

Minutes of the Monthly Meeting of the Conroe ISD Employee Benefits Committee April 19, 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, MaryEllen Bryant, Debbie Burns, Laura Carter, Shelly Cartwright, Ki Clarke, Dana Corbit, Robert Derheim, Donna Fisher, Kary Freemyer, Roger Garvey, Paula Green, Joni Hamilton, Chris Hines, Tami Lowrie, Tiffany Mattfeld, Brandy Norris, 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), and Mack Whiteman (First Financial).

American Journey Health Challenge Update – Jill Bartlett

Jill shared that the challenge ended April 2, 2017. 464 out of 816 registered participants won a prize for achieving the goal of 40 activity points. Prizes will be distributed to campuses and departments in early May.

The Power of 8 will be our summer challenge. It is a set of personal challenges employees can access from the www.LiveHealthyConroeISD.com portal. These challenges allow participants to plan a course of action for physical, nutritional, spiritual, social, emotional, and financial goals. Employees can join at any time. No prizes will be awarded for participation.

Employee Wellness Center Update – Tiffany Mattfeld

Tiffany shared that Frank Pawlak declined the offer as the new full-time provider for the wellness center, so Memorial Hermann is still aggressively seeking a new candidate. The District has also been working closely with Memorial Hermann to identify a North County location and anticipates an agreement will be signed soon. Tiffany also encouraged everyone to be sure to respond if they receive a survey by mail or email about a visit to the center; comment cards are also available onsite at the center. Patient feedback helps ensure the center is being run well and identifies opportunities for improvement.

Annual Enrollment 2017 Update – Tiffany Mattfeld

In June 2017, all CISD employees will receive a new quick reference guide in the mail for annual enrollment, which will highlight plan and premium changes. The comprehensive benefits guides that have been previously printed will now only be available online, with printed copies available to any employees who request them.

Annual Enrollment will be held July 1-31, and First Financial Administrators will provide enrollment assistance at both The Woodlands College Park High School and Conroe High School 9th Grade Campus (due to construction this summer at Conroe High School). Aetna will be

available at each enrollment location on Mondays, except July 3, to answer questions about the medical and dental plans. **All employees** must enroll or decline coverage by July 31, 2017.

Financial Report on Self-Funded Health Insurance – Darrin Rice

Total revenue for March was \$3,754,499 and total expenses were \$3,707,141. The fund has a positive year-to-date balance of \$3,306,908. However, March through August are the highest claim months for the plan. Between March and August 2016, the plan lost approximately \$2.5 million.

The total number of visits to the Conroe ISD Employee Health & Wellness Center for March was 477, for a total of 3,077 visits year-to-date.

2017-2018 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 out-of-pocket maximums for Tier 2/Aetna Select
- High Deductible Health Plan:
 - Re-open enrollment to all employees and make it the lower cost option for ACA compliance
 - Increase deductibles and out-of-pocket maximums
 - Add ER copay on top of deductible and coinsurance
 - Replace pharmacy copays with deductible and coinsurance

The recommendation also included changing the pharmacy plan formulary to address continuing cost increases in this area. The committee unanimously approved both the medical plan recommendation and the addition of Teladoc telemedicine services through Aetna. The committee's recommendation will be an agenda item at the next regular Board meeting on May 16, 2017.

Agenda Items for Next Meeting – Paula Green

After confirming with committee members that there are no issues to discuss at the next meeting, Paula announced the committee will not meet May 10, 2017. She also thanked the committee for their hard work this year and wished them a safe and happy summer.

Paula also recognized all of Ki Clarke's graphic design contributions to our recent health fair.

Adjournment

4:48 PM