

Minutes of the Monthly Meeting of the Conroe ISD Employee Benefits Committee

February 11, 2015

The meeting was called to order at 4:00 p.m. by Ann Knoedl. The following members were present: Nicole Anderson, Debbie Burns, Shelly Cartwright, Ki Clarke, Cassandra Clevenger, Dan Cox, Donna Fisher, Paula Green, Joni Hamilton, Christa Haymark, Ann Knoedl, Tami Lowrie, Tiffany Mattfeld, John Nabors, Jan Protteau, Darrin Rice, Julie Roth, Kathy Sharples, Sharon Sterchy, Dale Ward, and Dena Weaver.

Also in attendance were Jill Bartlett (CISD), Judy Slater (Aetna), Brian George (Aetna), Mary Hasty (Aetna), Mack Whiteman (First Financial Administrators) and Terry Brown (T. Ross Brown & Associates).

Approval of Minutes

The minutes from the January 2015 meeting were approved.

Health Fair Recap - Paula Green

Overall, it looked like Health Fair attendance increased this year. There were some scanner issues which may have impacted the accuracy of the attendance numbers. The feedback from the surveys was very positive, and participants felt this was the best health fair so far. We had 81 exhibitors with 61 people attending the action series. The massages were a huge hit, and so were the mammograms. We administered 41 flu shots, and 251 out of 300 registered had blood drawn by Quest. We also had great door prizes this year. None of this would have been possible without the volunteers. Paula expressed her thanks to all of the Benefits Committee for their hard work. A special thank you was expressed to Aetna, First Financial, Dr. Sharon Sterchy, and Ki Clarke.

Financial Report – Darrin Rice

Darrin Rice gave a report on the health plan. Total revenue was \$14,635,354 and expenses were \$15,055,210, leaving a current balance of (\$419,856). Our average balance for 2014-2015 is (\$83,971); however, we are seeing a positive trend in the plan.

Profit Analysis of Wellness Center – Dan Cox

The wellness clinics are doing great. The Oak Ridge clinic treated approximately 526 patients in January 2015, and the Conroe clinic treated 170 patients. The number of visits does not include flu shots administered; these are just primary care doctor and sick visits. While the health plan actually loses money on the wellness centers, we continue to receive feedback that employees are really benefiting from them. If at any point the committee feels it is not worth it to continue having employee wellness clinics, it will be up for discussion at a future meeting.

Shape Up Houston – Jill Bartlett

We have 745 people registered, and a strong percentage of those people are regularly logging activity. Several people have already reached the 100 mile mark and others have completed Marathon In a Month. Shape Up Houston is impressed with our level of participation and would like our district to partner with other districts to share best practices. One of the most frequent questions asked about Shape Up Houston is if you can participate as a group. These challenges are set up as individual challenges or as a campus, not as a group option. Committee members were reminded that you can log your workouts either through the Shape Up Houston website, or through their mobile app. Flyers and a

Q&A documents have been emailed to all participants, and are available on the Human Resource Department's Shape Up Houston web page.

CISD Dental Plans – Tiffany Mattfeld

CISD has two dental options: an HMO and a Direct Dental plan. The dental HMO is offered through MetLife, and requires you to see HMO providers. Regular office visits require a copay, and if you need to see a specialist then you will need to have a referral. Preventive care is covered at 100% and the HMO plan has had steady rates for the past few years. However, there have been complaints about lack of provider choices and unsatisfactory experiences with the HMO providers in our area. The Direct Dental option through IMA allows you to go to any dentist, and you do not have to have a referral for specialty care. This is a reimbursement plan, where you are reimbursed a percentage of the dentist's charges. There are two types of plans: Plan A is a max of \$1200 per plan year, and Plan B is a max of \$800 per plan year. Both plans have a \$50 deductible per year. Complaints about this plan include the waiting period for root canals, crowns and orthodontia, preventive not being covered at 100%, the paperwork for the reimbursement is confusing, and there are lots of issues with open enrollment because IMA does everything manually. First Financial is open to looking at other options for different providers if that is what the committee would like. The committee agreed to have First Financial research other dental options and make a presentation at the next Employee Benefits Committee Meeting.

Representative Reports

Aetna – Judy Slater

Due to the recent promotion of Wayne Parker, CISD will now have a new Aetna Account Manager, Mary Hasty. Judy said she is still getting lots of questions about the RX plan and why the copays have changed for this year. The plan has changed, so the copays have increased. Generics are now \$15, brand name formulary is now \$45, brand name non-formulary is now \$75, and specialty pharmacy is now \$100. Judy also mentioned that employees have been receiving letters from Med Solution, which is a High Tech Radiology vendor. Doctors are supposed to get all high dollar tests pre-certified. If you get a letter denying the test, then you need to call your doctor first to make sure that they gave the testing facility enough information. Sometimes all that Aetna needs to approve the test is more information about why the test is being ordered.

First Financial – Mack Whiteman

Mack reminded everyone that First Financial is there to help if you have questions. Feel free to email him anytime.

Other Issues

Several committee members had specific questions about what the medical plan covers and about the difference in out-of-pocket requirements for a Tier 1 hospital vs a Tier 2 hospital. Judy Slater addressed these questions.

Agenda Items for Next Meeting

None

Date for Next Meeting

March 4, 2015

Adjournment

5:00 pm