

**CITY OF HENDERSON  
SELF-FUNDED INSURANCE COMMITTEE**

**MINUTES  
October 8, 2014**

**I. Call to order**

Vice Chairman Dan Pentkowski called the City of Henderson Insurance Committee meeting to order at 10:06 a.m., in the Westgate Conference Room, 1<sup>st</sup> Floor, City Hall, 240 Water Street, Henderson, Nevada.

**II. Confirmation of Posting and Roll Call**

Alysa Neilson, Employee Benefits Coordinator, confirmed the meeting had been posted in accordance with the Open Meeting Law by posting the agenda three working days prior to the meeting at City Hall, Multigenerational Center, Whitney Ranch Recreational Center, and Fire Station No. 86.

**PRESENT:** Vice Chairman Dan Pentkowski  
Jennifer Fennema  
Priscilla Howell (left at 11:18 a.m.)  
Kenneth Kerby  
Connie Kershaw  
Tim O'Neill  
Alysa Neilson (for Fred Horvath)

**ABSENT:** Chairman Fred Horvath  
Darrell Wade

**STAFF:** Kristina Gilmore, Assistant City Attorney II  
Robert Osip, Risk Manager  
Tedie Jackson, Council and Commission Services Reporter

**ALSO PRESENT:** Shawn Adkins, Gallagher Benefit Services  
Tom Chiello, HPSA  
Amber Hubber, HPN  
Courtney Lancaster, HR Business Partner  
Pam Levy, Sierra Healthcare Options

**III. Acceptance of Agenda**

(Motion) Mr. Kerby introduced a motion to accept the agenda as submitted, seconded by Ms. Howell. The vote favoring approval was unanimous. Vice Chairman Pentkowski declared the motion carried.

**IV. Public Comment**

There were no comments presented by the public.

**V. Unfinished Business**

**A. Health Plan of Nevada (HPN) renewal for plan year 2015**

Bob Osip, Risk Manager, reported that after further negotiations, HPN has reduced the renewal proposal to a flat eight-percent increase.

Responding to a question by Mr. Adkins as to whether there are any plans to move to age-rated rates as opposed to traditional group rates, Amber Hubber, HPN, said no.

(Motion) Mr. O'Neill introduced a motion to approve the HPN renewal with an eight-percent increase, to be effective January 1, 2015, seconded by Ms. Howell. The vote favoring approval was unanimous. Vice Chairman Pentkowski declared the motion carried.

**B. Presentation on Private Exchanges**

This item was continued to a future meeting.

**VI. New Business**

**A. Approval of Minutes for the meeting of September 10, 2014**

(Motion) Mr. O'Neill introduced a motion recommending approval of the September 10, 2014, minutes as submitted, seconded by Mr. Kerby. The vote favoring approval was unanimous. Vice Chairman Pentkowski declared the motion carried.

**B. Self-Funded Health Plan's Monthly Financial Report**

Connie Kershaw, Accounting Manager, distributed and reviewed the Self-Funded health Insurance Fund as of September 30, 2014. She noted that medical claims are down slightly, but prescriptions have increased 11 percent. Ms. Kershaw also reviewed the Retiree Insurance Subsidy and pointed out six retirees are taking advantage of the subsidy.

**C. Loomis Monthly Claims Report**

Shawn Adkins, GBS, provided the Loomis report in Mr. Bixler's absence. Mr. Adkins reviewed the monthly paid claims analysis report, and stated that \$1.2 million was paid in September. He noted that there were two separate claims over \$40,000.00 regarding opiate dependency, and there are two more anticipated large claims. The Plan is running approximately 11 percent below this time last year. He also commented that Rx is trending high and pharmacy claims are expected to increase.

**D. Sierra Healthcare Options Monthly Report – Hospital Length of Stay and Provider Network Update**

Pam Levy, Sierra Healthcare Options, stated that she does not have the Length of Stay report for September due to an error. She reviewed the quarterly report on provider counts.

**E. Health Plan of Nevada Status Report**

Amber Hubber, Health Plan of Nevada, reported that all members on the HPN plan should have received a flyer regarding flu shot clinics. She noted that there is no copay so the cost is free. She will send an electronic copy to Ms. Neilson.

**F. Gallagher Benefit Services Status Report**

Shawn Adkins, GBS, provided an update on PPACA regarding the following issues: employers counting hours starting in October, transitional re-insurance fee website still not ready, and final mental health parity rules. He believes the multitude of issues associated with mental health will be very challenging to work through.

Mr. Adkins noted that some states have approved gender reassignment surgeries; however, cosmetic-related surgery is not covered. A brief discussion ensued regarding gender reassignment issues.

Shawn Adkins, GBS, referred to the renewal packet and asked what number the Committee is comfortable with to go out to bid for the stop loss carrier.

There was a consensus to go out to bid for anything higher than 25 percent.

**G. Delta Dental plan options for plan year 2015**

This item was heard with Item H.

**H. Delta Dental renewal for plan year 2015**

Shawn Adkins, GBS, reviewed the Delta Dental renewal packet and reported that they are requesting a 24.07-percent rate increase next year. He reported options of negotiating the rate with Delta Dental, going out to bid, and possible benefit changes.

Mr. Adkins recommended changing Delta Dental's plan from fully insured to self-funded. The City would pay Delta Dental for only dental work done instead of a flat premium every month, which includes many fees. He explained that a self-funded option with Delta Dental would increase rates 15.9 percent. He noted that this option would not have any impact to members.

Following discussion regarding these options, Ms. Kershaw and Ms. Neilson commented that they would prefer not changing the plan design at this time. A suggestion was made to discuss possible plan changes at the strategic planning meeting in January or February.

(Motion) Vice Chairman Pentkowski introduced a motion to self-fund the Delta Dental Plan, with no change in benefit structure, and to be effective of January 1, 2015, seconded by Mr. O'Neill. The vote favoring approval was unanimous. Vice Chairman Pentkowski declared the motion carried.

**I. Vision Service Plan renewal for plan year 2015**

Shawn Adkins, GBS, noted that said he is recommending no change to the rates. He also pointed out this is a two-year renewal proposal.

(Motion) Ms. Neilson introduced a motion to approve the Vision Service Plan renewal proposal for 2015, seconded by Mr. Kerby. The vote favoring approval was unanimous. Vice Chairman Pentkowski declared the motion carried.

**J. Review employee eligibility provisions**

Alysa Neilson, Employee Benefits Coordinator, reviewed backup material of current contradictory wording in the Plan as follows: Employees remain covered on the plan regardless of leave status and employees on military leave will be terminated from the Plan. She noted that the City cannot treat military different than anybody else on leave.

It was noted that this wording should be changed to be consistent with HPN. Staff will present options at the next meeting for the Committee members to consider.

**K. Coverage for mental health care and family counseling**

Alysa Neilson, Employee Benefits Coordinator, reviewed backup material of current language in Plan. She explained that there is a request for a plan design change to cover family counseling sessions.

Mr. Adkins commented that family counseling is common with cancer patients, hospice patients, and other medical issues. He noted that most carriers do not cover family counseling.

Mr. Osip stated that Mr. Bixler indicated Loomis could handle this issue through claims by tying family counseling sessions to a diagnostic code.

There was a consensus to continue this item to a future meeting to allow staff to research more information.

**L. Funding rates for plan year 2015**

Bob Osip, Risk Manager, reviewed spreadsheets outlining 2015 premium rates. He also reviewed the 2015 COBRA and retiree rates, and questioned whether it is appropriate to pay actual costs.

Vice Chairman Pentkowski commented that he supports charging COBRA full rates, but would like the retiree rates to remain the same.

Ms. Neilson pointed out that COBRA is being charged full cost and retirees get an additional subsidy. They are charged the same medical and vision rate; however the dental rate is different.

(Motion) Ms. Fennema introduced a motion to keep the retiree and COBRA rates the same; charging the actual rate for retirees and COBRA employees that reflect the new Delta Dental rates, to be effective January 1, 2015. The motion was seconded by Mr. O'Neill. The vote favoring approval was: Those voting Aye: Fennema, Howard, Kerby, Neilson, and O'Neill. Those voting Nay: Kershaw and Pentkowski. Those abstaining: None. Those absent: Horvath and Wade. Vice Chairman Pentkowski declared the motion carried.

**VII. Public Comment**

No comments were presented by the public.

**VIII. Chairman/Committee Member/Committee Staff Comment**

Regarding a comment by Mr. Kerby that HPOA members would like the addition of AFLAC for accidental insurance, Mr. Osip stated that this is a City issue and cannot be voted on by the Committee.

**IX. Set Next Meeting Date**

The next meeting was scheduled for November 12, 2014, at 10:00 a.m.

**X. Adjournment**

There being no further business to come before the Committee, Vice-Chairman Pentkowski adjourned the meeting at 12:12 p.m.

Respectfully submitted,

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Tedie Jackson, Council and  
Commission Services Reporter

**SELF-FUNDED HEALTH INSURANCE FUND (FUND 6051)  
AS OF OCTOBER 31, 2014 CASH BASIS - UNAUDITED**

	Estimated Year Ended 12/31/13	% of Total Rev	YTD 2013 OCTOBER	% of Total Rev	Estimated YTD 2014 OCTOBER	% of Total Rev	Increase/(Decrease) 2013/2014	% Change 2013/2014
<b>Cash Beginning of Year</b>	\$ 7,509,299		\$ 7,509,299		\$ 5,916,345		\$ (1,592,954)	-21.21%
<b>Revenue:</b>								
Premiums - HPN	\$ 634,818	4.93%	\$ 519,626	4.82%	\$ 804,931	6.54%	\$ 285,305	54.91% 1
Premiums - Self Funded	11,289,297	87.64%	9,452,090	87.77%	10,479,627	85.20%	1,027,537	10.87% 2
Premiums - Retirees	895,058	6.95%	736,004	6.83%	937,351	7.62%	201,347	27.36% 3
Interest Income	61,050	0.47%	61,049	0.57%	62,638	0.51%	1,589	2.60% 7
Misc-Performance Guarantee	950	0.01%	950	0.01%	15,524	0.13%	14,574	1534.11%
<b>Total Revenue</b>	<b>\$ 12,881,173</b>	<b>100.0%</b>	<b>\$ 10,769,719</b>	<b>100.0%</b>	<b>\$ 12,300,071</b>	<b>100.0%</b>	<b>\$ 1,530,352</b>	<b>14.2%</b>
<b>Expenses:</b>								
<b>Administrative Costs:</b>								
Salaries, wages & benefits	115,335	0.90%	97,318	0.90%	104,053	0.85%	6,735	6.92% 9
Consulting	61,425	0.48%	87,814	0.82%	90,385	0.73%	2,571	2.93%
Claims Adjudication	534,984	4.15%	469,401	4.36%	491,100	3.99%	21,699	4.62%
VSP Service Fee	22,591	0.18%	22,290	0.21%	22,629	0.18%	339	1.52%
Actuarial/Professional Costs	77,506	0.60%	47,959	0.45%	51,211	0.42%	3,252	6.78% 8
Miscellaneous Costs	18,616	0.14%	14,941	0.14%	14,031	0.11%	(910)	-6.09%
Administrative fee-GF	24,466	0.19%	20,376	0.19%	20,341	0.17%	(35)	-0.17%
<b>Total Administrative Costs</b>	<b>854,923</b>	<b>6.64%</b>	<b>760,099</b>	<b>7.06%</b>	<b>793,750</b>	<b>6.45%</b>	<b>33,651</b>	<b>4.43%</b>
<b>Fixed Premiums:</b>								
Specific Stop-Loss Premium	743,925	5.78%	622,031	5.78%	608,940	4.95%	(13,091)	-2.10% 4
Life Insurance	89,692	0.70%	81,617	0.76%	83,631	0.68%	2,014	2.47%
AD&D	21,434	0.17%	19,528	0.18%	19,954	0.16%	426	2.18%
HPN Premiums	626,860	4.87%	513,600	4.77%	594,651	4.83%	81,051	15.78% 5
Long Term Disability	162,632	1.26%	148,162	1.38%	150,128	1.22%	1,966	1.33%
Dental	214,783	1.67%	178,925	1.66%	243,952	1.98%	65,027	36.34% 6
<b>Total Fixed Premiums</b>	<b>1,859,346</b>	<b>14.43%</b>	<b>1,563,863</b>	<b>14.52%</b>	<b>1,701,256</b>	<b>13.83%</b>	<b>137,393</b>	<b>8.79%</b>
<b>Claims Paid:</b>								
Medical-Net (1)	8,413,251	65.31%	6,489,651	60.26%	6,550,716	53.26%	61,065	0.94%
Prescriptions	2,532,223	19.66%	2,039,103	18.93%	2,234,637	18.17%	195,534	9.59%
Dental	639,820	4.97%	525,305	4.88%	558,884	4.54%	33,579	6.39%
Vision	174,564	1.36%	148,149	1.38%	148,374	1.21%	225	0.15%
<b>Total Claims</b>	<b>11,759,858</b>	<b>91.3%</b>	<b>9,202,208</b>	<b>85.4%</b>	<b>9,492,611</b>	<b>77.2%</b>	<b>\$ 290,403</b>	<b>3.2%</b>
<b>Total Expenses</b>	<b>\$ 14,474,127</b>	<b>112.4%</b>	<b>\$ 11,526,170</b>	<b>107.0%</b>	<b>\$ 11,987,617</b>	<b>97.5%</b>	<b>\$ 461,447</b>	<b>4.0%</b>
<b>Cash Basis Income (Loss)</b>	<b>(1,592,954)</b>		<b>(756,451)</b>		<b>312,454</b>		<b>1,068,905</b>	<b>-141.31%</b>
<b>Ending Cash Balance</b>	<b>\$5,916,345</b>		<b>\$6,752,848</b>		<b>\$6,228,799</b>		<b>(524,049)</b>	<b>-7.76%</b>

(1) Medical Claims-Net	8,413,251	6,489,651	6,550,716	81,065
Stop loss claims payments received	343,133	147,717	346,861	199,144
<b>Medical Claims-Gross</b>	<b>8,756,384</b>	<b>6,637,368</b>	<b>6,897,577</b>	<b>280,209</b>
(2) Prescription Claims-Net	2,532,223	2,039,103	2,234,637	195,534
Prescription Rebates	206,875	133,293	119,261	(14,032)
Stop loss claims payments received	8,205	-	-	-
<b>Prescription Claims-Gross</b>	<b>2,747,303</b>	<b>2,172,396</b>	<b>2,353,898</b>	<b>181,502</b>

**Comments:**

1. Rate increase and subscriber increase (16 employees) in 2014 vs 2013
2. Net of rate increase in 2014 and slight decrease in subscribers
3. Rate increase and increase in number of retirees
4. New contract effective January 1, 2014 with higher deductibles, resulting in lower premiums
5. Rate increase and subscriber increase in 2014 (see 1. above)
6. Delta Dental rate increased in January 2014 by 17% and more employees switched to Delta Dental
7. Estimate
8. Increase due to expenses related to Life/Disability RFP
9. Increase due to bonus, vacation and retirement expense

**Retiree Insurance Subsidy**

	YTD	MTD
	01/01/14 to 10/31/14	10/01/14 to 10/31/14
Beginning Balance	\$ -	\$ 377,794
Additions--Contributions	444,815	60,900
Interest	1,388	165
Deletions--Payments	(9,725)	(2,381)
Ending Balance	\$ 436,478	\$ 436,478

Current # of Retirees 7

2014 Plan Year - Paid Claims Analysis  
 City of Henderson  
 Claims Paid thru 10/31/2014

MONTH	YEAR	EES*	Med/Dent/Rx TOTAL AMOUNT PAID	Stop Loss Reimb.
Jan	2014	1,128	\$853,216	-\$69,396
Feb	2014	1,127	\$704,300	\$0
Mar	2014	1,137	\$967,874	\$0
Apr	2014	1,157	\$834,537	\$0
May	2014	1,161	\$796,047	\$0
June	2014	1,163	\$914,984	\$0
July	2014	1,163	\$1,018,780	\$0
Aug	2014	1,171	\$1,301,702	-\$97,681
Sept	2014	1,159	\$1,215,412	-\$820
Oct	2014	1,153	\$1,222,896	-\$175,396

EES\* number represents medical lives

GRAND TOTAL - 2014 YTD -	\$9,829,748
2014 STOP LOSS REIMBURSEMENTS	-\$343,293
TOTAL NET - 2014 YTD	\$9,486,455
GRAND TOTAL YEAR 2013	\$12,285,174
2013 STOP LOSS REIMBURSEMENTS	-\$199,248
TOTAL NET - 2013	\$12,085,926

## Paid Summary

8/1/14 -10/31/14

MONTH	YEAR	CATEGORY	TOTAL AMOUNT PAID	Stop Loss Reimb.
AUGUST		2014 DENTAL	\$47,279	
AUGUST		2014 MEDICAL	\$998,652	
AUGUST		2014 PRESCRIPTION	\$255,770	
<b>AUGUST</b>		<b>2014</b>	<b>\$1,301,701</b>	<b>-\$97,681</b>
SEPTEMBER		2014 DENTAL	\$71,970	
SEPTEMBER		2014 MEDICAL	\$894,221	
SEPTEMBER		2014 PRESCRIPTION	\$249,220	
<b>SEPTEMBER</b>		<b>2014</b>	<b>\$1,215,411</b>	<b>-\$820</b>
OCTOBER		2014 DENTAL	\$59,509	
OCTOBER		2014 MEDICAL	\$957,633	
OCTOBER		2014 PRESCRIPTION	\$205,844	
<b>OCTOBER</b>		<b>2014</b>	<b>\$1,222,986</b>	<b>-\$175,396</b>
<b>ROLLING THREE MONTHS</b>			<b>\$3,740,098</b>	<b>-\$273,897</b>

## Paid Summary

8/1/13 - 10/31/13

MONTH	YEAR	CATEGORY	PAID	Reimb.
AUGUST		2013 DENTAL	\$49,487	
AUGUST		2013 MEDICAL	\$874,679	
AUGUST		2013 PRESCRIPTION	\$164,101	
<b>AUGUST</b>		<b>2013</b>	<b>\$1,088,267</b>	<b>-\$2,176</b>
SEPTEMBER		2013 DENTAL	\$49,138	
SEPTEMBER		2013 MEDICAL	\$580,297	
SEPTEMBER		2013 PRESCRIPTION	\$302,594	
<b>AUGUST</b>		<b>2013</b>	<b>\$932,029</b>	<b>-\$19,925</b>
OCTOBER		2013 DENTAL	\$56,551	
OCTOBER		2013 MEDICAL	\$564,139	
OCTOBER		2013 PRESCRIPTION	\$213,820	
<b>OCTOBER</b>			<b>\$834,510</b>	<b>-\$43,409</b>
<b>ROLLING THREE MONTHS</b>			<b>\$2,854,806</b>	<b>-\$65,510</b>

**City Of Henderson Claims Analysis**

**1/1/13 - 12/31/13**

**2013 Plan Year - Paid Claim Basis**

Month	Year	Med Ees	Dent Ees	Medical	Dental	Rx	Totals	Stop Loss Reimb.	Adjusted Total	Avg Cost Med/Rx PEPM	Avg Cost Dent PEPM
Jan	2013	1,177	1,008	503,226	24,665	198,407	726,298	-\$78,782	647,516	\$529	\$24
Feb	2013	1,174	1,007	710,929	42,897	162,975	916,801	\$0	916,801	\$744	\$43
Mar	2013	1,171	1,003	718,222	75,144	192,283	985,649	\$0	985,649	\$778	\$75
Apr	2013	1,173	1,004	894,106	67,603	308,523	1,270,232	\$0	1,270,232	\$1,025	\$67
May	2013	1,152	984	813,441	56,563	203,088	1,073,092	\$0	1,073,092	\$882	\$57
June	2013	1,150	979	725,561	46,449	204,179	976,189	\$0	976,189	\$808	\$47
July	2013	1,148	970	643,591	59,353	222,422	925,366	-\$32,120	893,246	\$726	\$61
Aug	2013	1,152	977	661,090	49,487	164,101	874,679	-\$2,176	872,503	\$714	\$51
Sept	2013	1,142	968	580,297	49,138	302,594	932,028	-\$19,925	912,104	\$756	\$51
Oct	2013	1,137	967	564,139	56,551	213,820	834,511	-\$43,409	791,102	\$646	\$58
Nov	2013	1,141	969	1,095,884	53,142	231,516	1,380,542	-\$21,279	1,359,263	\$1,145	\$55
Dec	2013	1,140	970	1,026,145	61,118	302,524	1,389,787	-\$1,558	1,388,229	\$1,164	\$63
<b>Grand Totals</b>	<b>2013</b>	<b>13,857</b>	<b>11,806</b>	<b>8,936,631</b>	<b>642,110</b>	<b>2,706,433</b>	<b>12,285,174</b>	<b>-\$199,248</b>	<b>12,085,927</b>	<b>\$826</b>	<b>\$54</b>

**City Of Henderson Claims Analysis**

**1/1/14 - 12/31/14**

**2014 Plan Year - Paid Claim Basis**

Month	Year	Med Ees	Dent Ees	Medical	Dental	Rx	Totals	Stop Loss Reimb.	Adjusted Total	Avg Cost Med/Rx PEPM	Avg Cost Dent PEPM
Jan	2014	1,128	969	624,654	49,100	179,462	853,216	-\$69,396	783,820	\$651	\$51
Feb	2014	1,127	969	440,526	52,065	211,709	704,300	\$0	704,300	\$579	\$54
Mar	2014	1,137	973	577,116	78,877	311,881	967,874	\$0	967,874	\$782	\$81
Apr	2014	1,157	983	661,189	50,940	122,408	834,537	\$0	834,537	\$677	\$52
May	2014	1,161	985	508,281	39,864	247,902	796,047	\$0	796,047	\$651	\$40
June	2014	1,163	983	526,580	51,547	336,857	914,984	\$0	914,984	\$742	\$52
July	2014	1,163	983	728,389	57,550	232,841	1,018,780	\$0	1,018,780	\$827	\$59
Aug	2014	1,171	1,015	998,652	47,279	255,770	1,301,702	-\$97,681	1,204,020	\$988	\$47
Sept	2014	1,159	1,026	894,221	71,971	249,220	1,215,412	-\$820	1,214,592	\$986	\$70
Oct	2014	1,153	1,022	957,633	59,509	205,844	1,222,986	-\$175,796	1,047,190	\$857	\$58
Nov	2014										
Dec	2014										
<b>Grand Totals</b>	<b>2014</b>	<b>11,519</b>	<b>9,908</b>	<b>6,917,241</b>	<b>558,702</b>	<b>2,353,895</b>	<b>9,829,838</b>	<b>-\$343,693</b>	<b>9,486,145</b>	<b>\$775</b>	<b>\$56</b>

**City of Henderson**  
**Large Claim Summary - Claims over \$40,000 - Medical Only**  
**Paid: 1/1/2014 thru 10/31/2014**

	Total Members	Total Paid	PMPY TOTAL
<b>2014 TOTALS</b>			
# of claimants > \$40,000 - < \$100,000	16	\$1,070,711	\$66,919
# of claimants > \$100,000	5	\$878,214	\$175,643
<b>GRAND TOTAL</b>	21	\$1,948,925	\$92,806

	Total Members	Total Paid	PMPY TOTAL
<b>2013 TOTALS</b>			
# of claimants > \$40,000 - < \$100,000	25	\$1,473,506	\$58,940
# of claimants > \$100,000	11	\$1,678,147	\$152,559
<b>GRAND TOTAL</b>	36	\$3,151,653	\$87,546

	Total Members	Total Paid	PMPY TOTAL
<b>2012 TOTALS</b>			
# of claimants > \$40,000 - < \$100,000	19	\$1,042,512	\$54,869
# of claimants > \$100,000	7	\$1,206,384	\$172,341
<b>GRAND TOTAL</b>	26	\$2,248,897	\$86,496

### 2014 Monthly Average Length of Stay

<i>City of Henderson</i>	Jan	Feb	Mar	Apr	May	Jun	July	Aug	Sep	Oct	Nov	Dec	Yr. avg.	
avg length of stay	2.69	2.20	3.22	4.67	4.50	3.53	4.67	3.36	3.69	4.00			<b>3.65</b>	
avg daily census	1.13	0.39	0.94	1.40	2.03	2.00	1.81	1.19	1.97	2.19			<b>1.50</b>	Yr. total
Direct														<b>0</b>
Elective	8	2	6	4	5	8	5	3	8	7				<b>56</b>
ER	5	3	3	5	9	9	7	8	8	10				<b>67</b>
Observation														<b>0</b>
Obstetrical														<b>0</b>
Pediatric														<b>0</b>
total # admit	13	5	9	9	14	17	12	11	16	17				<b>123</b>
total # beddays	35	11	29	42	63	60	56	37	59	68				<b>460</b>

### Length of Stay Summary

as of 10/31/2014

2009
2010
2011
2012
2013
2014

*City of Henderson*

avg length of stay	<b>3.38</b>	<b>3.29</b>	<b>2.57</b>	<b>3.45</b>	<b>4.47</b>	<b>3.74</b>
total # admit	136	120	118	149	146	123
total # beddays	489	395	303	513	653	460

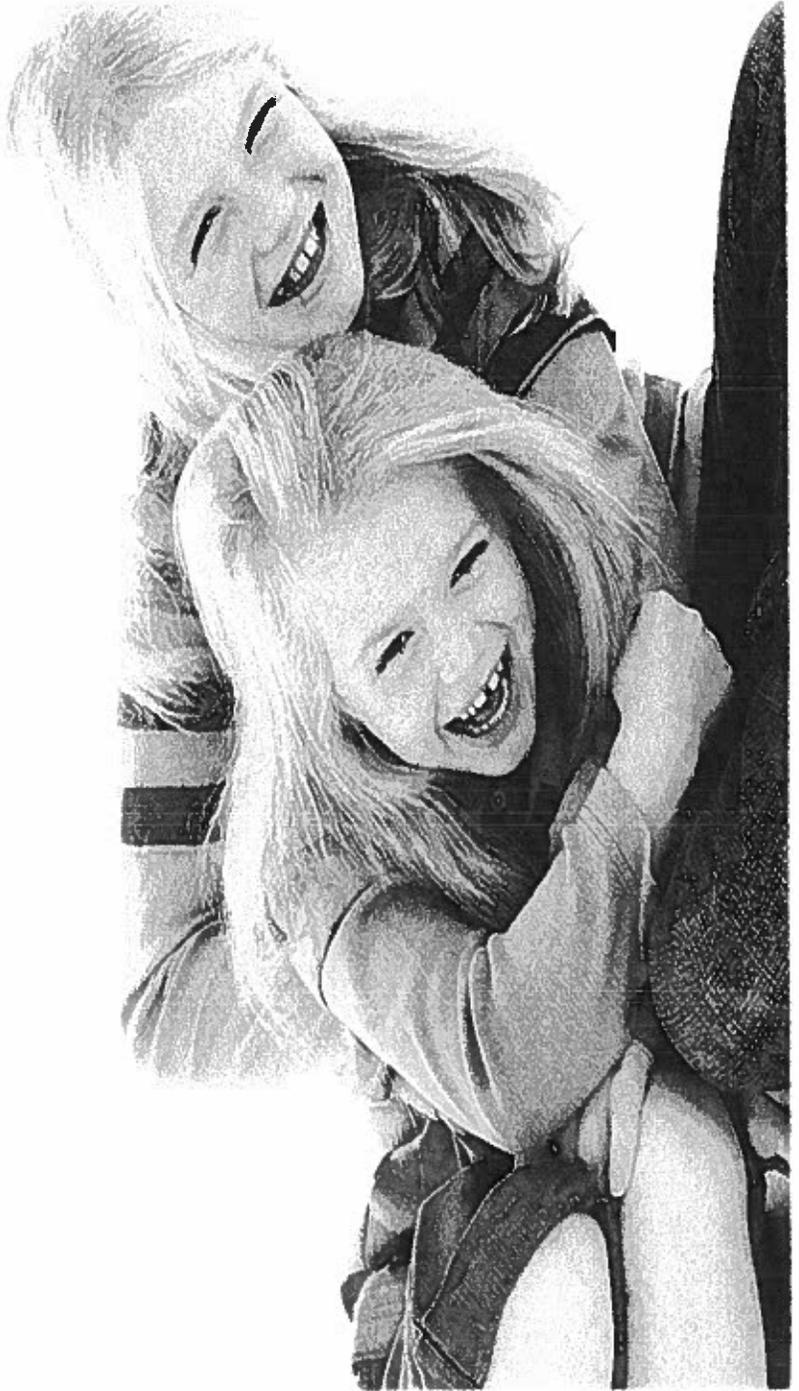
### 2014 Inpatient Utilization

GROUP NAME: *City of Henderson*

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	YTD TOT	YTD AVG
<b>Facility</b>														
Boulder City Hospital														
Care Meridian														
Centennial Hills	1						1	1					3	1
Desert Springs	1								2				3	2
Healthsouth								1	1				2	1
Kindred														
Las Vegas Recovery			1										1	1
Montevista	1												1	1
Mountain View Hospital										1			1	1
North Vista Hospital						1							1	1
Out of Area/Other			1	1	1	1	1	1	2	1			9	1
Seven Hills Behavioral		1			1				1	2			5	1
Silver Hills Health							2						2	2
Silver Ridge Health														
Southern Hills			1		1		2						4	1
Spring Mtn Treatment	1			1		2							4	1
Spring Valley Hospital	1			1						1			3	1
St. Rose Delima	1			1					4				6	2
St. Rose San Martin	2	1	1		2		1	1	1				9	1
St. Rose Siena	4	3	5	5	7	9	3	4	4	9			53	5
Summerlin	1				1	2		2	1	1			8	1
Sunrise					1	1	1	1		1			5	1
UMC						1	1			1			3	1
Valley														
<b>Monthly Total</b>	13	5	9	9	14	17	12	11	16	17			123	12



**PROVIDER REPORT  
2014 3rd QTR**



SIERRA HEALTH-CARE OPTIONS, INC.™

Primary Care Provider

	July	August	September
Family Practice	407	409	418
General Practice	48	49	50
Gynecology	8	8	8
Internal Medicine	553	552	552
OB/GYN	178	178	179
Pediatrics	220	219	223
<b>Total Primary Care Providers</b>	<b>1414</b>	<b>1415</b>	<b>1430</b>

Specialists Care Provider

	July	August	September
Allergy/Immunology	12	12	12
Anesthesiology	276	276	279
Anesthesiology -CRNA	42	44	46
Applied Behavior Analysis Therapy	25	25	26
Audiology	18	17	17
Cardiology	118	119	122
Cardiology - Pediatric	15	15	15
Cardiovascular/Thoracic Surgery	21	21	22
Chiropractic	90	90	88
Colon/Rectal Surgery	6	6	7
Critical Care - Pediatric	33	33	34
Dermatology	51	51	51
Emergency Medicine	13	13	13
Emergency Medicine - Pediatric	21	21	22
Endocrinology	24	25	26
Endocrinology - Pediatric	6	6	6
Endocrinology - Reproductive	5	5	5
Gastroenterology	50	49	50
Gastroenterology - Pediatric	7	7	7
General Surgery	73	76	76
General Surgery - Pediatric	4	4	4
General Vascular Surgery	5	5	5
Genetics	2	2	2
Geriatrics	7	7	7
Gynecological Oncology	9	9	8
Hand Surgery	9	9	9
Hematology/Oncology	43	43	43
Hematology/Oncology - Pediatric	13	10	10
Infectious Disease	25	25	25
Infectious Disease - Pediatric	5	5	5
Intensive Care - Pediatric	0	0	0
Neonatology	63	62	63
Nephrology	67	68	69
Nephrology - Pediatric	3	3	3
Neurology	56	55	54
Neurology -Pediatric	5	5	5
Neuropsychology	4	4	4
Neurosurgery	26	25	25

Specialists Care Provider

	July	August	September
Neurosurgery - Pediatric	3	3	3
Occupational Medicine	1	1	1
Ophthalmology	74	76	76
Ophthalmology - Pediatric	2	2	2
Oral Surgery	12	12	13
Oriental Medicine	10	10	10
Orthopedic Surgery	128	128	131
Orthopedic Surgery - Pediatric	5	5	5
Otolaryngology	27	27	29
Pain Management	56	60	60
Pathology	52	52	55
Perinatology	17	18	18
Physical Medicine/Rehab	27	27	26
Plastic Surgery	12	12	12
Podiatry	51	51	51
Pulmonology	40	40	42
Pulmonology - Pediatric	3	3	3
Radiation Therapy	16	16	16
Radiology	190	193	194
Rheumatology	14	14	14
Rheumatology - Pediatric	4	4	4
Speech Pathology	30	30	31
Therapy - Occupational	19	19	19
Therapy - Physical	36	36	36
Urology	22	23	23
Urology - Pediatric	5	5	5
<b>Total Specialists Care Providers</b>	<b>2108</b>	<b>2119</b>	<b>2144</b>

Dental Provider

	July	August	September
Endodontist	22	22	22
General Dentistry	481	476	471
Oral Surgery	22	22	23
Orthodontist	52	52	52
Pediatric Dentist	48	48	49
Periodontist	13	13	13
<b>Total Dental Providers</b>	<b>638</b>	<b>633</b>	<b>630</b>

Mental Health Provider

	July	August	September
Facility	18	18	18
Masters	174	171	198
Psychiatry	85	97	113
Psychology	65	68	68
Social Worker	159	150	144
<b>Total Mental Health Providers</b>	<b>501</b>	<b>504</b>	<b>541</b>

Primary Care Provider	July	August	September
Family Practice	36	39	39
General Practice	8	8	8
Gynecology	2	2	2
Internal Medicine	61	60	60
OB/GYN	10	10	10
Pediatrics	6	6	6
<b>Total Primary Care Providers</b>	<b>123</b>	<b>125</b>	<b>125</b>

Specialists Care Provider	July	August	September
Allergy/Immunology	2	2	2
Anesthesiology	20	20	21
Audiology	1	1	1
Cardiology	18	16	17
Cardiovascular/Thoracic Surgery	3	3	3
Chiropractic	6	6	6
Colon/Rectal Surgery	1	1	1
Dermatology	2	2	2
Emergency Medicine	1	1	1
Endocrinology	1	0	0
Gastroenterology	2	2	2
General Surgery	10	10	10
Hematology/Oncology	6	6	6
Infectious Disease	1	1	1
Nephrology	12	12	12
Neurology	5	6	9
Neurosurgery	7	7	7
Occupational Medicine	1	1	1
Ophthalmology	11	11	11
Orthopedic Surgery	16	16	17
Otolaryngology	5	5	4
Pain Management	5	5	5
Pathology	7	7	8
Physical Medicine/Rehab	1	1	1
Plastic Surgery	0	0	0
Podiatry	2	2	2
Pulmonology	4	4	4
Radiology	18	19	19
Rheumatology	1	1	1
Speech Pathology	2	2	2
Therapy - Occupational	2	2	2
Therapy - Physical	2	2	2
Urology	2	2	2
<b>Total Specialists Care Providers</b>	<b>177</b>	<b>176</b>	<b>182</b>

Primary Care Provider	July	August	September
Family Practice	304	302	308
General Practice	15	15	19
Gynecology	8	8	8
Internal Medicine	203	202	206
OB/GYN	72	73	73
Pediatrics	62	66	66
<b>Total Primary Care Providers</b>	<b>664</b>	<b>666</b>	<b>680</b>

Specialists Care Provider	July	August	September
Allergy/Immunology	8	8	8
Anesthesiology	96	101	104
Anesthesiology -CRNA	8	7	7
Applied Behavior Analysis Therapy	10	10	10
Audiology	15	15	15
Cardiology	62	64	65
Cardiology -Pediatric	15	15	15
Cardiovascular/Thoracic Surgery	9	9	9
Chiropractic	45	44	44
Colon/Rectal Surgery	6	6	6
Dermatology	28	28	29
Emergency Medicine	28	28	28
Emergency Medicine -Pediatric	5	5	5
Endocrinology	10	10	10
Endocrinology -Pediatric	2	2	2
Endocrinology - Reproductive	2	2	2
Gastroenterology	38	40	40
General Surgery	67	67	67
General Vascular Surgery	5	5	5
Genetics	2	2	2
Geriatrics	3	3	3
Gynecological Oncology	2	2	2
Hematology/Oncology	16	16	17
Hematology/Oncology -Pediatric	11	8	10
Infectious Disease	7	7	7
Infectious Disease -Pediatric	0	0	0
Intensive Care -Pediatric	0	0	0
Neonatology	15	15	15
Nephrology	19	18	18
Nephrology - Pediatric	1	1	1
Neurology	21	21	21
Neurology -Pediatric	4	4	4
Neurosurgery	34	34	34
Occupational Medicine	1	1	1
Ophthalmology	29	29	29
Ophthalmology -Pediatric	2	2	2
Oriental Medicine	3	3	3
Orthopedic Surgery	61	61	59

Specialists Care Provider	July	August	September
Otolaryngology	14	14	15
Pain Management	24	23	24
Pathology	35	35	35
Perinatology	2	2	2
Physical Medicine/Rehab	31	30	30
Plastic Surgery	9	8	8
Podiatry	21	21	21
Pulmonology	7	5	5
Pulmonology -Pediatric	4	4	4
Radiation Therapy	10	10	10
Radiology	90	90	91
Rheumatology	8	9	9
Rheumatology -Pediatric	4	4	4
Speech Pathology	16	16	17
Therapy - Occupational	19	19	19
Therapy - Physical	59	59	59
Urology	16	16	16
<b>Total Specialists Care Providers</b>	<b>1059</b>	<b>1058</b>	<b>1068</b>

Dental Provider	July	August	September
Endodontist	2	2	2
General Dentistry	117	121	115
Oral Surgery	2	3	3
Orthodontist	4	4	4
Pediatric Dentist	12	12	12
Periodontist	9	9	9
<b>Total Dental Providers</b>	<b>146</b>	<b>151</b>	<b>145</b>



## City of Henderson Stop Loss Marketing

At the October 8, 2014 committee meeting, it was determined that if the stop loss renewal was higher than 25%, GBS was authorized to market the stop loss coverage for the City. Sun Life provided an initial stop loss increase of 17%, but included two lasers at \$250,000. When factoring in the two lasers, which would add an additional \$150,000 in claims exposure, the effective increase was 36.1%. Due to this increase, GBS solicited proposals for the 2015 Stop Loss renewal. The following list are the carriers we requested proposals from and their response.

HCC Life – provided quote	Reliance Standard – declined to quote as their rates were not competitive
HM Insurance Group – declined to quote as their rates were not competitive	Sun Life provided a renewal with multiple stop loss deductibles.
IHC Risk Solutions – declined to quote as their rates were not competitive	Voya (previously ING) – declined to quote as their rates were not competitive
Optum – declined to quote as their rates were not competitive	Zurich – declined to quote as their rates were not competitive

The proposal provided by HCC Life while competitive, was not firm. Meaning the carrier required additional information about the large claimants before they would finalize the rates. Illustrative rates were at 16% above current rates.

Ultimately, GBS was able to successfully negotiate the removal of the lasers, and reduce the increase to 15.9% (with a \$5 million annual maximum). Sun Life also provided other renewal options for increased deductibles as well as increasing the annual maximum to unlimited.

**City of Henderson**  
**Stop-Loss Renewal Effective January 1, 2015**  
**No Annual Maximum**

	\$5 MM Annual Max	\$5 MM Annual Max	Unlimited Annual Max	Unlimited Annual Max	Unlimited Annual Max
	Sun Life	Sun Life	Sun Life	Sun Life	Sun Life
Individual Stop Loss (ISL)	Current	Negotiated Renewal	Negotiated Renewal	Option 1	Option 2
(Medical & Rx)	\$175,000	\$175,000	\$175,000	\$200,000	\$215,000
Individual Deductible	Paid	Paid	Paid	Paid	Paid
Contract Type					
Firm or Preliminary	Firm	Firm	Firm	Firm	Firm
Single	\$22.33	\$25.55	\$26.12	\$24.01	\$22.33
Family	\$61.52	\$71.40	\$71.97	\$66.16	\$61.52
Total	\$52.01	\$60.27	\$60.84	\$55.93	\$52.01
Additional Premium vs. Current		\$8.26	\$0.57	\$3.92	\$0.00
Estimated Annual Premium	\$783,853	\$908,398	\$916,989	\$842,958	\$783,853
Percent Increase vs. Current		15.9%	17.0%	7.5%	0.0%
Normative # of Claims		5 - 6	5 - 6	4 - 5	3 - 4
Additional Claims Exposure (based on low end of range)				\$100,000	\$120,000
Net Costs/(Savings) vs. Renewal at \$5 MM Annual Max				\$34,559	(\$4,546)
Estimated Large Claims to Break-even				3	3
Deductible as Percentage of Est. Annual Paid Claims	1.44%	1.44%	1.44%	1.65%	1.77%
Actual Claims:					
PY 2012	1	1	1	1	1
PY 2013	2	2	2	1	1
YTD 2014	1	1	1	0	0

**Self-Funded Health Insurance Committee**

**November 12, 2014**

**New Business Item H (1) – Create hours in paid status threshold for coverage eligibility**

**ELIGIBILITY PROVISIONS**

**Employee Eligibility**

If you are an Elected Official of the City of Henderson or employed in a full-time regular position in the Executive, Management, Fire, Police, Professional or Technical wage schedules, or their successor wage schedules, you are eligible for coverage under the terms of the City of Henderson Employee Health Insurance Plan. The effective date of coverage is the first day of the month following 30 days of continuous employment. *Employees in a temporary full-time position in the Executive, Management, Fire, Police, Professional or Technical wage schedules and are subsequently employed in an eligible full-time position in the same classification, will have their time spent in the ineligible position applied toward the 30 day waiting period. This service time credit is conditioned on no break in service between the ineligible and eligible positions.*

Employee eligibility will continue while the employee is on paid ~~or unpaid~~ status including but not limited to PTO Leave, Sick Leave, Vacation Leave, Family and Medical Leave (FMLA), Donated Leave, Extended Leave, Administrative Leave, or any form of approved paid leave of absence. Employees in unpaid leave status for more than 50% of scheduled work hours in a month shall lose eligibility unless unpaid leave status is under approved FMLA or Extended Leave.

Employees on unpaid Military Leave will be terminated from the Plan if in unpaid status for more than 50% of scheduled work hours in a month, however, their spouse/domestic partner and children may continue on the Plan while the employee is on military leave. When the employee returns from military leave, the 30 day waiting period is waived.

You may obtain coverage for yourself and your eligible dependents by completing the enrollment form and contributing any required amounts as defined by the City of Henderson. Regular full-time employees will be required to have a minimum of employee only coverage. If employee does not enroll in a health plan, the employee will be automatically enrolled in the self-funded health plan with employee only coverage. If a husband and wife or domestic partner are also eligible employees, they may be covered as individuals. However, any eligible dependents may be covered as dependents of one parent but not both.

**Self-Funded Health Insurance Committee**

**November 12, 2014**

**New Business Item H (2) – Permit coverage continuation during Military Leave of Absence**

**ELIGIBILITY PROVISIONS**

**Employee Eligibility**

If you are an Elected Official of the City of Henderson or employed in a full-time regular position in the Executive, Management, Fire, Police, Professional or Technical wage schedules, or their successor wage schedules, you are eligible for coverage under the terms of the City of Henderson Employee Health Insurance Plan. The effective date of coverage is the first day of the month following 30 days of continuous employment. *Employees in a temporary full-time position in the Executive, Management, Fire, Police, Professional or Technical wage schedules and are subsequently employed in an eligible full-time position in the same classification, will have their time spent in the ineligible position applied toward the 30 day waiting period. This service time credit is conditioned on no break in service between the ineligible and eligible positions.*

Employee eligibility will continue while the employee is on paid or unpaid status including but not limited to PTO Leave, Sick Leave, Vacation Leave, Family and Medical Leave (FMLA), Donated Leave, Extended Leave, Administrative Leave, Military Leave or any form of approved leave of absence.

~~Employees on Military Leave will be terminated from the Plan, however, their spouse/domestic partner and children may continue on the Plan while the employee is on military leave. When the employee returns from military leave, the 30 day waiting period is waived.~~

You may obtain coverage for yourself and your eligible dependents by completing the enrollment form and contributing any required amounts as defined by the City of Henderson. Regular full-time employees will be required to have a minimum of employee only coverage. If employee does not enroll in a health plan, the employee will be automatically enrolled in the self-funded health plan with employee only coverage. If a husband and wife or domestic partner are also eligible employees, they may be covered as individuals. However, any eligible dependents may be covered as dependents of one parent but not both.

## ~~MILITARY LEAVE OF ABSENCE~~

~~In the event an employee, who is a member of the United States Armed Forces Reserves (USAFR), is called to active duty he may elect to continue Plan coverage for up to 24 months, beginning on the date the employee's absence starts. These rights apply only to employees and their dependents covered under the Plan before leaving for military service.~~

~~If continuation is elected, the employee may be required to pay up to 102% of the full premium cost for continuation coverage for himself/herself only, except a person on active duty for 31 days or less will not be required to pay more than the employee's share, if any, for the coverage.~~

~~Spouse and children covered under the Plan prior to the employee leaving for military service will be permitted to remain on the Plan while the employee is on a military leave of absence and are subject to the same contribution and Plan provisions as required of all active Plan participant dependents.~~

~~If you have any questions regarding military leave of absence, continuation of coverage, the cost of continued coverage or the maximum period of such coverage, please contact the Human Resources Department.~~

~~If your participation in this Plan is terminated by reason of service in the uniformed services, your coverage will be reinstated upon re-employment without any exclusions or waiting periods that would not have applied if coverage had not been terminated. However, applicable exclusions may be imposed with respect to coverage of any illness or injury determined by the Secretary of Veterans Affairs to have been incurred or aggravated during service in the military.~~