

Minutes of the Monthly Meeting of the Conroe ISD Employee Benefits Committee March 8, 2017

The meeting was called to order at 4:00 p.m. by Julie Roth. The following members were present: Glenda Babauta, Jill Bartlett, Karen Brown, Debbie Burns, Laura Carter, Shelly Cartwright, Ki Clarke, Robert Derheim, Donna Fisher, Roger Garvey, Paula Green, Joni Hamilton, Chris Hines, Tami Lowrie, Tiffany Mattfeld, Lora Pennington, Jan Protteau, Darrin Rice, Julie Roth, Kathy Sharples, Janice Tantillo, Dale Ward, and Dena Weaver.

Also in attendance were: Terry Brown (T. Ross Brown & Associates), Hailey Pellon (CISD Benefits Office), Wayne Parker (Aetna), Brian Croce (Aetna), Dawson Schnautz (First Financial) and Mack Whiteman (First Financial).

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

Financial Report on Self-Funded Health Insurance – Darrin Rice

Total revenue for December through February was \$11,298,154, and total expenses were \$9,634,262. The fund has a positive year-to-date balance of \$3,285,171. Darrin said that the changes we made to the plan for this year seem to be working, and although it is still early in the plan year, we are trending in a good direction. Darrin reminded the committee that we need approximately \$5 million in reserves to pay run-off claims if we decided to make major changes to the plan.

The total number of visits to the Conroe ISD Employee Health & Wellness Center for December was 479, with 434 visits in January, and 393 visits in February, for a total of 2,604 visits year-to-date.

Health Fair Recap – Jill Bartlett

Jill shared that we had 623 attendees at the health fair in January. There were 248 employees who completed Quest biometric screenings, 30 people received flu vaccines, and 36 women received mammograms. We had 95 exhibitors this year. Next year's health fair will be held January 20, 2018.

American Journey Health Challenge Update – Jill Bartlett

The dates for the American Journey health challenge are February 6-April 2, 2017. Weekly emails are sent to challenge participants with tips on how to improve fitness and nutrition. If employees reach 40 activity points individually, they are eligible to win a prize. Not all team members are required to reach the 40-point goal in order to win a prize. Any individuals on the team who reach the goal will win a prize.

Employee Wellness Center Update – Tiffany Mattfeld

Tiffany shared that Frank Pawlak has interviewed and been hired as the new full-time provider for the center. He is scheduled to start April 10, 2017. In February, a new part-time practitioner and a third medical assistant were added to enhance the patient experience. The center will be fully staffed while Mr. Pawlak completes the onboarding process with Memorial Hermann.*

There have been some restrictions in place regarding patients who had Medicare or Medicaid, and the center has not historically been able to treat them. However, we recently received approval from the Memorial Hermann legal department to treat any patient, regardless of Medicare or Medicaid entitlement.

The walk-in policy at the center has also changed to accept only sick visits on a walk-in basis, and they will stop accepting walk-in patients 45 minutes prior to closing to ensure all patients can be seen during office hours. If patients need a physical or another type of well-visit conducted, they should be sure to make an appointment.

Julie Roth shared that her recent clinic visit was a great experience and she was glad to see feedback and concerns that were previously shared have been addressed.

Voluntary Benefits – Tiffany Mattfeld

For the 2017-2018 plan year, all voluntary carriers will not require a rate increase, with the exception of VSP, our vision provider. There will be a 4.6% increase in vision premiums next year, with the greatest increase being less than \$2.00 per month. Hospital indemnity premiums with Humana will decrease by 20%.

Our PDN dental plan is our self-funded plan, and we have not set rates for next year yet. Aetna offered to extend the PDN administration services contract through August 2019 to align with our medical contract renewal date.

Unum offered full open enrollment of group term life insurance for the new plan year. Anyone not currently on the plan would be eligible to enroll in up to \$200,000 and would not be required to answer a medical questionnaire in order to obtain coverage.

The committee voted and approved the voluntary benefits recommendation for the 2017-2018 school year (accept vision rate increase, accept hospital indemnity rate decrease, renew with current carriers, extend PDN contract with Aetna through August 2019, and offer full group term life open enrollment).

* Memorial Hermann notified the District on March 20, 2017, that Frank Pawlak rescinded his acceptance of the employment offer. They are aggressively seeking a provider to fill the full-time position.

Representative Reports

- **Aetna – Wayne Parker and Brian Croce**

Wayne and Brian introduced themselves to the committee, and explained their roles with Aetna as they relate to CISD.

Wayne and Brian also presented information to the committee about Teladoc, which is a telephonic provider visit. This is a great option for people who are sick and do not feel like leaving home to visit the doctor. In addition, it would potentially cut down on ER and urgent care visits, which would be a significant savings to the health plan.

Teladoc provides 24x7, on demand access to board-certified doctors via telephone. You can also use your cell phone to send photos to the doctor. These doctors can prescribe medications for conditions such as sinus problems, urinary tract infections, pink eye, bronchitis, respiratory infections, nasal congestion, allergies, flu, cough, and ear infections. The service can be used nationwide, so it is convenient to members if they are on vacation. The average call back time for a consult is 16 minutes, and the charge to plan members would be \$45 per visit. You can use your flexible spending debit card to make the copay, or you can use a major credit card.

- **First Financial – Dawson Schnautz and Mack Whiteman**

Dawson confirmed that First Financial has reinforced customer service expectations with the carriers of our voluntary benefits to ensure that we are receiving the best service possible.

- **T. Ross Brown & Associates – Terry Brown**

Terry shared how happy he is that the health plan has a positive fund balance and said that we are on the way to building the reserves we need.

Other Issues

Julie voiced concern over Tier 1 doctors telling patients that they are leaving the network and will no longer be able to see them, when they are actually just moving from Tier 1 to Tier 2. Wayne shared that he has been talking with the Memorial Hermann team and will be addressing concerns in further detail.

Agenda Items for Next Meeting – Paula Green

Next meeting is April 12, 2017 at 4:00 PM. Committee members should email any topics for the next meeting to Paula. There may be a need for an additional meeting to review the health plan changes for 2017-2018. More information will be communicated by Paula via email.

Adjournment

5:03 PM