

Minutes of the Monthly Meeting of the Conroe ISD Employee Benefits Committee

April 8, 2015

The meeting was called to order at 4:00 p.m. by Ann Knoedl. The following members were present: Nicole Anderson, Debbie Burns, Shelly Cartwright, Ki Clarke, Cassandra Clevenger, Robert Derheim, Janet Emmons, Paula Green, Christa Haymark, Chris Hines, Ann Knoedl, Tami Lowrie, Tiffany Mattfeld, John Nabors, Becky Page, Jan Protteau, Julie Roth, Kathy Sharples, Sharon Sterchy, Rhonda Tate, Dale Ward, and Dena Weaver.

Also in attendance were Mack Almendarez (First Financial Administrators, Inc.), Jill Bartlett (CISD), Mary Hasty (Aetna), Dawson Schnautz (First Financial Administrators, Inc.), Judy Slater (Aetna), and Mack Whiteman (First Financial Administrators, Inc.).

Approval of Minutes

The minutes from the February 2015 meeting were approved.

Financial Report – Tiffany Mattfeld

Darrin Rice was unable to attend the meeting so Tiffany Mattfeld went over the financial report. The revenues for March were \$2,938,845. Expenses for March were \$2,665,604 which left the plan with a negative balance of \$196,034. With regard to the CISD Health and Wellness Center, we had 482 visits to the Oak Ridge location and 159 to the Conroe clinic in March, with a total of 641 visits.

ShapeUp Houston – Jill Bartlett

Jill Bartlett reported we currently have 986 registered participants with Shape Up Houston, and 541 users are actively logging their activities. As a District, we have lost 1,017 pounds since February 1, 2015.

Follow-up Information from February 2014 Meeting – Tiffany Mattfeld

Tiffany Mattfeld provided follow up information on questions from the last meeting. Referrals from the CISD clinic will have Dr. Morrison's name on them. Prescriptions will have the name of the provider who prescribed the medication. Tiffany is checking on the north county clinic to see what their back-up plan is while the nurse practitioner is on maternity leave. Tiffany also expressed her appreciation to the committee for helping employees and reminded them that if there are insurance issues, the first point of contact should always be the insurance company. The Benefits Office is always happy to help.

CISD Dental Plan Proposal – First Financial Administrators, Inc.

Mack Almendarez informed the committee that they looked for a replacement administrator for the direct reimbursement plan who could administer the current plan design, and they received DMO plan proposals that would provide an expanded provider network. Aetna, Ameritas, Delta Dental and Humana submitted proposals. First Financial and Terry Brown reviewed the proposals and found none of the companies could administer the reimbursement plan benefits as they are now. The Aetna proposal was most in line with the current plan, offered a simplified reimbursement schedule, included preventive care coverage at 100%, and included access to a provider network, all for lower administrative fees than IMA, the current administrator. Mack explained DMO plans are all very similar with regards to the providers and copay amounts. The Aetna DMO network is larger than the MetLife DMO network, and includes some private practice offices as well as the providers our members

currently have access to with MetLife. The Aetna DMO proposal included four coverage tiers instead of three, which would eliminate the employee plus one option and add employee plus child(ren) and employee plus spouse options. This aligns with the coverage tier options of the District's other health and dental plans. If the new plans are approved, they will start September 1st.

Representative Reports

Aetna – Judy Slater

Judy stated she and Mary are the team for all Aetna related issues, and they are here to help. Judy heard from the committee there are still problems with some urgent care centers and a specific orthopedic provider not understanding our plan. Judy will follow up with these providers. Judy reminded the committee that walk-in clinics and urgent care centers are the best places to go if you are sick outside of normal business hours, and it is a lot less expensive to go to one of those facilities versus the ER. Referrals are not required for urgent care centers or walk-in clinics. A question came from the committee about whether or not more urgent care centers were available in Conroe. It was determined that the closest centers to Conroe are NextCare in Montgomery on Highway 105 and Tejas Road, and Davam on FM 1488 near Conroe Huffsmith Road. Judy also reminded the committee Tier 1 providers are required to accept new patients. Judy noted Aetna is currently working with HR on a newsletter and postcards to address frequently asked questions and promote plan benefits.

Other Issues

None

Agenda Items for Next Meeting

Vote on dental plans for the 2015-16 plan year and review medical plan rates for the new year.

Date for Next Meeting

May 13, 2015

Adjournment

5:05 pm