

# **Minutes of the Monthly Meeting of the Conroe ISD Employee Benefits Committee March 21, 2018**

Julie Roth called the meeting to order at 4:00 p.m. The following members were present: Jamie Almond, Jill Bartlett, Karen Brown, MaryEllen Bryant, Debbie Burns, Laura Carter, Shelly Cartwright, Robert Derheim, Janet Emmons, Donna Fisher, Roger Garvey, Paula Green, Joni Hamilton, Chris Hines, Sherry Howard, Tami Lowrie, Tiffany Mattfeld, Brandy Norris, Lora Pennington, Jan Protteau, Darrin Rice, Julie Roth, Kathy Sharples, Janice Tantillo, and Dale Ward.

Also in attendance were: Mack Almendarez (First Financial), Terry Brown (T. Ross Brown & Associates), JR Cornejo (First Financial), Cristal Pitre (Aetna), Dawson Schnautz (First Financial), Jennifer Stafford (CISD Transportation), and Mack Whiteman (First Financial).

Paula opened the meeting by thanking the committee, First Financial, and Aetna for their efforts in making the annual health fair a successful event and shared that the feedback was very positive.

## **Health Fair Recap – Jill Bartlett**

Jill shared that we had 1,049 attendees at the health fair in January, up from 623 attendees in 2017. There were 248 employees who completed Quest biometric screenings, 69 people received flu vaccines, and 59 women received mammograms. We had 87 exhibitors this year, 120 employees received free chair massages, 92 received free hearing screenings, 28 people received RightWay imaging screenings, and 24 car seat installations were completed. Next year's health fair will be held January 26, 2019. We are considering beginning the health fair earlier next year to accommodate for the additional screenings that have been added.

## **Wellness Plan 2018 Update – Jill Bartlett**

The Step Up Your Game and 60 Days to Change wellness challenges began February 12, 2018 and will end April 8, 2018. Challenge participants receive weekly emails with tips on how to improve fitness and achieve a higher step count (Step Up Your Game), and/or how to improve financial wellness (60 Days to Change). For the Step Up Your Game challenge, if employees reach 200,000 steps individually, they are eligible to win a prize. Not all team members are required to reach the 200,000 step goal for other team members to earn a prize. Any individuals on the team who reach the goal will receive a prize. The financial challenge is a personal, confidential, individual challenge, so prizes will not be awarded.

There will be an additional spring challenge, Mission Nutrition, which will be held April 16 – May 13, 2018. Registration opens April 2, 2018. Employees can participate in this nutrition-based challenge as an individual or on a team, but prizes will not be awarded.

## **Options for Medical Care – Tiffany Mattfeld**

Tiffany reviewed the information in the spring *For Your Benefit* newsletter detailing the different types of medical care you can obtain, depending on your need and symptoms. The Conroe ISD Employee Health & Wellness Centers, Teladoc, walk-in clinics, and urgent care centers provide appropriate care for a variety of non-life-threatening, minor problems. Using these facilities rather than emergency rooms can help members avoid long wait times and

reduce out of pocket costs. It also helps reduce costs to our plan for non-emergency care in an emergency room, which equated to \$1.2 million for 547 visits last plan year.

Cristal Pitre, Aetna Account Manager, shared that the Aetna app can assist employees with finding the urgent care, walk-in clinic, etc. closest to them if one needs to make a quick decision about where to find care.

### **Representative Reports**

#### **First Financial – Dawson Schnautz**

Dawson announced that Mack Whiteman will be retiring effective April 30, 2018, and JR Cornejo will be assuming the role of Senior Account Executive on May 1, 2018. Mack's retirement party luncheon is April 26, 2018 at 12:00 PM at the First Financial offices. The committee is invited to join in celebrating Mack's retirement.

#### **Aetna – Cristal Pitre**

The Teladoc utilization for CISD is very impressive – over 226 employees have used Teladoc since it became available September 1, 2017.

#### **Financial Report on Self-Funded Health Insurance – Darrin Rice**

Total revenues for February were \$3,985,962, while total expenses were \$3,221,101, which resulted in revenues over expenses of \$764,862. The year-to-date fund balance is \$3,716,032. There were 623 visits to the CISD clinics in December, 597 visits in January, and 590 visits in February. There has been a favorable increase in the number of visits to the CISD clinics over last year, which helps lower our medical plan expenses.

#### **2018-2019 Medical Plan Presentation – Darrin Rice**

Darrin reviewed the medical plan options for next year and presented the following recommendation:

- Aetna Whole Health:
  - Raise premiums across all coverage tiers
  - Increase deductibles and out-of-pocket maximums for Tier 2/Aetna Select
  - Increase the Emergency Room cost share
- High Deductible Health Plan:
  - Reduce premiums across all coverage tiers
  - Increase deductibles and out-of-pocket maximums

The committee approved the medical plan recommendation by majority vote. The committee's recommendation will be reviewed in a Board of Trustees workshop April 3, 2018, and it will be an agenda item at the Board of Trustees regular meeting April 17, 2018.

### **Other Issues**

No additional issues.

### **Agenda Items for Next Meeting**

Next meeting is April 11, 2018 at 4:00 PM. Voluntary plans for 2018-2019 will be discussed.

### **Adjournment**

5:17 PM