

Minutes of the Monthly Meeting of the Conroe ISD Employee Benefits Committee April 11, 2018

The meeting was called to order at 4:03 p.m. by Julie Roth. The following members were present: Jamie Almond, Jill Bartlett, MaryEllen Bryant, Debbie Burns, Laura Carter, Shelly Cartwright, Janet Emmons, Donna Fisher, Paula Green, Chris Hines, Tami Lowrie, Tiffany Mattfeld, Jan Protteau, Darrin Rice, Julie Roth, Kathy Sharples, and Dale Ward.

Also in attendance were: Mack Almendarez (First Financial), Mack Whiteman (First Financial), JR Cornejo (First Financial), Terry Brown (T. Ross Brown & Associates) and Sandra Moreno (CISD Transportation).

Paula opened the meeting by thanking Janet Emmons (CISD) and Mack Whiteman (First Financial), two committee members who have served the committee for many years and who will be retiring this spring.

Approval of March meeting minutes – Julie Roth

The March meeting minutes were approved by the Committee.

Financial Report on Self-Funded Health Insurance – Darrin Rice

Total revenues for March were \$4,037,710, while total expenses were \$4,092,616, which resulted in revenues under expenses of \$(54,906). The year-to-date fund balance is \$3,653,107.

There were 468 visits to the CISD clinics in March, for a total of 3,804 visits year-to-date. There has been a favorable increase this year in the number of visits to the CISD clinics, which helps lower our medical plan expenses.

Wellness Challenge Update – Jill Bartlett

The Step Up Your Game and 60 Days to Change wellness challenges were February 12-April 8, 2018. Employees were allowed to record activity through April 12, 2018. Of the 816 employees registered for the challenge, 264 achieved 400,000 steps or greater, and 112 achieved 200,000-399,999 steps. These participants will each receive a prize for their efforts.

The final spring wellness challenge, Mission Nutrition, will be held April 16-May 13, 2018. Registration opened April 2, 2018. This will be an individual or team-based nutrition challenge, but prizes will not be awarded.

Voluntary Benefits – Tiffany Mattfeld and Terry Brown

DMO rates will increase 3% across all four tiers. For critical illness, there will be an increase of \$10,000 in the guarantee issue for new policies, but no rate increases.

Because Humana will no longer offer voluntary benefits, JR Cornejo reviewed the various options for hospital indemnity insurance, including a comparison of proposed premiums and benefit design. Aetna was chosen as the new hospital indemnity carrier.

Disability rates through Standard will increase 4% next year, but it is important to note that there has not been an increase in rates in ten years.

Aetna In Touch Care is a new offering that will replace the current Aetna Disease Management program, adding some additional outreach to members with specific diseases and health issues. The goal of this program is to ensure that members receive the best care possible and assist them to enjoy healthier lives.

Other Issues

Tiffany reminded the committee about the upcoming annual enrollment, including deadlines, locations where assistance will be provided, and how employees will be reminded to enroll.

Darrin invited the committee members to attend the April CISD Board of Trustees meeting, where they were expecting the Board to approve the Committee's recommended medical plan changes for 2018-2019.

Terry shared that CISD and Aetna continue to look for options to support members with chronic diseases such as diabetes. One avenue for this is a partnership with Memorial Hermann to staff a Health Navigator at the CISD Employee Health & Wellness Center. This individual would help employees manage their chronic conditions with one-on-one counseling. Discussions are ongoing about implementing this additional level of support.

Agenda Items for Next Meeting

Since there is no remaining business for the committee this school year, there will not be a meeting in May. Paula again thanked the committee for their time and contributions this year. Existing members will be contacted in August about their intent to serve for the 2018-2019 school year, and the first meeting in September. Members who know they are leaving the District or do not wish to serve again were asked to email Paula.

Adjournment

4:50 PM