

## PSERB Resolution 2025-02 Health Care Committee 2025 Work Plan January 10, 2025

**RESOLVED**, that the Public School Employees' Retirement Board accepts the recommendation of the Health Care Committee and approves the attached Health Care Committee Work Plan for 2025 to guide the Committee Chair in the development of agendas and authorizes the Committee Chair to revise the Work Plan, as needed.

PSERS QUEST			Public School Employees' Retirement Board HCC Work Plan Items 2025	Start date	End date	Date Flexibility (can be earlier, but not later)	Frequency	Committee Action Item	Board Action Item	January 10	February	April	Мау	June 12-13 July	August 21-22	September	November	December 18-19	Special Comments		
Status for 2025	Training	Board or Committee Training	Health Care Committee							x	х		х		x			x	Meet at least 4 times a year	Committee Motion Date	Board Resolution Date
			The Board Chair is to appoint Committee members.	Last appointed 1/2024	TBD 1/2026		Biennially														
			The Committee Chair is to set the dates and times of the committee meetings.  Elect Committee Chair		1/10/25 TBD 1/2026	No No	Annually Biennially	No Yes	No No	x											
			Elect Committee Chair	1/10/25	TBD 1/2026	No	Biennially	Yes	No	x											
			Conduct a self-evaluation of the Committee's performance as part of the Board's self-evaluation process.		TBD	Yes	Annually	No	No										Contingent on the development of the Board's self-evaluation process.		
			Review the Committee Charter at least every three years.	last reviewed 3/2022	3/20/25	No	Every 3 years	Yes	Yes		×								Any proposed changes are to be referred to the Governance and Administration Committee. If no proposed changes, then the Committee's report to the Board will document that the charter was reviewed and no changes were referred.		
			A. Activities Conducted on behalf of the Board	3/2022	3/20/23	140	Every 5 years	103	163		^								referred.		
			Conduct the search for the health plan consultant, with the assistance of staff, and make recommendations to the Board. The Committee should ensure that an RFP is issued for the health plan consultant contract at least every five (5) years unless the Board chooses otherwise.				Every 5 years	Yes	Yes												
			Segal (HC and PA Consulting Services)		12/31/29	No	Every 5 years	Yes	Yes										Current contract expires 12/31/2029 with five one-year renewals.		
			Gallagher (Bluepeak)		2/1/26	No		Yes	Yes												
			Evaluate the performance of all health plan service providers necessary or desirable for the administration of the health plan annually.		2/2/20	Yes	Annually	No	No												
			Review contracts the Committee has not delegated for any necessary activity			Yes	As Needed	No	No												
			Identify, based on work contracted, which service providers need to be evaluated		3/20/25	Yes	As Needed	No	No		x										
			Develop the standards of evaluating performance, i.e. SLAs, metrics, benchmarking, etc.		6/12/25	Yes	As Needed	No	No				x								
			Evaluate identified service providers		12/11/25	Yes	Annually	No	No									x			

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1974   1975					NO	Every 5 years	Yes	res		+	_		_	_	_			
1974   1975																		
Month probability		HOP Third Party Administrator (Luminare Health Benefits)																
Month probability				12/31/26	No	Every 5 years	Yes	Yes										
Annual Metabolis (1975) (1977) No. (1979) No						2.0., 0 ,00.0				+								
Secretary (Control of Control of		Vision (EyeMed)	6/12/25	12/31/25	No	Every 5 years	Yes	Yes			l <sub>x</sub>							
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Open to Orientation Drug Protection Drug Protection Straight State of the State of		Dental (MetLife)	6/12/25	12/31/25	No	Every 5 years	Yes	Yes			x							
Open to Orientation Drug Protection Drug Protection Straight State of the State of		Silver Speakers (SaleSource) (Informational Item)																
1/1/25   12/11/26   Re		Silver Sheakers (Solesource) (illiormational item)		12/31/29	No	Every 5 years	No	No		+						Full Delegation to Staff (Inform Committee)		
1/1/25   12/11/26   Re																		
1/1/25   12/11/26   Re		Ontum By (Procediation Drug Provider)														Two year contract with three one-year		
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12/11/25 No Annually Yes Yes		Approve proposed 2026 HOP Budget														Calendar Year Budget for premiums and claims,		
Identify and approve any revisions to previously approved rates   8/21/25   Yes   As Needed   Yes   Yes		., ., ., ., ., ., ., ., ., ., ., ., ., .		12/11/25	No	Annually	Yes	Yes							l <sub>x</sub>			
Recommend approval of the staffing complement for the administration of the HOP.  6/12/25 Yes Annually Yes Yes X This recommendation is for when the Board approves budget for next fiscal year in October. NOT IN CHARTER BUT IN OTHER CHARTERS  D. Oversee Board-approved direction (see committee charter for scope)  1. Monitor and review the operations of the health insurance programs which the System offers to its retirees and their dependents.  Receive update on Dental/Vision Plan plans and rates  8/21/25 Yes Annually No No No X X X X X X X X X X X X X X X		Identify and approve any revisions to previously approved rates								$\top$		x						
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Monitor and review the Premium Assistance Program which the System administers for the purpose of reimbursing eligible retirees for out-of-pocket health insurance premium expenses										
2024 Premium Assistance Verification Process Results	8/21/	5 Yes	Annually	No	No			x		
Oversee management of risks related to the responsibilities of this committee.									Not in charter. Staff recommendation to include.	
Health Options Program Risk and Controls Assessment Findings	ТВС	Yes	As Needed	No	No				Executive SessionUPDATEDelayed	
4. Oversee strategic initiatives most directly related to the responsibilities of this committee.									Not in charter. Staff recommendation to include.	
5. Oversee performance related to the vital signs and metrics.									Not in charter.	
E. Obtain independent verification.										
Periodically obtain appropriate health plan benchmarking information which compares the PSERS health insurance program to peer programs with respect to cost and outcomes and to present the results to the Board.										
Enrollment Experience	3/20/	5 Yes	Annually	No	No	х				
2024 Market Report Comparison	3/20/	5 Yes	Annually	No	No	х				
Yes Committee Historical Trends in Enrollment Experience across the industry										