

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

September 10, 2014

The meeting was called to order at 4:00 p.m. by Paula Green. The following members were present: Nicole Anderson, Terry Brown, Debbie Burns, Shelly Cartwright, Cassandra Clevenger, Dan Cox, Robert Derheim, Janet Emmons, Donna Fisher, Roger Garvey, Paula Green, Joni Hamilton, Christa Haymark, Chris Hines, Ann Knoedl, Tami Lowrie, Tiffany Mattfeld, John Nabors, Becky Page, Jan Protteau, Darrin Rice, Matthew Rickett, Julie Roth, Kathy Sharples, Elizabeth Strickford, Janice Tantillo, Rhonda Tate, Dale Ward, and Dena Weaver.

Also in attendance were: Jill Bartlett, Jamie Bone, Judy Haley, Terry Brown, Dawson Schnautz, and Mack Whiteman.

Approval of Minutes

The minutes from the April 2014 meeting were approved.

Financial Report on Self-Funded Health Insurance – Darrin Rice

Darrin Rice reported that the fund's total revenue for 2013-14 was \$32,934,869 and expenses were \$34,332,646, so that left a negative fund due to summer appointments. We expect the fund's shortfall to improve over the next few months. The new plan year started September 1, 2014.

Recap of 2014-2015 Annual Enrollments – Tiffany Mattfeld

Tiffany thanked First Financial for their assistance in making Open Enrollment 2014 successful. Tiffany reported that we had the highest percentage of enrollees ever during open enrollment, with just a small number of employees who did not enroll. Those employees had their benefits continued post-tax, with the exception of the alternate plan, dependent care and medical flexible spending accounts, which were canceled if the employees did not enroll. A letter was sent to each employee who did not enroll.

Sick Leave Pool Policy Change 2014-2015 – Paula Green

Paula reported that extra time is needed to work on changes to the sick leave pool policy. At this time, the only change that was made was to cap the number of donated days an employee may receive for catastrophic leave at 30 (effective July 11, 2014).

Representative Reports

Aetna – Health Plan Questions from the Committee – Judy Haley/Wayne Parker

Judy spoke about the meetings that were held last spring about our new plan and how they were disappointed in the attendance. This could be a reason why the Benefits Office is receiving so many phone calls and emails from employees who do not understand the new plan and how it works. Employees had many opportunities to attend a meeting. Judy wants to work on a communication program that will help employees understand how the new plan works. We need to encourage the employees to read their benefits guides. There have been some glitches that are being worked on,

including Aetna Navigator not displaying Tier 1 doctors and specialist referrals not transferring automatically. Referrals are being loaded manually and they hope to have the process completed by the end of the week. Judy reminded the committee the cost structure of the plan is meant to drive people to use more Tier 1 physicians so that our plan costs will go down. A termination letter recently mailed by St. Luke's was brought up. Judy confirmed Aetna is currently in contract negotiations with St. Luke's and they hope to reach an agreement soon so there will not be an interruption in service. Judy also reminded the committee that members can change PCPs at any time.

Ideas were shared to use pop-up messages in FirstClass to pass along important information to employees.

First Financial – Dawson Schnautz

Products are set for this year. All voluntary benefits for 2015-2016 will be discussed at a later meeting. Dawson Schnautz asked for any ideas to improve enrollment. A question was asked regarding the FSA account balance at the end of the plan year. Any unused money left in the account at the end of the 2 ½ month grace period is refunded back to the District.

Consultant – Terry Brown

ACO is the step to help hold down costs. We want to be able to keep the costs down and affordable.

Other Issues

There was a question in regards to one of the Wellness Clinics and the clinic refusing to treat an employee because it was after 11:30 a.m. Tiffany addressed the issues and asked that the employee contact her so that the issue can be resolved.

Agenda Items for Next Meeting

Nothing was mentioned, so Ms. Knoedl asked the committee to email Ms. Green if something needs to be added to the agenda for next time. Next meeting will be at Conroe High School LGI.

Adjournment

4:59 pm