

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

Confidentials: Cody Pellitier

Managers: Dr. Debbie Budd

Peralta Retirees: Tom Branca

Local 1021: Ava Lee Pang

2. Review Timeline:

11/13 Bid Distribution to
Committee

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 precriptions
 - 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

Feature/Issue	Current	Proposed	Estimated Cost Savings	Considerations
ADHD Coverage	Kaiser: Covered Self-Funded Plan : Rx – Covered Medical – Not Covered	No Change Same To be covered	N/A Currently @ \$87,000/year Unknown, but total individual cost exposure as an outpatient service should be about \$2,000 per year (including drugs)	N/A To be covered as all fully-insured plans are required. Services will be included under office visits, diagnostic services, and therapy services.

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.
 - http://www.ssa.gov/policy/docs/quickfacts/prog_highlights/RatesLimits2015.html
 - 403(b) & 457 Plan
 - Maximum contribution was \$17,500; becomes \$18,000
 - [http://www.irs.gov/uac/Newsroom/IRS-Announces-2015-Pension-Plan-Limitations;-Taxpayers-May-Contribute-up-to-\\$18,000-to-their-401\(k\)-plans-in-2015](http://www.irs.gov/uac/Newsroom/IRS-Announces-2015-Pension-Plan-Limitations;-Taxpayers-May-Contribute-up-to-$18,000-to-their-401(k)-plans-in-2015)
- Rebranding:

VOYA, formerly ING/Reliastar



UnitedHealthCare, formerly Pacific Union Dental, Spectera



CVS Health, CVS Caremark



Issues in Self-funding Prescription Benefits-**CVS** Health, Generics & Mail Order

- Dave Gustafson, Account Manager



- 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.

Your privacy is important to us. Our employees are trained regarding the appropriate way to handle your private health information.

CVS
CAREMARK

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THE VALUE OF GENERICS

HIGH QUALITY MEDICINES AT LOWER COSTS



CVS
CAREMARK

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.



- Millions of Americans Use Generics to Treat Medical Conditions. Nearly 8 in 10 Prescriptions filled in the U.S. are for Generic Drugs¹
- Consumers using Generics saved about \$158 billion on prescriptions in 2010¹
- Average Cost of a Generic Drug is 80 – 85% Less than the Cost of Its Brand-Name Counterpart¹
- For almost 30 years, America's generic pharmaceutical industry has been providing FDA approved generic versions of brand medicines at a savings to consumers of 30% to as much as 80%.²

¹U.S. Food and Drug Administration (FDA) Facts About Generic Drugs. Davit et al. Comparing generic and innovator drugs: a review of 12 years of bioequivalence data from the United States Food and Drug Administration. *Ann Pharmacother.* 2009;43(10):1583-97.

²Generic Pharmaceutical Association, GPhAonline.org

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
- Inactive 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

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 long-term prescriptions. For medicines you or your family members take regularly, the CVS Caremark Mail Service Pharmacy will deliver them to you - at no extra cost. Mail service is available for prescriptions used to treat conditions such as high cholesterol, asthma, arthritis, diabetes, heart disease and high blood pressure.

CVS Caremark Mail Service Pharmacy offers many benefits, including:

- ▶ **Greater convenience:** Order 90-day supplies of your medicine through mail service, and enjoy no cost, dependable and regular delivery of prescriptions to your home or location of choice. This saves you a trip to the retail pharmacy every 30 days.



- ▶ **Lower prescription costs:** Most 90-day prescriptions ordered through mail service cost less compared to getting three 30-day supplies at a retail pharmacy. Visit the Savings Center at www.caremark.com to see how much you can save.
- ▶ **Personal service:** Speak with a registered pharmacist by calling the 24-hour, toll-free number on your prescription card when you have questions about your prescriptions.
- ▶ **Secure delivery:** Your medicines are sent in plain packaging to protect your privacy. The package is tamper proof and, if necessary, temperature-controlled to protect certain medications and for your safety. You can even track delivery on your own through Caremark.com, or call us at the number on your prescription ID 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 FastStart® toll-free number** on your prescription ID card.

A representative will let you know which of your prescriptions can be filled through CVS Caremark Mail Service Pharmacy. We will then contact your doctor for a 90-day prescription and will mail your medication to you.

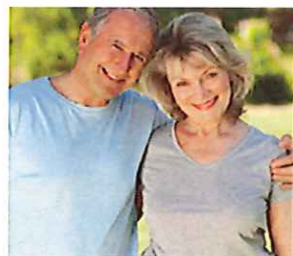
When you call, be sure to have:

- The ID number from your prescription card
- Your doctor's first and last name and phone number
- Your payment information and mailing address

- 2 **Log onto www.caremark.com/faststart**
Going online is a quick and easy way to start using mail service. Once you provide the requested information, we'll contact your doctor for a 90-day prescription. If you haven't registered yet on Caremark.com, be sure to have your prescription card with your ID number handy when you register for the first time.

- 3 **Fill out and send a mail service order form**
If you already have a 90-day prescription, you can send it to us with a completed mail service order form. Please have the following information with you when you complete the form:

- The ID number from your prescription ID card
- Your complete mailing address, including zip code
- Your doctor's first and last name and phone number
- A list of your allergies and other health conditions
- Your credit or debit card number if you prefer that method of payment



- You can also pay by check, electronic check, Bill Me Later® or money order (cash is NOT accepted)
- Your original prescription from your doctor for up to a 90-day supply

If you need your prescription filled right away, ask your doctor to write two prescriptions for your long-term medicine:

- One for a short-term supply (30 days or less) that can be filled at a retail pharmacy participating in the CVS Caremark Retail Pharmacy Network.

AND

- One for the maximum days supply allowed by your plan (usually 90 days), with up to three refills. Enclose this 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

Online 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 (there's one included in your prescription delivery)

Save time when you sign up for **ReadyFill at Mail**.[®] This automatic prescription refill and renewal program is a no-cost service provided by CVS Caremark Mail Service Pharmacy. We do all of the refill ordering work for you. No need to fill out forms, make calls or go online to order refills. If a copy is required, you are ONLY be charged when your prescription ships.

Ready when you are.

When you enroll qualified prescriptions in ReadyFill at Mail, we will automatically refill your prescriptions at the appropriate time, unless you cancel. We will also contact your doctor to renew a prescription once the last refill is up or the prescription is about to expire.

ReadyFill at Mail stays in contact.

You can select which prescription(s) to include and your preferred method of communication (automated phone call, email or text message) to receive notices about them. If you select automated phone calls or text messages, you may also receive notice by email or U.S. mail.

Enroll in ReadyFill at Mail

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

OR

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

Members give us high marks for service.

Each year, close to five million people choose the convenience and cost savings of CVS Caremark Mail Service Pharmacy to fill their long-term prescriptions. A recent survey¹ of members using mail service revealed that:

- 88 percent are very satisfied overall
- 97 percent think mail service is convenient
- 96 percent would recommend mail service to their family and friends
- 85 percent think mail service is easy to use

If you have questions or need help with your mail service order, simply call the toll-free number on your prescription ID card.

ReadyFill at Mail is suitable for most common maintenance medications for chronic conditions or long-term therapy. Not all mail service prescriptions are eligible. Medications such as controlled substances, specialty drugs and prescriptions received by certain government agencies, including Medicare Part B, are not part of the program. Your privacy is important to us. Our employees are trained regarding the appropriate way to handle your personal health information.

*Survey methodology and data source: member the amount a plan participant is required to pay for a prescription or associated with a Plan, which may be a deductible, a percentage of the prescription price or a fixed amount in other charges with the balance, if any, paid by the Plan.

¹CVS Caremark Mail Service Pharmacy 2013 Member Satisfaction Survey
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#230104 05/13/13 EDD 1-800-368-5448

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.

*Actual 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.

Mail Service

Your medicine will be delivered within 10 days from the time your order is placed.

CVS
CAREMARK

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 TDD assistance, please dial toll-free 1-800-231-4403.

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Mail Service

FastStart is quick, convenient and saves you a trip to the doctor's office for a new prescription.



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www.caremark.com

Kaiser Reimbursement Form for Mail Order, etc.

The screenshot shows a web browser window with the address bar displaying <http://www.peralta-pswbenefits.net/MedicalInsurance/KaiserHMO.html>. The browser's address bar also shows "Kaiser HMO". The browser's menu bar includes "File", "Edit", "View", "Favorites", "Tools", and "Help". The browser's toolbar shows several tabs, including "MSN (3)", "MSN (2)", "MSN", "Benefits & Medical Inform...", "Benefits & Medical Inform...", "Benefits & Medical Inform...", "Inacom Employment La...", "Medicare - Centers for Me...", "Jennifer Seibert - Outlook...", "Jennifer Seibert - Outlook...", and "2013 Call for Convention...". The browser's search bar shows "ShopAtHome.com". The browser's toolbar also shows "Go", "Walmart", "Online Coupons", "Free Shipping", "Coupon Codes", and "Grocery Coupons".

The website content is displayed in a purple-themed layout. On the left side, there are links for "UnitedHealthCare Vision" and "Voya Finanacial". The main content area is divided into sections:

- Effective: 7-1-2013 to 6-30-2014**
(Updated 8-13-2013)
File size: 274 K
- Kaiser HMO Forms**
 - Kaiser HMO Medical Expense Reimbursement Form**
 This is the Kaiser HMO Medical Expense Reimbursement Form.
(Updated 8-9-2013)
File size: 296 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

At the bottom of the page, it states: "Website operated and maintained by PSW Benefit Resources. Copyright (c) 2014 Peralta Benefits Information Center". There is also a link for "Admin Login".

The Windows taskbar at the bottom shows several open applications, including Internet Explorer, Microsoft Word, and Microsoft Excel. The system tray shows the date and time as "5:34 P 11/22/13".



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 Rltm/lor 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

Status

Circle One: Retired Active

Peralta Affiliation

Circle One: Employee/Retiree Spouse/Dependent of employee or retiree

Union Affiliation

Circle 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 \$0 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 39 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

*** Reproduce form as necessary

*** Attach receipts

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 an 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 of 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.

I



PCCD Medical Expense Reimbursement Form For Eligible Kaiser Expenses

Name _____

To be completed by
Benefits Office

	Indicate Service Type (Office Visit, Mail Order Prescription)	Date of Service	Receipt Attached?	Your Expense	Amount to Reimburse
1)					
2)					
3)					
4)					
5)					
6)					
7)					
8)					
9)					
10)					
11)					
12)					
13)					
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21)					
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25)					
26)					
27)					
28)					
29)					
30)					
Total Cost/This Page					\$

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

Date

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