost.

THINK ABOUT IT. In an environment of rising health care costs that seem out of your control, generics actually offer a path to reduce spending.

WHAT THE EXPERTS SAY

US Food and Drug Administration (FDA):

"Generic drugs... are just as safe and just as effective as their brand-name counterparts, and they are a cost effective way of achieving substantial savings."

The American Medical Association (AMA):

"One of the primary ways physicians can practice cost-effective prescribing is by offering patients a generic medicine when one is available."

CVS Caremark is your team of experts. We help you to fill, refill, understand and manage your prescriptions and their costs—as well as your health.

FACTS ABOUT GENERICS

- Millions of Americans Use Generics to Treat Medical Conditions. Nearly 8 in 10 Prescriptions filled in the U.S. are for Generic Drugs.

- Consumers using Generics saved about $168 billion on prescriptions in 2010.

- Average Cost of a Generic Drug is 80-85% Less than the Cost of its Brand-Name Counterpart.

- For almost 30 years, America's generic pharmaceutical industry has been providing FDA approved generic versions of brand medicines at savings to consumers of 30% to as much as 80%.

HIGH QUALITY PRESCRIPTION MEDICINE AT A LOW PRICE

When it comes to medicine generic does not mean low quality. Generic medicine is the FDA-approved identical, or bioequivalent, of a brand-name drug. This means it is the same as the brand-name.

GENERIC AND BRAND-NAME MEDICINES

SAME

- Active ingredient(s)
- Strength
- Dosage form (pill, liquid, cream, etc.)
- Administration (oral, topical, under tongue, injection, etc.)
- Similar chemical or drug formulation
- Acts on the body with the same strength and absorption process
- Indications, dosing and labeling
- Efficacy and safety profile
- Follow strict FDA Good Manufacturing Practices rules

DIFFERENT

- Price
- Active ingredients that could effect shape, color or taste

Visit the CVS Caremark generics website for information and a complete list of generic medicines available to treat common conditions.

www.caremark.com/generics


Generic Pharmaceutical Association, GPhAonline.org"
Mail Order Brochure, CVS Caremark

So many benefits, no extra cost.
Your prescription benefit plan offers a way for you to save both time and money on your prescriptions. For medicine, your family members taking this CVS Caremark Mail Service Pharmacy will save them to you of the asked cost. Mail service is available for prescriptions at悌 conditions such as heart disorders, asthma, arthritis, diabetes, heart disease and high blood pressure.

CVS Caremark Mail Service Pharmacy offers many benefits, including:

- Lower prescription costs. Mail to-day delivery allows you to save on your prescription costs.
- Personal service. Speak with a registered pharmacist by using the 24-hour toll-free number or your prescription card number to ask questions about your prescriptions.
- Free delivery. You mentioned your patient in plain packaging to your pharmacy. The package is shipped at a low cost. A free delivery is available for certain medications and for your safety. You can even track delivery by using your own through Caremark.com, or call the number on your prescription card and we can do it for you.
- It's easy to start using mail service. Choose ONE of the following three ways:

1. Call the 24-hour toll-free number on your prescription card.
   A registered pharmacist will discuss the cost of your prescription and how to fill it through CVS Caremark Mail Service Pharmacy. We will then fill your order and deliver it to your home.
2. Get your prescription from your doctor. Ask your doctor to write a prescription for your mail service.

When you call, be sure to have:
- The number from your prescription card
- Your doctor's full name and phone number
- Your payment information and mailing address

Log on to www.caremark.com/askchat
Using online is quick and easy way to start using mail service. Enroll in the required information, we contacted your doctor for mail order prescription. If you haven't registered yet in caremark.com, be sure to have your prescription number with your 25-digit code after your 5-digit code is the first time.

Call and send a mail service order form. If you already have a mail order prescription, you can enroll to receive a completed mail order form. I also have the mailing information with which you completed the form.
- The number from your prescription card
- Your complete mailing address, including zip code
- Your doctor's full name and phone number
- A list of your allergies and other health conditions
- Your credit or debit card number if you're not using payment.

- You can just pick up your drug in person. Fill the mail service plan and don't miss the deadline before.
- Your 9-digit number from your prescription card is the first time.
- You can call the 24-hour toll-free number to ask questions about your prescription medicine.
- Caremark 24-hour toll-free number for drugs that can be filled at any pharmacy participating in the CVS Caremark Network.
- It is the maximum days allowed by your pharmacy's policy, with up to three refills. This is the same prescription along with the mail service order form you send in.
Mail Order Brochure, CVS Caremark

Enjoy easy refills and the extra convenience of automatic refills.

You can refill your mail order prescription in three simple ways:

**OPTION 1**
Order at www.caremark.com

**OPTION 2**
Call us at the number on the back of your prescription ID card

**OPTION 3**
Mail in a completed order form (pharmacy also included in your prescription delivery)

Ready Fill at Mail stays in contact.
You can ask which pharmacy to include and send your refill request through our automated pharmacy locator. You can also request delivery to a specific address.

Enroll in ReadyFill at Mail

1. Register or sign in to Caremark.com, then go to the Manage Rx page. Select the eligible medications you want to enroll and follow the steps.

2. Call the toll-free Customer Care number on your prescription ID card.

Members give us high marks for service.

- 96% of members would recommend mail service to their family and friends
- 96% of members found mail service to be convenient
- 96% of members said mail service is easy to use

Convenience, Cost-savings, Delivered to you.

CVS Caremark Mail Service Pharmacy
Fast Start Mail Order with CVS Caremark

Mail Service Means One Less Thing for You to Do

Your prescription benefit offers you the convenient option to get 90-day* supplies of your long-term** medications delivered to you by mail. When you use the CVS Caremark Mail Service Pharmacy to fill your prescriptions, you'll enjoy the many benefits it provides:

- **Added value** — 24/7 access to pharmacists, alert messages by e-mail, text or phone
- **Cost savings** — one 90-day supply may cost less than three 30-day supplies at a retail pharmacy
- **Greater convenience** — at-home delivery at no extra cost, easy refills online or by phone
- **Quality and safety** — dedicated pharmacists checking each and every order

Let us handle the legwork of filling your long-term prescriptions so you don't have to. See the back side to learn how to get started.

To learn more, visit www.caremark.com or call the number on your Prescription Card.

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*Credible quantity may vary depending on your plan.**

**A long-term medication is taken regularly for chronic conditions, such as high blood pressure, high cholesterol or diabetes, or long-term therapy.
Fast Start with CVS Caremark

Get Started with CVS Caremark Mail Service
It's quick and easy!

If you have a prescription, choose one of two ways to submit it:
- Mail your prescription and a completed order form to CVS Caremark
- Ask your doctor to call in your prescription toll-free at 1-800-378-5697

If you need a prescription, choose from two FastStart™ options to get started:
- Phone – Call FastStart toll-free at 1-800-875-0867® from 7 a.m. to 7 p.m. (CT) Monday-Friday
- Online – Log on to www.caremark.com/faststart and sign in or register, if necessary

Have your Prescription Card number, the names of your medicines, your doctor's information and your payment information ready. We'll handle the rest.

*For EDD assistance, please dial toll-free 1-800-331-4403.
©2000 Caremark. All rights reserved. 7031561 5/00 891
Kaiser Reimbursement Form for Mail Order, etc.

Kaiser HMO Forms

Kaiser HMO Medical Expense Reimbursement Form

This is the Kaiser HMO Medical Expense Reimbursement Form.

(Updated 8-9-2013)

File size: 298 K

Kaiser HMO - Emergency Claim Form

This is the Kaiser HMO Emergency Claim Form. This form is to be used if you accessed emergency care while traveling outside of the Kaiser network.

(Verified Current 4-4-2013)

File size: 101 K
PCCD Medical Expense Reimbursement Form
For Eligible Kaiser Expenses

Complete and return this form to the Benefits Office: Peralta Community College District, 333 East 8th St., Oakland, CA 94606

First Name ______________________ Last Name ______________________ SSN ______________________

Home Address _____________________________________________________________ Year of Retirement NA

City ______________________ State ________ Zip ________ Phone ______________________

Name of active or retired employee: __________________________________________

Is there an address change?  □ Yes □ No

Is this your first reimbursement?  □ Yes □ No

Circled One: Retired  Active

Circled One: Peralta Affiliation

Employee/Retiree  Spouse/Dependent of employee or retiree

Circled One: Union Affiliation

Circled One: 39 1021 PFT Confidential Management Trustee

Eligibility Criteria

Use this form if you meet the following criteria:

You are a pre-July 1, 2004 retiree and have paid more than $1 for your office co-pays or more than $9 for prescriptions

You are an active LU 1021, PFT, Confidential, Management employee, or Trustee at the time of service and paid more than $5 for mail order prescriptions

You are an active LU 30 employee/retiree post 7/1/12 at the time of service and paid more than $30 for brand name formulary mail order prescriptions

You are submitting expenses incurred within 12 months of the date of service

Guidelines

*** Use one form for each dependent
*** Attach receipts
*** Reproduce form as necessary

RETIRED EMPLOYEES:

Pre July 1, 2004 retirees
** If you are a pre-July 1, 2004 retiree and have paid more than $1 for prescriptions and office co-pays, then the District will reimburse your eligible expenses, less $1 for each prescription and/or office visit.

Post July 1, 2004 retirees
** If you are a Confidential, Management or Trustee member, or an active member of Collective Bargaining Agreements 1021, Local 39, or PFT, then the District will reimburse your expense less $5 for each mail order expense incurred by you and your eligible dependents.

Post July 1, 2012 retirees
** If you are a retired member Collective Bargaining Agreement 39, then the District will reimburse only your expense less $30 for each brand name formulary mail order expense incurred by you and your eligible dependents.

ACTIVE EMPLOYEES:

** Effective July 1, 2004, if you are a Confidential, Management or Trustee member, or an active member of Collective Bargaining Agreements 1021, or PFT, then the District will reimburse your expense less $5 for each mail order expense incurred by you and your eligible dependents.

** Effective July 1, 2012, if you are an active or retired member Collective Bargaining Agreement 39, then the District will reimburse only your expense less $30 for each brand name formulary mail order expense incurred by you and your eligible dependents.

Frequency

Reimbursements are processed semi-annually. All requests received by June 30, will be processed in July.

Reimbursement requests received on or after July 1, will be processed the following January.

Rev. 8/9/2013
PCCD Medical Expense Reimbursement Form
For Eligible Kaiser Expenses

Name

<table>
<thead>
<tr>
<th>Indicate Service Type (Office Visit, Mail Order Prescription)</th>
<th>Date of Service</th>
<th>Receipt Attached?</th>
<th>Your Expense</th>
<th>Amount to Reimburse</th>
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Total Cost/This Page $

Signature Line - "I am claiming reimbursement for the above referenced prescription expenses."

Date

Rev. 8/9/2013
Other Announcements

- Next meeting Thursday, December 11, 2014; Board Room 9am
- Next Newsletter topics mailing date: 11 21 14
  - Annual Medicare D Notice (mailed in the spring, must be mailed again before 12 7 14.
  - Reminder of Medicare B Reimbursement
  - Changes to 125 contribution maximums
  - Changes to 403(b) and 457 Plan contribution maximums
  - Long term care application deadline 12 15 14
  - Go Warriors!
  - In memoriam
  - Transition of Services
  - Online enrollment for life/qualifying events
  - Part Time faculty open enrollment
    - 01 19 15 – 03 03 15
  - Sixth Annual Spring Medicare Campaign
    - Wednesday, February 4
      - Invited Guests:
        - Kaiser, Medicare, Delta Pension Dynamics
  - Medicare Reimbursement Claim forms due
  - Retirees: Send us your email addresses
  - Email additional suggested topics by 11 17 14