

Employee Advisory Committee Meeting

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NEEDED AN OPPORTUNITY TO MEET WITH THE E.A.C. AND GET YOUR FEEDBACK ON THEM. I'M GOING TO RUN THROUGH THE ROLE FAST AND THEN THE BILL DISCUSSION. SO I HAVE NATALIE YOZA, HANNAH RICH, BARBER, KRISTY, PAM, BARBARA, JACOB, MIKE, KEITH, AND MARJORIE, I SEE YOU IN THE PANELIST BOX. AND SO I'M JUST GOING TO RUN THROUGH AND MAKE SURE I HAVE NOT MISSED ANYONE. I KNOW COURTNEY MARSH SAID SHE WOULD BE HERE BUT MIGHT BE A LITTLE LATE. COURTNEY, ARE YOU HERE? OK. ALEXANDRA? >> YES, I'M HERE. >> OK. HOW ARE YOU? >> GOOD, HOW ARE YOU? >> GOOD. >> KRIS GRINTER. LUKE MCCLURG. CAMPBELL, MARIA BEEBE, ROBERTA ROBINSON. >> HERE. >> HI, ROBERTA. LAURA HOPPAS. AND STEVE. OK. >> I THINK I HAVE COURTNEY TURNED OVER TO A PANELIST, SHE WAS ON -- >> GREAT, WE HAVE YOU, COURTNEY MARSH. SO I'M GOING TO SHARE MY SCREEN AND ARE YOU SEEING THIS? YOU CAN SEE HOUSE BILL? >> NOT YET. SCROLL UP, DRAG IT BACK TO WHERE YOU HAD IT. >> IT'S ODD ON THE GOTOWEBINAR, IT DOES NOT GIVE THE BOX THE OTHER THINGS DO. WHAT ARE YOU SEEING NOW? >> I SEE YOU AND YOUR REALLY CUTE LITTLE KID. >> OK. SO, WHAT IF I MOVE THIS? YES. >> OK. SO, LET ME INCREASE THE SIZE. SO LAST YEAR THE E.A.C. VOTED TO SEEK AN AMENDMENT TO WHAT IS 756502, COMPOSITION OF THE HEALTHCARE COMMISSION, AND THE EMPLOYEE AND THE RETIREE MEMBERS ON THE COMMISSION AND THE GOAL WAS TO EXPAND ELIGIBILITY TO INCLUDE UNCLASSIFIED EMPLOYEES OR RETIREES IN THE ELIGIBILITY POOL TO SERVE ON THE HEALTHCARE COMMISSION. GOOD NEWS IS THAT BOTH HOUSES HAVE PASSED THOSE AMENDMENTS AS WE WERE SEEKING AND SO WHAT I'M GOING TO FOCUS ON TODAY IS JUST WHAT HAS BEEN ADDED IN ADDITION TO THOSE CHANGES AND BECAUSE IT CAN BE KIND OF CONFUSING TO FOLLOW HOW THESE HOUSE BILLS ARE, OR HOW THE BILLS ARE CHANGED THROUGH THE LEGISLATIVE PROCESS, SO THIS IS THE SENATE'S VERSION OF HOUSE BILL 2218 AND YOU CAN SEE THAT THEY HAVE ADDED TWO STATUTES TO THAT SO AS YOU LOOK TO SEE THE BOLD ITALICIZED, ADDED TO THE HOUSE

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BILL 2218 BUT THE BOLD PORTIONS ARE CURRENT LAW, NOT AMENDED, JUST PULLING WHAT THE CURRENT LAW SAYS. THE YELLOW STUFF IS WHAT I HIGHLIGHTED AND THIS PORTION IS WHAT THE SENATE ADDED. SO IN 756501, POLICY STATEMENT THAT THE STATE EMPLOYEES HEALTHCARE COMMISSION SHALL BALANCE THE HEALTHCARE NEEDS OF STATE EMPLOYEES AT AFFORDABLE COST TO THE EMPLOYEES WITH THE FINANCIAL IMPACT ON THE STATE. AND THEN AS WE MOVE INTO SECTION 2 OF THE BILL, THAT WAS ORIGINALLY SECTION 1 AS IT WAS IN THE HOUSE, AND HERE YOU SEE THE STRIKE THROUGH RIDDEN SECTIONS 3 AND 4 WERE WHAT THE E.A.C. WAS ADVOCATING FOR. THE STUFF THAT I HAVE HIGHLIGHTED IN YELLOW IS WHAT THE SENATE ADDED, AND SO THEY HAVE EXPANDED THE HEALTHCARE COMMISSION FROM 5 TO 7 MEMBERS AND THEN DOWN HERE IN SECTION 6 AND 7 THOSE TWO ADDITIONAL MEMBERS WILL BE ONE MEMBER OF THE SENATE WAYS AND MEANS COMMITTEE APPOINTED BY THE PRESIDENT OF THE SENATE AND A MEMBER OF THE HOUSE OF REPRESENTATIVES APPROPRIATIONS COMMITTEE APPOINTED BY THE SPEAKER OF THE HOUSE. AND THERE ARE, THE NEXT CHANGE IS THAT CURRENTLY THE GOVERNOR HAS DISCRETION TO PICK THE CHAIR OF THE COMMISSION. THE CHANGE IN SUBSECTION C FROM THE COMMISSIONER OF INSURANCE TO THE SECRETARY OF ADMINISTRATION SO WE ARE IN AN ODD NUMBERED YEAR SO I GUESS THE SECRETARY OF ADMINISTRATION WOULD BE COMMISSIONER NEXT YEAR. OK. AND THEN THE LAST PIECE, AND I HAVE -- THIS IS ADDED IN AND IT DEALS WITH THE RESERVE BALANCE, WHICH IS SOMETHING THAT JANET SPOKE ABOUT, JANET STANEK, THE DIRECTOR OF THE STATE HEALTH BENEFITS PROGRAM SPOKE ABOUT AT OUR LAST MEETING AND IT SAYS THAT THE HEALTHCARE COMMISSION WILL INCLUDE A REPORT ON THE CONCURRENT AND PROJECTED RESERVE BALANCE, INCLUDING AS A PERCENTAGE OF TOTAL PLAN EXPENSES. FOR ANY RESERVE BALANCE OVER 10% OF THE EXPECTED PLAN EXPENSES FOR THE NEXT PLAN YEAR THE COMMISSION SHALL

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PROVIDE RECOMMENDATIONS FOR REDUCING RESERVES BY MINIMIZING INCREASES TO EMPLOYEE CONTRIBUTIONS OR COST SHARING REQUIREMENTS. AND WHAT I'M GOING TO HAVE US DO TODAY IS START BY TALKING TO JANET ABOUT THIS PROVISION, AND GETTING SOME FEEDBACK ON IT. I WOULD LIKE TO POINT OUT THAT THE INTENT OF THIS IS TO HELP WITH EMPLOYEES' AFFORDABILITY OF THE HEALTHCARE PLAN AND SO THEY ARE TRYING TO CAPTURE THAT REDUCTION IN THE RESERVES FOR THE EMPLOYEES. AND TO THIS PORTION -- THE FIRST IS THE RESERVE COST OVER 10% OF EXPECTED PLAN EXPENSES FOR THE NEXT PLAN YEAR. SORT OF BEING THE BENCHMARK WHETHER THERE ARE ADEQUATE RESERVES FOR THE PLAN AND THE SECOND PART IS HOW THAT WOULD BE IMPLEMENTED LIKE WHAT THE REAL IMPLICATIONS ARE OF RUNNING THIS AS THE STANDARD FOR THE RESERVE BALANCE, YOU KNOW, WHAT'S THE EFFECT OF THE RECOMMENDATIONS. AND I ASKED JANET TO JOIN US TODAY, I'M GOING TO HAND OVER THE MICROPHONE AND LET HER TALK A LITTLE BIT ABOUT HOW THE HEALTHCARE COMMISSION HAS BEEN MOVING TO SET WHAT THAT RESERVE BALANCE IS AND THEN WHETHER THE 10% OF EXPECTED PLAN EXPENSES FOR THE NEXT PLAN YEAR IS A GOOD ACTUARIALLY SOUND WAY TO TRY TO PICK WHERE THAT RESERVE BALANCE NEEDS TO STAY. JANET, ARE YOU THERE? LET ME STOP SHARING. >> WE CAN SEE YOU, BUT WE CANNOT HEAR YOU. >> CAN YOU HEAR ME NOW? OH, WOW. HANG ON A MINUTE. CAN YOU HEAR ME NOW? CAN YOU HEAR ME NOW? >> THERE IS SOME FEEDBACK, THOUGH. >> I'M GOING TO WALK -- OH, WOW. I'M GOING TO LEAVE THIS COMPUTER. CAN YOU HEAR ME NOW? >> YES. >> I DON'T THINK THEY CAN HEAR ME ON THIS COMPUTER. CAN YOU HEAR ME? >> YES, AND WE ARE NOT GETTING THE FEEDBACK. >> OK. NATALIE, YOU ARE OK? >> THANK YOU, JANET. >> OK. CAN WE HEAR NATALIE? WE CAN'T HEAR HER. I CANNOT HEAR NATALIE. I'M REALLY SORRY, JUST A MINUTE. >> YOU CAN HEAR JANET. >> YES. YES. >> OKAY. ALL RIGHT. I'M REALLY SORRY. OK. SO, YOU WANT -- I'M GOING TO GO BACK TO YOUR QUESTION ABOUT WHAT THE CHANGE -- WHAT

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THE CHANGE RELATED TO THE BASICALLY THE LANGUAGE THAT'S BEEN ADDED IN ABOUT LEGISLATING A CALCULATION RELATED TO THE RESERVE IS WHAT THAT REALLY MEANS. SO, AS YOU KNOW, PRESENTED WHAT GOES INTO THE RESERVE BALANCING PROCESS AT THE LAST MEETING. AND BASICALLY IT IS A REMINDER THAT NUMBER MOVES ALL THE TIME. IT MOVES EVERY MONTH BECAUSE IT DEPENDS ON CLAIMS ACTIVITY AND INCURRED BUT NOT REPORTED CLAIMS, SO THOSE ARE THE BASELINE, YOU MENTIONED THAT EARLIER, KIND OF A BASE WE START WITH, AND THE ACTUARIAL, 5.5% ON AVERAGE, AND THEN INCURRED BUT NOT REPORTED CLAIMS 7.5%. SO THAT'S HOW IT'S CALCULATED TODAY. SO, EVERY YEAR IN DECEMBER WE START WRITING A REPORT FOR JANUARY ANYWAY THAT GOES IN, I HOPE YOU ARE ALL FAMILIAR WITH THE ANNUAL REPORT, IT'S ONLINE, THREE YEARS WORTH OF THEM, AND WE PREPARE THAT REPORT, WE TALK ABOUT ALL THE STUFF RELATED TO WHAT WENT ON WITH THE PLAN, WHAT THE H.C.C. DID AND WHATEVER, THIS TO ME WOULD BE PART OF THAT REPORT. SO WHATEVER THE NUMBERS ARE LOOKING LIKE AT THE POINT IN TIME THAT WE WRITE THAT REPORT, WHICH WOULD BE THE END OF THE YEAR, WE WOULD CALCULATE BASICALLY WHAT THE EXPENSES WERE COMPARED TO THE RESERVE BALANCE AND IF THERE'S A 10% OR GREATER BALANCE LEFT, THEN THE H.C.C. WOULD BE CHARGED WITH TRYING TO WRITE SOMETHING THAT INDICATES MAYBE HOW THE PLAN COULD BE DESIGNED OR MONIES WITH DISTRIBUTION AMOUNTS, CO-PAYS, I DON'T KNOW, BECAUSE I DON'T KNOW WHAT IT WOULD LOOK LIKE AND WE WOULD SUBMIT THAT IN THE PLAN, ASSUMING IT WOULD GO INTO THE ANNUAL REPORT. THAT'S MY ASSUMPTION IS WITHOUT KNOWING WHEN THE ANNUAL REPORT ON THIS PARTICULAR ASPECT GOING TO BE NEEDED. I JUST ASSUMED IT WOULD BE PART OF THE ANNUAL REPORT. THE ONLY THING I WOULD SAY THAT'S DIFFERENT ABOUT THIS IS LEGISLATIVELY MANDATED WITHIN A FRAME OF, YOU KNOW, PARAMETERS OF MONEY, PERCENTAGES AND WHATEVER, AND THE DECISIONS ON THE PLAN CONTRIBUTION RATES AND

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COSTS AND THINGS ARE VOTED ON IN JUNE EVERY YEAR FOR THE NEXT YEAR. YOU ALL KNOW THAT. SO, WE CAN -- H.C.C. CAN FOLLOW THIS WHETHER OR NOT BY THE TIME JUNE COMES ALONG IT BALANCES OUT TO THE SAME THING IT WOULD HAVE DURING WHEN IT WAS WRITTEN, BECAUSE YOU HAVE 6 OR 7 MONTHS OF CLAIMS ACTIVITY GOING ON IN BETWEEN THERE. REMAINS TO BE SEEN. SO, I DON'T REALLY HAVE A BETTER ANSWER THAN THAT, OTHER THAN IT CHANGES IT FROM THE MODEL TODAY WHERE THEY USE THE ANALYTICAL SOFTWARE AND BASES ON TRENDS AND SOFTWARE AND NEW FORMULA IF THE 10% EXCESS IS THERE. SO, THAT'S ALL. SO I'LL STOP THERE, AND SEE IF THAT EVEN MAKES SENSE TO YOU ALL, AND I HAVE MIKE MICHAEL IN THE ROOM AS WELL. >> SO I GUESS ONE OF THE QUESTIONS I WILL FOR YOU, JANET. >> I CANNOT HEAR NATALIE. >> CAN THE REST OF YOU HEAR ME? >> MIKE, THIS IS REALLY BAD. >> I CAN HEAR YOU NATALIE. >> GO BACK INTO THE WEB EX. >> JANET, YOU ARE GETTING FEEDBACK BECAUSE YOU ARE USING THE MICROPHONE FROM ONE DEVICE AND THE SPEAKER FROM ANOTHER. >> I TURNED IT OFF. CAN YOU SEE ME AND HEAR ME NOW? >> WE CAN HEAR YOU. >> OKAY, NOW I'M BACK. SORRY ABOUT THAT. COMPUTER GUY WAS JUST HERE AND HE LEFT, SO -- >> OK. SO, I GUESS THE QUESTION THAT I HAD FOR YOU IS 10% OF PLAN EXPENSES FOR ONE YEAR A GOOD WAY TO SET WHAT THE RESERVE BALANCE SHOULD BE? >> I HAVE NO IDEA. I MEAN, AGAIN, I CAN'T REALLY ANSWER THAT QUESTION. IT SOUNDS LIKE, I MEAN, IT DEPENDS ON WHAT -- I THINK YOU HAVE TO UNDERSTAND THE RESERVE PROCESS IS NOT JUST BASED ON ONE YEAR, IT'S BASED ON RIGHT NOW FORMULA WHERE IT CARRIES IT OUT, IT WOULD BE THREE YEARS, BUT THIS CHANGE WAS FIVE YEARS, THAT'S ANOTHER CHANGE THAT WAS MADE ON THIS. WE JUST WENT FROM TEN YEARS IN DECEMBER WE VOTED, H.C.C. VOTED FROM TEN YEARS TO A THREE PLUS ONE YEAR AND THAT'S ALL IN THE PRESENTATION I HAD GIVEN YOU AND THE RATIONALE FOR THIS. THIS MOVES IT BACK UP TO FIVE YEARS, AND SO TECHNICALLY AND TYPICALLY WHATEVER THE LENGTH OF TIME IS,

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YOU RESERVE FOR ONE YEAR AND CHANGES ARE MADE FOR THE MODEL, IT'S NOT JUST THAT YEAR IT'S PUSHING OUT AND SHOWING YOU WHERE YOU WOULD END UP BALANCING AT THE END. YOU DON'T GO FROM 6% TO ONE YEAR, 3%, 4% WHATEVER, IT SHOWS WHAT YOU HAVE TO DO AND THEN YOU MAKE ADJUSTMENTS. SO, AGAIN, THIS EXERCISE OF PUTTING THIS ON PAPER AT 10%, IT REMAINS TO BE SEEN. I MEAN, I DON'T REALLY HAVE, I'M NEUTRAL ON IT BECAUSE I JUST THINK BECAUSE WE DEAL WITH THE REALTIME NUMBERS AND WE WATCH FLUCTUATION AND HAVE THE ACTUARIAL'S HELP US WITH THAT BASED ON THEIR EXPERTISE AND WHATEVER, AND IN THE END OF IT ALL WHAT WE ALL WANT IS A HEALTHY RESERVE AND TO KNOW THAT MONEY IS THERE FOR OF THE FUTURE AND WHATNOT. AND SO AT THE END OF THE DAY I THINK EVERYBODY IS WANTING THE SAME THING. IN THIS CASE, THE WAY IT'S WRITTEN, LOOKING OUT FOR THE RESERVES AS WELL AS THE EMPLOYEE INTEREST, YOU KNOW, OBVIOUSLY. SO, THAT'S -- THAT'S GOOD. BUT THEN THERE'S REALITY AND SO I CAN'T ANSWER YOUR QUESTION, REALLY. MIKE, DO YOU THINK 10% IS -- I'LL HAVE MIKE SPEAK FOR A MINUTE. >> MIKE, YOU HAVE TO GET CLOSER. WE CAN'T HEAR YOU. >> I WAS JUST SAYING I AGREE. YEAR TO YEAR, WE JUST WENT THROUGH A YEAR WITH COVID, WHICH INCREASED THE RESERVE BALANCES BECAUSE OF THE REDUCTION IN CLAIMS AND TRY TO FORECAST AND THE PLAN IS BIG ENOUGH THAT YOU CAN DO A FORECAST AND HAVE A GOOD IDEA OF WHAT'S GOING TO TAKE PLACE IN THE FUTURE BUT ALWAYS VARIABLES JUST LIKE THIS PAST YEAR. SO YOU KNOW, IT'S A FORMULA THAT BOTH THE PLAN AND THE ACTUARIES COULD WORK WITH, SO WE ARE PREPARED, IT'S A HEALTH PLAN TO ADMINISTER THIS IF THE BILL GOES FORWARD AND PASSES. >> RIGHT. AND WE -- AND THE ACTUARIES JUST TAP ON TO WHAT MIKE SAID, THEY TAKE DIRECTION, YOU KNOW, YOU WANT THE PLAN TO GO ONE WAY OR THE OTHER, THEY'LL DO WHAT YOU SAY BUT CAUTION YOU ABOUT WHAT YOU ARE DOING, SO THEY DON'T WANT YOU TO MAKE A HUGE MISTAKES OR ANYTHING. IF IT PASSES, WE WOULD SAY

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SOME PARAMETERS NEW FOR US AND WHAT WE NEED TO FOLLOW WHEN WE ARE DOING PROJECTIONS AND GO FROM THERE. SO WE COULD WORK WITH IT, AND THAT'S WHAT WE WOULD DO. >> OKAY. AS A FACTUAL MATTER, DO YOU KNOW, BECAUSE RIGHT NOW THE H.C.C. IS WORKING TO INCREASE THAT RESERVE BALANCE. DO YOU KNOW IF THERE WAS ACTUALLY THIS 10% BENCHMARK IF WE ARE AT IT OR IF IT WOULD REQUIRE CUTTING BACK, HOW WOULD IT FIT WITHIN THE CURRENT SCHEME? >> RIGHT NOW THE RESERVE BALANCE LOOKS HIGHER THAN NORMAL AND I THINK WE WENT THROUGH THAT IN MY PRESENTATION AS WELL, AND ONE OF THE REASONS FOR THAT AT THIS POINT IN TIME IS IT LOOKS HEALTHY, MORE HEALTHY THAN MAYBE NORMAL IS BECAUSE OF COVID AND PEOPLE WERE NOT SPENDING MONEY ON MEDICAL EXPENSES. SO THAT IS GOOD, BUT I CAN'T, YOU KNOW, NO ONE HAS CRYSTAL BALL TO KNOW WHAT THE FUTURE BRINGS, SO IT'S MONITORED SO CLOSELY AND REGULARLY AND REVIEWED WITH THE H.C.C. I DON'T KNOW THAT THEY HAVE AN AGENDA TO NECESSARILY INCREASE IT. WHAT THEY ARE DOING IS THEY ARE FOLLOWING WHAT WE -- THEY HAVE BEEN DOING IS FOLLOWING THE ACTUARIALS NUMBERS AND WHAT WE HAVE PROVIDED IN OUR COLLABORATIVE MEETINGS AND WHATNOT, AND THE PROJECTIONS, WHAT THEY ARE BASED ON SHOWS WHAT THE RESERVE NEEDS TO BE AND TO REMAIN VIABLE, AND THAT'S PRETTY MUCH WHAT THE H.C.C. IS WORKING ON. I WOULD SAY THAT'S MORE TRUE THAN SOME GOAL LIKE LET'S BUILD THE RESERVE. THAT IS NOT PART OF THE DISCUSSION. THAT'S MORE BASED ON SOUND DATA TREND AND BELIEVING WHAT THE PERCENTAGES AND A TREND INCREASE, ETC., ARE. AND IT'S BASED ON THAT. SO IT IS HIGHER THAN NORMAL, HIGHER THAN PROJECTED, BUT NOT BY A TON, EVEN WITH COVID. >> BUT HOW DOES WHAT YOUR CURRENT GOAL HAS BEEN AND HOW YOU SET THAT COMPARE TO THE 10% OF PLAN EXPENSES FOR THE NEXT YEAR? IS IT MORE OR LESS IS WHAT I'M TRYING TO UNDERSTAND. BECAUSE WHEN YOU WOULD BE FILING A REPORT THAT SAID, YOU KNOW, HERE WE ARE AGAINST THIS BENCHMARK AND HERE ARE

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RECOMMENDATIONS FOR RESERVE FOR REDUCING THE RESERVE BALANCE IN ORDER TO MAKE SURE WE ARE NOT ABOVE THAT BENCHMARK, AT LEAST IMPLIES THAT HAVING MORE THAN 10% OF PLAN EXPENSES PREDICTED FOR THE NEXT YEAR IS TOO MUCH AND SO I'M TRYING TO UNDERSTAND AS A FACTUAL MATTER WHETHER THE SYSTEM THAT WE HAVE BEEN USING THROUGH THE ACTUARIES WOULD BE GENERATING MEANINGFULLY DIFFERENT NUMBERS FOR WHAT THE RESERVE BALANCE SHOULD BE. >> I THINK RIGHT NOW, A QUICK GLANCE AT IT, BUT FROM PROJECTED WE MIGHT BE A FEW MILLION OVER WHAT WAS PROJECTED BASED ON THE CURRENT PROJECTION. WE ARE LOOKING BETTER IN THAT WAY. I WOULD HAVE TO LOOK AT THE DOCUMENT. SO I THINK IT'S A MATTER OF MORE NOT SAYING IT WOULD BE A DIFFERENT PROJECTION, IT WOULD BE HERE IS WHAT'S LEFT OVER, BALANCE THE CHECKBOOK AND WHATEVER YOU HAVE LEFT OVER IS THE FUN MONEY, THIS CASE IT'S NOT REALLY FUN MONEY IT'S A FUTURE CARRYING FORWARD, AND PERSONALLY YOU DON'T WANT -- NO EXTRA PADDING IN THERE, YOU KNOW, YOU HAVE TO FIND A FINE BALANCE BETWEEN WHAT TO LEAVE A LITTLE BIT OF PADDING IN THERE VERSUS HAVING TOO MUCH WHERE YOU ARE NOT GOING TO SPEND IT, WHICH I THINK IS KIND OF WHAT THE INTENT HERE IS MAYBE JUST TO, YOU KNOW, GET IT DISTRIBUTED MAYBE. SO BUT IS THERE TONS AND TONS OF MONEY IF YOU ARE ASKING ME IN A RIGHT NOW, IS RELATED TO THE ACTUARIALS' CURRENT PROJECTION VERSUS -- NOT NECESSARILY. BUT IT GOES BACK TO, I DON'T KNOW IF 10% IS GOOD OR NOT. WE'LL WORK WITH IT. YOU HAVE TO UNDERSTAND, IT'S BASED ON A CALCULATION AT A POINT IN TIME, YOU KNOW. >> OK. AND AS FAR AS THE ONE YEAR PLAN EXPENSES EVALUATION, IS THAT ALSO WORKABLE, BECAUSE WE ARE IN THIS COVID YEAR AND THINGS DID NOT COME AS THEY WERE EXPECTED TO BE AND IF, WAS, YOU KNOW, WE TREATED NEXT YEAR THE SAME AS THIS YEAR, IT WOULD SEEM LIKE WE WOULD GET AN ANOMALY. SO ALSO WORKABLE TO LOOK AT IT FROM ONE YEAR'S PLAN EXPENSES. >> IT'S WORKABLE. UH-HUH. >> AND I WILL OPEN

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THE FLOOR IF THERE ARE EAC MEMBERS THAT HAVE QUESTIONS ABOUT THE RESERVE BALANCE. >> THIS IS HANNAH. I WOULD LIKE TO REFRAME NATALIE'S LAST QUESTION, IS IT ADVISABLE TO MAKE PLAN RESERVE DECISIONS BASED ON A SINGLE YEAR'S CLAIM STATUS? >> IN THE PRESENTATION I GAVE YOU FOR LAST MEETING WHEN WE TALKED ABOUT GOING FROM A TEN-YEAR TO A THREE PLUS ONE YEAR MODEL AND THE RATIONALE, OUR ACTUARIAL SERVICE WILL TELL YOU 3 TO 5 YEARS IS TYPICAL. THEY'LL ALSO TELL YOU SOME PLACES GO ONE YEAR, BUT THEIR ADVICE WAS THREE YEARS, FIVE AT MOST TO US, AND THAT'S WHAT I'M BASING MY RESPONSE ON. >> OK. THANK YOU. I DID HAVE A QUESTION ABOUT, I GUESS IT'S PROCEDURAL. SO BECAUSE THE H.C.C. MAKES THOSE DECISIONS FOR THE FOLLOWING PLAN YEAR IN JUNE, IF WE DON'T KNOW UNTIL DECEMBER WHETHER OR NOT WE HAVE EXCEEDED THAT 10% EXCESS IN RESERVES, WOULD WE POTENTIALLY BE LOOKING AT THE JUNE DECISION CHANGING PLANS OR PREMIUMS FOR THE NEXT PLAN YEAR IN JANUARY? OR WOULD THAT BE DELAYED OUT YET ANOTHER YEAR? >> NO, WE REALLY COULDN'T -- I MEAN, I GUESS THERE ARE TWO ANSWERS TO THAT, I GUESS. I DON'T KNOW WHAT THE H.C.C. WOULD DECIDE. I KNOW WHAT YOU ARE SAYING, DOES A DECISION MADE IN JUNE, HOW DOES IT IMPACT A REPORT OR A POINT IN TIME LOOK AT THAT 10% ISSUE, RIGHT, OR WHERE WE ARE AT. WOULD IT IMPACT THAT. I WOULD SAY IT COULD IMPACT IT, YEAH, BUT I DON'T KNOW THEY ARE IN POSITION TO CHANGE THE TIMING OF WHEN PLAN DESIGN DECISIONS AND RATES ARE DONE BECAUSE IT TIES IN WITH THE BUDGET PROCESS FOR THE STATE. STATE'S COST GOES INTO EFFECT IN JULY, AND THE EMPLOYEE'S COST GOES INTO EFFECT IN JANUARY. >> UH-HUH. SO AT THIS GUESS THEN FOLLOWING FROM THAT, IT SEEMS -- I'M JUST GOING TO USE REAL YEARS, JUST TO NOT CONFUSE MYSELF AS I TALK THROUGH THIS. SO IT IS 2021, SO, IF THIS HAD BEEN IN PLACE IN DECEMBER OF 2020 WE WOULD HAVE LOOKED AT THE RESERVE AND SAID IT IS OR IS NOT 10% OVER WHAT WAS PROJECTED. AND THEREFORE NEXT

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JUNE, IN JUNE OF 2021, THE H.C.C. NEEDS TO REALLOCATE THOSE EMPLOYEE CONTRIBUTIONS, CO-PAYS, WHATEVER THE COST SAVING MEASURE IS. BUT THEN IN 2021, WHERE THINGS ARE EXPECTED TO GO BACK TO NORMAL, ELECTIVE SURGERIES ARE BEING RESCHEDULED, AND WE ARE EXPECTING CLAIMS TO BE EITHER BACK TO NORMAL OR POSSIBLY EVEN HIGHER, IF WE COME TO JUNE AND THEY HAVE DECREASED PREMIUMS, CONTRIBUTIONS, WHATEVER, AND IN DECEMBER OF 2021 THEY COME BACK AND SAY MORE CLAIMS THAN PROJECTED, WE DO NOT HAVE ENOUGH IN THE RESERVE AND WE NEED TO INCREASE PREMIUMS FOR 2022. THAT'S KIND OF WHAT I AM SEEING AS A CONCERN BECAUSE IF WE ARE BASING THINGS ON ONLY ONE YEAR, I WORRY THAT WE ARE GOING TO GO BACK TO THE CONSTANT FLUX OF PREMIUMS WHERE IT'S UP 3% AND DOWN ONE AND A HALF AND UP 10% AND DOWN 5. AND SPEAKING FROM EXPERIENCE IN THE BENEFITS ROLE AT W.S.U., IT'S ONE OF THE MOST FRUSTRATING THINGS FOR EMPLOYEES NOT BEING ABLE TO BUDGET YEAR TO YEAR WHAT THEIR HEALTH INSURANCE PREMIUMS ARE GOING TO BE. >> I AGREE. >> AND I THINK, USING A SINGLE YEAR OF DATA REALLY MAKES ME CONCERNED ABOUT THE ABILITY TO HOLD STEADY. ESPECIALLY WHEN, YOU KNOW, THAT WAS SOMETHING THAT, WHEN SECRETARY BURNS-WALLACE JOINED US LAST WEEK, SHE DID TALK ABOUT WANTING TO BE MORE STRATEGIC IN MAKING RISK PLAN DESIGNS AND LOOKING SEVERAL YEARS DOWN THE ROAD AND I FEEL LIKE THIS REALLY UNDERMINES THAT EFFORT. IS THAT A FAIR CHARACTERIZATION OF THAT? AND I SAY THIS WITH NO ACTUARIAL'S SCIENCE BACKGROUND. I KNOW THERE ARE SO MANY MORE NUMBERS TO THIS. >> IT'S POSSIBLE, YEAH, IT'S POSSIBLE WHAT YOU ARE DESCRIBING. I DON'T KNOW THAT IT WILL HAPPEN, BUT YEAH, IT'S POSSIBLE AS I HAVE NOTED THE NUMBERS CHANGE, WE BASE -- THERE'S A PRETTY STRONG TREND LINE, THE 5.5 AND 7.5%, SO THE CALCULATION IN THE COMPUTER ANALYTICS TOOL AND BASED ON OTHER THINGS HAPPENING IN OUR PLAN, BUT THE BOTTOM LINE IS A LOT CAN CHANGE FROM

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ONE MONTH TO THE NEXT, ONE QUARTER TO THE NEXT, AND CERTAINLY IN SIX MONTHS TO THE NEXT, SO I GUESS I'M NOT SURE WHAT WOULD HAPPEN IF THE SCENARIO YOU DESCRIBED COMES UP AND THAT'S WHERE A PRESCRIBED FORMULA VERSUS USING THE KIND OF METHOD WE ARE DOING TODAY IS THE DIFFERENTIAL THERE. THAT'S THE BIGGEST DIFFERENTIAL. BUT AGAIN, YOU KNOW, IT'S TOO EARLY TO TELL WHAT WOULD HAPPEN BECAUSE WE HAVE NOT DONE THIS YET. SO -- >> SO I GUESS THAT KIND OF LEADS INTO THE OTHER BIG QUESTION THAT I HAD ABOUT THIS, WHICH IS I DON'T THINK IT'S, YOU KNOW, IN A NORMAL YEAR WHERE THERE IS ADDITIONAL IN THE RESERVES AND YOU KNOW, THEY ARE ABLE TO DECREASE PREMIUMS OR OUT OF POCKET EXPENSES, I THINK THAT'S GREAT. I WONDER, HAS THERE BEEN OPINIONS GIVEN BY MEMBERS OF LEGISLATURE AS TO WHY THEY FEEL THIS NEEDS TO BE WRITTEN AS A STATUTE RATHER THAN EVALUATED YEAR TO YEAR BY THE H.C.C. FOR EXACTLY THIS REASON? >> IF YOU ARE ASKING ME, I HAVE NO IDEA WHAT'S BEEN DISCUSSED. SO -- I'M THE WRONG PERSON TO ASK. >> OK. THAT'S FAIR. >> FROM THE H.C.C. AND THE HEALTH PLAN'S PERSPECTIVE, THE STATUTES ASSIGN TO THE HEALTHCARE COMMISSION THE RIGHT TO SET THE EMPLOYEE AND THE EMPLOYER RATES WITHIN APPROPRIATIONS. AND THAT, OF COURSE, IMPACTS WHAT THE PRESERVE BALANCE IS, AND THIS LEGISLATION WOULD NOT CHANGE THAT, AND IT DOESN'T ACTUALLY MANDATE THE REDUCTION OF THE RESERVE BALANCES. WHAT IT MANDATES IS RECOMMENDATIONS AS TO HOW YOU WOULD, SO ANOTHER PIECE OF INFORMATION THE HEALTH PLAN CAN USE SO THE COMMISSION CAN MAKE THOSE EVALUATIONS. IS THAT FACT THAT IT ISN'T MANDATED A FACTOR IN YOUR ANALYSIS OF ITS WORKABILITY? >> JUST TO BE CLEAR, BECAUSE THE MONEY IN THE RESERVES WOULD BE REDISTRIBUTED BASED ON THIS FORMULA, IF YOU ARE ASKING ME THAT, I WANT TO MAKE SURE I HEARD IT RIGHT, IT WOULD INDEED REDUCE THE RESERVE BALANCE FOR FOLLOWING OUT YEARS, OK. SO, I JUST WANT YOU TO KNOW THAT, THAT THE WAY IT'S WRITTEN, IF I'M

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READING IT CORRECTLY, THE REDUCTION IN 10%, THAT MONEY NORMALLY WOULD HAVE BEEN SITTING THERE THROUGHOUT YEARS, IS NOW GOING TO BE PUSHED BACK TO, YOU KNOW, BALANCING OFFSETTING SOMETHING ELSE. IT DOES IN MY MIND REDUCE THE RESERVE BALANCE, BUT THEN I ALSO THINK THE H.C.C. HAS BEEN MINDFUL OF NOT LETTING IT GET DANGEROUSLY LOW. SO AGAIN, UNTIL WE ACTUALLY WOULD LIVE THROUGH ONE OF THESE WE WON'T REALLY KNOW. BUT IS IT WORKABLE, YEAH, ANYTHING IS WORKABLE, RIGHT? SO -- >> I GUESS I WAS READING LEGISLATION A LITTLE DIFFERENTLY, THAT IT SETS A STANDARD AND THEN IT ASKS IN YOUR REPORT ON THAT STANDARD TO MAKE RECOMMENDATIONS AS TO HOW YOU WOULD REACH THAT, IF YOU ARE EXCEEDING IT. BUT IN MAKING THAT REPORT TO THE LEGISLATURE, I DON'T SEE THAT THE HEALTHCARE COMMISSION IS MANDATED TO REDUCE SO THAT IT'S AT 10% OF NEXT YEAR'S PLAN EXPENSES. IT'S MORE OF AN EVALUATING AND REPORTING REQUIREMENT THAT YOU WOULD -- >> I'M GOING TO HAVE MIKE EXPLAIN IT IN MAYBE A LITTLE DIFFERENT TERM FOR YOU. >> OK. >> SO YOU ARE READING ON THE 10% NATALIE ON THAT PIECE. YOU KNOW, SO BASED UPON THE PLAN EXPENSES WHICH WOULD BE PROJECTED BY THE ACTUARY FOR THE FOLLOWING YEAR, YOU KNOW, IF THAT WERE \$500 MILLION, THE RESERVE AT 10% AS WE INTERPRET THE BILL WOULD BE SET AT 10% OF THOSE EXPENSES. SO THE PROJECTION BY THE ACTUARIES FOR THE END OF THE PLAN YEAR, YEAR LIKE WE WENT THROUGH IN 2020 WOULD HAVE INCREASED TO 56, RECOMMENDATIONS WOULD BE MADE TO SPEND DOWN THAT \$6 MILLION IN THAT REPORT, WHICH JANET HAS ALREADY TALKED ABOUT, REDUCTION TO THE EMPLOYEE CONTRIBUTIONS, CHANGING DEDUCTIBLES, CO-PAYS, THOSE TYPES OF THINGS. THAT WOULD BE FAVORABLE TO EMPLOYEES. THAT'S WHAT OUR CURRENT INTERPRETATION IS, AS WE ALL KNOW, THIS JUST CAME ACROSS IN THE LAST TWO DAYS, SO -- I THINK IT WILL BE TALKED ABOUT AND UNDERSTOOD A LITTLE BIT MORE AS IT GOES FORWARD. BUT THAT'S THE PIECE ON THE RESERVES, IT'S JUST

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ANOTHER FORMULA, DIFFERENT THAN WHAT IT IS TODAY AND IT'S MORE OF A YEAR TO YEAR PROJECTION TO TRY TO WORK WITH THAT. AND COMMENTS COULD COME TO LIGHT AND THEY MAY NOT. NOBODY KNOWS AT THIS POINT. THE COMMISSION I THINK HAS BEEN WORKING TOWARDS THAT AS THEY SEE, AS THEY WORK TOWARDS THAT TARGET RESERVE, FUND BALANCE OF THAT, YOU KNOW. TRYING TO MAKE THOSE DECISIONS, WHICH I THINK THE EMPLOYEES HAVE SEEN OVER THE PAST COUPLE OF YEARS. BUT CONTRIBUTIONS BEING HELD FLAT FOR EMPLOYEES AND SOME REDUCTIONS TO SPOUSAL, SO -- ALL A DEDUCTIBLE FROM THE TWO TIER ON PLAN A FOR THIS PLAN YEAR. SO THE COMMISSION DOES THE WORK TOWARDS TRYING TO BALANCE THAT TARGET RESERVE WITH THE ACTUAL ENDING RESERVE BALANCE, AND THIS IS JUST A DIFFERENT FORMULA TO GET THERE. >> WE ARE RUNNING LONGER THAN I HAD HOPED FOR TODAY SO I THINK I'LL JUST HAVE AN OPPORTUNITY FOR AN E.A.C. MEMBER TO ASK. AND IF THERE AREN'T ANY, THEN I'LL SORT OF ROUND THE WAGONS AND ASK FOR E.A.C. MEMBERS' THOUGHTS ON CONTINUING TO SUPPORT ALL OR PART OF THE BILL AND JUST TRYING TO ESTABLISH, YOU KNOW, WHAT WE WOULD COMMUNICATE RELATIVE TO THE AMENDMENTS THAT THE SENATE ADDED IN THAT I REVIEWED EARLIER. SO ARE THERE ANY E.A.C. MEMBERS THAT WANT TO SHARE THOUGHTS ON ANY OF THE OTHER AMENDMENTS OR ON RESERVE BALANCE? >> THIS IS JAY, CAN I COMMENT? >> YEAH, PLEASE. >> ONE THING I DID LIKE ABOUT THE BILL I NOTICED SWITCHING OF THE CHAIRPERSON FROM EVEN TO ODD, THAT WAY KEPT SOMEBODY FRESH, THAT WAY IT DID NOT HAVE SOMEBODY, ONE PERSON'S IDEOLOGY TRYING TO RUN THE COMMISSION. I THINK IT WAS A GOOD IDEA TO KEEP THAT, BUT OF COURSE WE ARE ALL CONCERNED ABOUT THE 10% RESERVES DID NOT THINK THAT THAT WAS, WE ARE ALWAYS FIGHTING FOR FUNDS AND DON'T LIKE THE BILK ABLE TO REMOVE FUNDS FROM THINGS THAT WE COULD USE JUST BECAUSE WE HAVE ONE GOOD YEAR DOES NOT MEAN THE NEXT YEAR WILL BE GOOD. >> THIS IS KRISTY. I HAVE

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ALMOST THE REVERSE COMMENT ABOUT ALTERNATING YEARS. I JUST FELT THAT THAT WAS NOT A GREAT IDEA IF YOU LOSE CONTINUITY IN YOUR LEADERSHIP AND YOUR COMMITTEE, AND THAT IT COULD BE TAKEN CARE OF WHEN PEOPLE ARE RE-ELECTED OR REASSIGNED. >> THIS IS BARBARA BARTO, AND I'VE BEEN ON THIS COMMITTEE FOR SOME YEARS. I GUESS I HAVE SOME CONCERNS ABOUT GOING FROM THE TEN TO THE FIVE TO THE ONE-YEAR, AS FAR AS THE YEARS FOR THE RESERVE BALANCE. SEVERAL YEARS AGO WHEN WE WERE ON THIS COMMITTEE WE HAD A BIG RESERVE AND THE LEGISLATORS, AND WE WERE SAVING THAT FOR A RAINY DAY FOR OUR EMPLOYEES WHEN WE DIDN'T HAVE TO RAISE THE CONTRIBUTIONS, SO I WAS GLAD WE WENT TO THE 5, 3 TO 5 YEAR THING. MY CONCERN GOING TO THE ONE-YEAR IS ARE WE GOING TO BE ON THAT UP AND DOWN, YOU KNOW, FOR THE EMPLOYEES CONTRIBUTIONS, ARE WE GOING, YOU KNOW, I GUESS THAT'S MY CONCERN FROM THE FIVE-YEAR THAT WE JUST HAD TALKED ABOUT, OR THE 3 TO 5 YEAR LIKE JANET TALKED ABOUT, GOING TO THE THE ONE-YEAR. AM I WRONG TO BE CONCERNED ABOUT THAT FOR OUR EMPLOYEES? >> BARBARA, WERE YOU SEEKING JANET'S FEEDBACK ON THAT? >> I'M SORRY, WHAT? >> WERE YOU SEEKING JANET'S FEEDBACK ON THAT? >> YES, I MEAN, I LIKE THE -- >> YEAH, I'M NOT REALLY IN POSITION TO COMMENT ON THAT, TO THAT LEVEL. YOU KNOW, I'M TELLING YOU AGAIN WHAT'S INDUSTRY STANDARD TYPICAL, AND I'VE ONLY BEEN WITH THE STATE SINCE SEPTEMBER SO I ONLY KNOW A LITTLE BACKGROUND OF WHAT HAPPENED IN THE PAST WITH ALL THE MONEY, YOU KNOW, SHUFFLING AND MOVEMENT AND WHATNOT FROM READING SOME MINUTES AND THINGS. SO -- I REALLY CAN'T COMMENT ON IT, TO BE HONEST WITH YOU, SORRY. >> ARE THERE ANY OTHER MEMBERS THAT WANT TO MAKE COMMENTS? >> THIS IS RICH. >> COULD I TALK -- GO AHEAD, MIKE. >> THANK YOU. >> I AGREE WITH THE LAST SPEAKER ABOUT GOING TO THE ONE-YEAR DEAL. THAT WILL BE NOT A GOOD DEAL FOR THE EMPLOYEES THAT REALLY NEED THAT

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HEALTH INSURANCE AND NEED THAT CONSISTENT FIGURE THAT THEY CAN BUDGET EVERY YEAR. I THINK IT'S BETTER TO LEAVE IT WHERE IT'S AT. BECAUSE WE'LL JUST BE YO-YOKING BACK AND FORTH IF THEY DUMP IT TO THE ONE YEAR, THAT'S ALL I HAD. >> THANKS, MIKE. AND BEFORE HANNAH TALKS AGAIN, IS THERE ANY ONE ELSE THAT WANTED TO COMMENT? OK. HANNAH, DID YOU HAVE SOMETHING THAT YOU WANTED TO ADD? >> YEAH, I JUST WANTED TO ADD, THERE WAS ONE OTHER SECTION OF THE AMENDMENTS THAT I -- I GUESS I DON'T REALLY HAVE A QUESTION ON. I JUST IN GENERAL QUESTION THE REASONING BEHIND IT. AND THAT WAS THE ADDITION OF TWO NEW MEMBERS FROM THE SENATE AND HOUSE OF REPRESENTATIVES TO BE A PART OF THE H.C.C. AND I DON'T DISAGREE THAT THOSE TWO PARTICULAR COMMITTEES SHOULD HAVE A VOICE IN PLAN DESIGN, ESPECIALLY SINCE THE H.C.C. AND THE E.A.C., YOU KNOW, WE ALL SERVE AT THE PLEASURE OF THE STATE LEGISLATURE. IT DOES SEEM A LITTLE ODD TO ME THAT THERE WOULD BE MEMBERS OF LEGISLATURE ON THE ACTUAL VOTING, DECISION-MAKING TEAM. I MEAN, I DON'T -- I DON'T HAVE A HUGE PROBLEM WITH CONTINUING OUR RECOMMENDATION FOR IT WITH THAT. I JUST WOULD LIKE TO STATE, I THINK IT IS -- IT'S -- IT WAS AN AMEND THAT RAISED MY EYEBROWS, I WAS A LITTLE SURPRISED BY THAT. >> I AGREE WITH THAT. >> OK. IF THERE ARE NO OTHER COMMENTS FROM THE E.A.C. MEMBERS, I NEED TO MOVE US TO A PLACE WHERE WE CAN MAKE A DECISION ABOUT WHAT WE WOULD TELL LEGISLATORS ABOUT THE CHANGES AND WHETHER THE E.A.C. CONTINUES TO SUPPORT THEM. I GUESS TRYING TO DECIDE THE BEST WAY TO MOVE THAT FORWARD. I AM PLEASED THAT BOTH HOUSES HAVE ADOPTED THE AMENDMENTS THAT THE E.A.C. WAS ORIGINALLY PUSHING, AND I PERSONALLY CONTINUE TO SUPPORT THE BILL, BUT I WOULD EXPRESS RESERVATIONS ABOUT THE RESERVE BALANCE CHANGES BELIEVING THAT AS A POLICY MATTER IT'S BETTER TO FOLLOW THE ACTUARIALS' ADVICE AND TO TAKE A LARGER WINDOW THAN ONE YEAR AND SO IF THAT IS CONSISTENT WITH OTHER

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MEMBERS, MY FEEDBACK WOULD BE WE CONTINUE TO SUPPORT THE BILL BUT WOULD PREFER TO REMOVE THAT ONE PROVISION RELATED TO THE 10%, OR AT LEAST TO MAKE CLEAR THAT YOU ARE REPORTING ON IT, BUT NOT REQUIRED TO MAKE ADJUSTMENTS EITHER ANNUALLY OR MID YEAR IN ORDER TO MAINTAIN RESERVE BALANCE. SO COULD I GET ANY FEEDBACK ON THAT, IF YOU DISAGREE OR YOU HAVE OTHER IDEAS? >> LOOKS LIKE BOTH LAURA HOPPAS AND KRISTY HAVE COMMENTED, THEY ARE IN AGREEMENT WITH YOUR STATEMENTS. >> I AGREE. >> AND I WOULD TAKE A MOTION TO CONTINUE SUPPORTING HB2218 AS AMENDED BY THE SENATE WITH THE QUALIFICATION THAT THE E.A.C. WOULD PREFER TO SEE THE ADDITIONS RELATED TO THE RESERVE BALANCE REMOVED, MAINTAINING H.C.C. DISCRETION OVER HOW THOSE RESERVE BALANCES WILL BE CALCULATED. >> THIS IS HANNAH RICH. I SO MOVE. >> AND IS THERE A SECOND? >> I'LL SECOND. >> OK. AND I'LL MOVE TO A VOICE VOTE. ALL IN FAVOR AYE. AND ANY NAY? OK. LOOKS LIKE THE AYES HAVE IT. I WILL COMMUNICATE THAT INFORMATION. ONCE AGAIN, I REALLY APPRECIATE ALL OF YOU GETTING TOGETHER SO QUICKLY AND UNEXPECTEDLY AND I ALSO WANT TO THANK THE HEALTH PLAN FOR BEING AVAILABLE TO ANSWER OUR QUESTIONS. I WILL COMMUNICATE. >> NATALIE, YOU HAD KRISTY ASK ABOUT IF YOU ARE GOING TO DISCUSS THE ALTERNATING YEAR PORTION. >> I WASN'T GONNA FIGHT IT, I WAS THINKING OF IT AS A HILL THAT I DON'T KNOW THAT WE ARE WILLING TO DIE ON, BUT -- I'M OPEN IF -- >> SHE SAID OK. >> OK, THANK YOU. >> AND SO I'LL ALSO LET YOU KNOW AS IT GOES TO CONFERENCE COMMITTEE, TRY TO KEEP YOU UPDATED ON WHAT HAPPENS. SO, LET ME KNOW IF YOU HAVE ANY QUESTIONS AND WORKING TO GET THE DATE FOR THE NEXT MEETINGS OUT, AGAIN WE ARE ANTICIPATING IS MAY AND NOT NEXT WEEK. SO, THANK YOU FOR YOUR TIME, AND WE'LL TALK TO YOU GUYS SOON.