

Minutes of the Monthly Meeting of the Conroe ISD Employee Benefits Committee September 11, 2019

Paula Green called the meeting to order at 4:00 p.m. The following members were present: Jamie Almond, Jill Bartlett, Karen Brown, MaryEllen Bryant, Debbie Burns, Laura Carter, Shelly Cartwright, Cheryl Dentler, Robert Derheim, Donna Fisher, Roger Garvey, Paula Green, Joni Hamilton, Chris Hines, Lanell James, Tami Lowrie, Tiffany Mattfeld, Melissa Mitchell, Nolan Neugebauer, Jan Protteau, Darrin Rice, Julie Roth, Kathy Sharples, Yaddira Smalls, Brittany Theiss, Franique Wallace, Dale Ward, Eve Whiteside, and Denae Wilker.

Also in attendance were: Mack Almendarez (First Financial), Terry Brown (T. Ross Brown & Associates), Angela Burk (CISD Benefits), Charles Carter (UnitedHealthcare), JR Cornejo (First Financial), Kathlyn Crabtree (CISD Benefits), Marcy Egras (UnitedHealthcare), Dr. Leonardo Espitia (Kelsey-Seybold), Darlene Holleman (UnitedHealthcare), Barbara Laible (Kelsey-Seybold), and Troy Tucker (Kelsey-Seybold).

Welcome – Paula Green

Paula expressed her appreciation for returning committee members, welcomed new members of the 2019-2020 committee, and facilitated committee member introductions. Paula also reviewed the purpose of the committee and the responsibilities of members.

Approval of Meeting Minutes – Paula Green

The minutes from the April 2019 meeting were approved.

Selection of Committee Chairperson – Paula Green

Paula shared that the Committee needs to select a chairperson for this year and that several members had volunteered to serve. Paula said she would email a list of nominees to the committee after the meeting, and that members will vote for the chairperson via email. The chairperson will be announced at the October meeting.

Recap of 2019-2020 Annual Enrollment – Tiffany Mattfeld

Tiffany shared that the District had a very successful annual enrollment. Overall, 8,446 employees were required to enroll and 97.5% of those employees completed the process. First Financial provided face-to-face assistance to 2,385 employees seeking help with enrollment. For the 215 employees who did not participate in enrollment, the CISD Benefits Office mailed letters advising them their insurance would carryover on a post-tax basis. If they were previously enrolled in the CISD Alternate Plan or a flexible spending account, those plans were terminated. Letters to employees who were not previously enrolled in medical insurance informed them their next opportunity to enroll would be July 2020 and that they needed to complete and return a group health waiver for ACA reporting purposes. Overall plan enrollment percentages remained relatively consistent with the prior year, with 5,495 employees enrolling in the three UnitedHealthcare medical plans (Charter Kelsey-Seybold: 1,694; Choice Plus HDHP: 560; Nexus ACO R Memorial Hermann: 3,241).

Financial Report of Self-Funded Health Insurance – Darrin Rice

Total revenue for August 2019 was \$4,046,728 and total expenses were \$4,876,616, which resulted in a negative fund balance of \$829,888. Year to date, total revenue was \$49,594,044 and total expenses were \$49,177,190, resulting in a positive fund balance of \$416,854.

The total number of visits to the CISD Employee Health & Wellness Center for the month of August was 519, for a total of 6,297 visits year-to-date. Darrin indicated that employee participation in clinic visits remains strong.

Tiffany shared that due to patient volume, the Center recently added an additional provider and medical assistant, as well as expanded its office hours. The new hours for the clinic are:

Monday – Thursday: 7:00 a.m. – 6:00 p.m.

Friday: 7:00 a.m. – 4:00 p.m.

Saturday: 7:30 a.m. – 12:30 p.m.

Representative Reports

First Financial Administrators – Mack Almandarez, JR Cornejo

Mack introduced himself and encouraged the committee to provide feedback about how First Financial can improve annual enrollment. He also introduced JR and explained his role with the District.

UnitedHealthcare (UHC) – Darlene Holleman, Marcy Egras, Charles Carter

Darlene introduced her team from UHC, and suggested that she present a topic each month that will be beneficial regarding how best to utilize the medical coverage, such as the Health4Me app, the MyUHC.com website, etc.

Kelsey-Seybold – Dr. Espitia, Barbara Laible, Troy Tucker

The Kelsey-Seybold team introduced themselves and indicated that they had already seen over 300 plan participants in the first week of September. They shared that to best meet their patients' needs they offer same-day appointments, medication refill requests through their app, and video visits.

T. Ross Brown & Associates – Terry Brown

Terry shared that he believes we are well positioned to have a very successful year, and he anticipates great feedback about the addition of the Kelsey-Seybold plan.

Other Issues – Paula Green

Paula shared that if committee members have issues that should be discussed for the benefit of the group, they are welcome to voice those concerns or questions at meetings. If a committee member or employee experiences an individual issue, committee members can write those down on response cards provided at the committee meetings, and the CISD Benefits Office will respond accordingly. Paula then outlined the process for reviewing and approving the minutes of each committee meeting.

Agenda Items for Next Meeting

Next meeting is October 9, 2019, at 4:00 p.m.

Adjournment

4:39 PM