

Minutes of the Monthly Meeting of the Conroe ISD Employee Benefits Committee September 13, 2023

Tiffany Mattfeld called the meeting to order at 4:32 p.m. The following members were present at the meeting: Jill Bartlett, Randy Bass, MaryEllen Bryant, Debbie Burns, Carol Carter, Shelly Cartwright, Cheryl Dentler, Erica Falcon, Karen Garza, Paula Green, Trevor Hautajarvi, Anne Kobitter, Christell Marshall, Tiffany Mattfeld, Imelda Mercado-Uribe, Debbie Petry, Marsha Skinner, Yaddira Smalls, Janice Tantillo, and Taylor Turner.

Also in attendance were: JR Cornejo (First Financial), Matthew Moncivais (Gallagher), Yanelyz Rivera (First Financial), Dawson Schnautz (First Financial), and Judy Wold (CISD Benefits).

Welcome and Introductions – Tiffany Mattfeld

Tiffany welcomed Committee members and guests to the meeting, shared the purpose and function of the Committee, and attendees introduced themselves to the group.

Approval of April 2023 Meeting Minutes – Tiffany Mattfeld

The minutes from the April 2023 meeting were approved.

Bylaws and Meeting Norms – Tiffany Mattfeld

Tiffany shared the purpose of the Committee bylaws, and reviewed the Committee norms.

Selection of Committee Chairperson – Tiffany Mattfeld

Tiffany shared that the Committee needed to select a chairperson for this year and that an existing member had volunteered to serve. A vote was approved to elect Christell Marshall as the Committee's chairperson.

Financial Report on Self-Funded Health Insurance – Karen Garza

Karen shared that the health plan operated at a loss during the summer, which is normal for our plan. However, for the year overall, total revenue was \$53,125,186 and total expenses were \$52,109,060, which resulted in a positive year-to-date fund balance of \$1,016,127.

Current Enrollment Statistics – Tiffany Mattfeld

Tiffany shared current enrollment statistics based on the annual enrollment period held during July 2023. For the employees who did not participate in annual enrollment, most plans would continue on a post-tax basis; if they were enrolled in the CISD Alternate Plan, Health Savings Account, Dependent Care FSA, or Health FSA, those plans were terminated. Their next opportunity to enroll or make changes will be July 2024. Employees not enrolled in the health plan are also required to complete and return a group health plan waiver for ACA reporting purposes. Overall plan enrollment percentages remained relatively consistent with the prior year, with 6,126 employees enrolling in the three Blue Cross and Blue Shield medical plans (Blue Premier: 1,161; Blue Essentials: 3,931; Blue Choice PPO: 1,034). Enrollment in other plans mirrored previous years' enrollment.

Wellness Updates: Healthy You and Employee Health Fair – Jill Bartlett

Jill shared an overview about Healthy You, CISD's wellness program, including how to earn points in order to be eligible for a drawing for Rewards Mall Credits that can be redeemed for prizes. Information was also

shared about the upcoming wellbeing challenge, Ramp It Up, which begins October 9, 2023, and ends November 9, 2023. The challenge focuses physical activity and how many steps you walk each day. Registration for the challenge closes October 15, 2023. Additional details can be found at Conroe.livehealthyignite.com.

Jill also shared information about the upcoming Employee Health Fair on January 27, 2024, at The Woodlands College Park High School. Additional details will be shared at upcoming meetings.

Representative Reports

First Financial Administrators – JR Cornejo and Dawson Schnautz: JR shared about the Employee Benefits Center that First Financial provides, where employees can access information such as brochures, contact numbers, and claims forms for the various benefits that Conroe ISD offers. The site can be accessed at www.benefits.ffga.com/conroeisd. Dawson introduced himself and shared the services that First Financial provides for the District.

Gallagher – Matthew Moncivais: Matt shared about Gallagher’s role with Conroe ISD.

Other Issues

MaryEllen requested clarification on the process for donated days.

Agenda Items for Next Meeting – Tiffany Mattfeld

None

Adjournment

5:08 PM