


Louisiana Conference Board of Pension and Health Benefits
Health Care Task Force (HCTF) Evolution and History


Pre-2017	2015		2016
	Original Health Care Task Force formed for addressing provisions of Affordable Care Act that would be crippling to our current health benefit offerings		Last meeting(s) of previous task force, Task Force deactivated because ACA to be postponed

2017	Jan-17	Nov-17	Nov-17	Dec-17
	ACA provisions postponed, but not repealed. Former Health Care Task Force does not convene again as the pressing problem has been postponed.	At the fall meeting CBOPHB requests Conference Office to review all insurance offerings for pricing and comparability, both Active and Retiree plans.	Conference Office prepared <u>Comprehensive Benefit Funding Plan</u> (CBFP) for Wespeth (annually). Reports for calculating all Conference long term obligations.	In connection with the CBFP Wespeth informs us that a Retiree Health Benefit Obligation Actuarial Valuation has not been performed since 2011. It is required bi-annually by BOD

January 1, 2018 to April 30, 2018	Jan-18	Feb-18	Apr-18	Apr-18
	Conference engages Willis Towers Watson (WTW) to perform current Retiree Health Benefit Obligation Actuarial Valuation as of 12/31/2017	At the spring meeting CBOPHB reviews the Retiree Health Benefit plan 2011 valuation which shows a long term obligation \$24,500,000. Bd affirms needs to re-form a Health Care Task Force to address the problem. CBOPHB approves expending Woolworth retiree funds to explore the options and engage professionals to assist with plan designs.	WTW issues current Retiree Health Benefit Obligation Actuarial Valuation as of 12/31/17 which reflects \$33,000,000 obligation, an increase from the \$24,500,000 in 2011. Compared to Woolworth reserve funds \$5,996,000 in designated assets, funding gap is increasing	Bishop approves re-forming and installing members of new <u>Health Care Task Force</u> . CBOPHB had pre-approved expending Bd. funds to explore the options and engage professionals to assist with plan designs. WTW is thus engaged.

May 1, 2018 to October 5, 2018	5/18/2018	5/29/2018	7/1/2018	7/13/2018	8/17/2018	9/13/2018	10/1/2018
	First organizational meeting of <u>Health Care Task Force</u> . The current Retiree and Active Health Benefit offerings are reviewed. The Active is holding its own, barely. The funding gap for the Retiree plan is deemed the most pressing issue for the Conference.	Willis Towers Watson presented an in-depth review of various Retiree Health Plan Design Options to Conference Benefits Office.	Conference Benefits Office has discovered an error by BCBS in administering the Retiree Health plan. BCBS admits fault and agrees to make restitution to the Conference Retiree plan for \$55,000. Conference Benefits Office and the Bishop try to determine if the impact of this error could effect the proposal for a new Retiree Health plan.	Second meeting of Health Care Task Force. Reviewed 5/29/2018 WTW recommended options. Reviewed the impact of the various options on Retirees, and the Conference Obligation. Reviewed Financial Position of current Retiree plan activity. Deemed the Via Benefits HRA Subsidy model was worth exploring further. Discussed BCBS error. Additional information was requested.	Third meeting of Health Care Task Force (via Phone Conference); discussed BCBS error, Bishop and Cabinet's input, more research to be done; Via Benefits to do a presentation next HCTF meeting. Consensus was to continue gathering information and move forward with a potential HRA subsidy model	Fourth Meeting of Health Care Task Force: Via Benefits (private exchange) presentation by Wespeth liaison. HCTF had few final questions to address one of which was legal consultation on the proposed change. Conference engages a communications strategist from North Star Strategies to assist with Communication plan and tactics	Formal voting of HCTF Recommendation to CBOPHB was approved and will be submitted to CBOPHB on 10/5/18

October 5, 2018 through December 31, 2018	10/5/2018	10/12/2018	11/2/2018	11/2/2018	11/29/2018
	Presentation to Special called meeting of CBOPHB for the express purpose of assessing the HCTF recommended proposal for changes to the Retiree Health Benefit Plan.	Presentation to fall CFA meeting of CBOPHB approved HCTF recommendation for changes to the Retiree Health Benefit Plan.	Conference receives legal representation consultation on proposed changes to the Retiree Health Plan.	CBOPHB regular Fall meeting. Possibly address any lingering issues from HCTF recommendation and considers legal opinion and consultation from attorneys.	HCTF meets with Communication Strategists to determine the best messaging strategy and tactics

WE ARE HERE ... Projected 2019	1/25/2019-5/31/2019	6/1/2019	8/1/2019		1/1/2020
	District meetings, face to face, FAQ's, website links, emails, newsletters, etc. to communicate the problem and the proposed changes	AC2019 - Proposed changes presented to entire delegation for approval	Begin Via Benefits HRA plan implementation for Retiree Health Benefits. Retirees receive one on one consultation to elect coverage. \$1,200 subsidy available 1/1/2020		New Retiree Health plan Via Benefits HRA subsidy is effective.