

Minutes of the Monthly Meeting of the Conroe ISD Employee Benefits Committee April 13, 2016

The meeting was called to order at 4:00 p.m. by Paula Green. The following members were present: Jill Bartlett, Debbie Burns, Shelly Cartwright, Robert Derheim, Janet Emmons, Donna Fisher, Paula Green, Joni Hamilton, Chris Hines, Ann Knoedl, Anthony Livecchi, Tami Lowrie, Tiffany Mattfeld, John Nabors, Jan Protteau, Darrin Rice, Zina Robinson, Julie Roth, Amy Sharp, Kathy Sharples, Janice Tantillo, Dale Ward, and Dena Weaver.

Also in attendance were: Terry Brown (T. Ross Brown & Associates), Hailey Pellon (CISD), Judy Slater (Aetna), and Mack Whiteman (First Financial).

Approval of Minutes

The minutes from the March 2016 meeting were approved.

Wellness Plan Update – Jill Bartlett

785 people are currently registered in the Road to Rio fitness challenge. The challenge ends April 22. Everyone who makes it to Rio will be entered to win a prize. If an employee registered prior to March 13 and specified a shirt size, they will receive a t-shirt as well.

Financial Report – Darrin Rice

Total revenue for 2015-2016 is \$23,513,618 and total expenses are \$23,213,033, resulting in a positive fund balance of \$300,585.

In March, the Oak Ridge Clinic had 497 visits; and the Conroe Clinic had 118 visits, for a total of 615. The total number of visits year-to-date since September 1, 2015 is 4,613. Darrin mentioned that we could potentially save approximately \$250,000 per year if the Board approves Memorial Hermann to take over management of the clinic in June.

2016-2017 Medical Plan Presentation – Darrin Rice

At the March meeting, the committee agreed on a recommendation for the 2016-2017 plan changes that require a funding amount of \$44,930,000. Terry Brown presented this recommendation to the Board at their workshop on April 5, 2016. The Board is expected to vote on the plan changes and rates for next year at the Board Meeting on April 19, 2016.

Terry Brown noted that compared to TRS, CISD's medical plan premiums continue to be lower than the TRS plans, and TRS rates are expected to increase next year as well. For 2016-2017, the proposed CISD Aetna Whole Health rates for Employee Only coverage will increase from \$104 per month to \$128 per month, which is as high as we can go and still meet Affordable Care Act affordability requirements. Employee + Child(ren) rates will increase from \$384 per

month to \$484 per month, Employee + Spouse rates will increase from \$496 per month to \$790 per month, and Employee + Family rates will increase from \$808 per month to \$908 per month. Rates for the members of the high deductible plan that is closed to new enrollments will increase as well. These rates will still be very competitive in the market and significantly under what TRS members will have to pay in other districts. Additionally, the Board will be asked to increase their contribution from \$428 per month to \$440 per month. The state requires that the District contribute only \$225 per month towards employee premiums.

Representative Reports

- **Aetna – Judy Slater**

Judy expressed her appreciation for all the hard work the team has done on the medical plan changes. Judy discussed the benefits of Aetna Case Management and how case managers help members who are diagnosed with serious conditions get the treatment they need, assist with medications, and ensure members are getting the appointments they need in order to get well.

- **First Financial - Mack Whiteman**

To help committee members better understand the options available to employees, Mack gave an overview of the three different life insurance policies that are offered: group term life insurance through Unum, individual term life insurance through American Fidelity, and universal/permanent life insurance through Texas Life.

Other Issues

No additional issues.

Agenda Items for Next Meeting

Next meeting is May 11, 2016 at 4:00 PM.

Adjournment

4:32 PM