

Minutes of the Monthly Meeting of the Conroe ISD Employee Benefits Committee September 13, 2017

The meeting was called to order at 4:00 p.m. by Paula Green. The following members were present: Jamie Almond, Jill Bartlett, Karen Brown, MaryEllen Bryant, Debbie Burns, Laura Carter, Shelly Cartwright, Ki Clarke, Robert Derheim, Janet Emmons, Donna Fisher, Kary Freemyer, Roger Garvey, Paula Green, Tiffany Hartwell-Young, Sherry Howard, Tiffany Mattfeld, Jan Protteau, Darrin Rice, Julie Roth, Kathy Sharples, Janice Tantillo, and Dale Ward.

Also in attendance were: Terry Brown (T. Ross Brown & Associates), Wayne Parker (Aetna), Mack Almendarez (First Financial), Dawson Schnautz (First Financial), Cherie Shelton (First Financial), and Mack Whiteman (First Financial).

Welcome – Paula Green

Paula expressed her appreciation for returning committee members, welcomed new members of the 2017-2018 committee, and facilitated committee member introductions. Paula also reviewed the purpose of the committee and the responsibilities of members.

Financial Report on Self-Funded Health Insurance – Darrin Rice

Total revenue for 2016-2017 was \$44,981,346 and total expenses were \$41,601,858, which resulted in a positive fund balance of \$3,379,488.

The total number of visits to the CISD Employee Health & Wellness Center in 2016-2017 was 5,100, which is a decrease of approximately 1,500 visits from the prior year. Darrin and Terry Brown reminded the committee how important it is to utilize the clinics. If we do not use the clinics to their capacity, the District may not be able to continue providing this benefit.

Several committee members then shared their recent positive experiences at both clinic locations.

Nominations for Committee Chairperson – Paula Green

Paula explained the role of the committee chairperson. A vote was held and approved to elect Julie Roth as chairperson for 2017-2018.

Recap of 2017-2018 Annual Enrollment – Tiffany Mattfeld

Tiffany shared that the District had a very successful annual enrollment. 8,223 employees were required to enroll and 97% of those employees completed the process. Approximately 1,100 employees used FFGA for enrollment assistance. 232 employees did not participate in enrollment, and they were mailed a letter letting them know their insurance would be carried over on a post-tax basis. If they were enrolled in the CISD Alternate Plan or a flexible spending account, those plans were terminated. Employees who were not previously enrolled in medical insurance were mailed a letter advising their next opportunity to enroll would be in July 2018 and that they needed to complete and return a medical waiver for ACA reporting purposes. Overall plan enrollment percentages remained relatively the same as the prior year.

Wellness Challenges for Fall 2017 – Jill Bartlett

Jill shared that two wellness challenges will be held this fall. Momentum, an activity-based challenge, will be held October 9 – November 19, 2017. Registration will occur September 27 – October 22. Employees can participate either individually or on a team, and a prize will be awarded at the end of the challenge to each participant who meets the goal. Prizes will be distributed in December.

The next challenge, Goodbye Stress, will be held November 27 – December 24, 2017, and employees can register on or after November 13. This is a personal challenge employees can access from www.LiveHealthyConroeISD.com that will help them tackle holiday stress. Employees can join at any time. No prizes will be awarded for participation.

Representative Reports

Aetna – Wayne Parker

A short video was shown about Aetna Navigator, Aetna's secure member website. The Aetna app was highlighted. It is available on both Android and iPhone and makes it easy to find care or look up claims when you are away from your computer. Information was shared about the changes to the back of the Aetna Whole Health medical plan ID cards, which now contain additional information about the plan, including both Tier 1 and Tier 2 benefits. This should help providers more easily confirm coverage for employees. Finally, the highlights of Teladoc, the new telemedicine benefit as of September 1, 2017, were shared; and it was announced that welcome kits are on the way to Aetna members. Everyone is encouraged to register in advance with Teladoc in order to expedite the process when a visit is needed. Also noted, Teladoc is currently waiving fees for individuals displaced by Hurricane Harvey; recipients of this service must use a dedicated phone number to receive the complimentary treatment.

First Financial – Dawson Schnautz and Cherie Shelton

Dawson shared information about the Flexible Spending Accounts (FSA), including the debit cards that employees are provided to use for FSA purposes, the requirements for submitting receipts, and allowable expenses. Cherie shared statistics about FSA usage for Conroe ISD and completed a demonstration for of the participant portal, such as how to establish an online account, upload receipts, view account balances, etc.

T. Ross Brown & Associates – Terry Brown

Terry congratulated the committee on their role in helping our health fund end the plan year with a positive balance. He also reminded everyone how important it is to use the CISD wellness clinics, so the District does not lose them as a benefit.

Other Issues

No additional issues.

Agenda Items for Next Meeting

Next meeting is October 11, 2017 at 4:00 PM.

Adjournment

5:03 PM