

# **Minutes of the Monthly Meeting of the Conroe ISD Employee Benefits Committee February 10, 2016**

The meeting was called to order at 4:03 p.m. by Paula Green. The following members were present: Jill Bartlett, Debbie Burns, Shelly Cartwright, Ki Clarke, Bonnie Cooper, Donna Fisher, Kelly Fuchek, Paula Green, Joni Hamilton, Christa Haymark, Chris Hines, Ann Knoedl, Anthony Livecchi, Tami Lowrie, Tiffany Mattfeld, John Nabors, Lora Pennington, Jan Protteau, Darrin Rice, Zina Robinson, Julie Roth, Kathy Sharples, Janice Tantillo, and Dale Ward.

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

## **Approval of Minutes**

The minutes from the November 2015 meeting were approved.

## **Health Fair Recap – Paula Green**

Paula thanked everyone for their hard work at the Health Fair. It was our most successful fair yet. We had many new people attend, new exhibitors, and we are excited that we were able to help people take steps to become healthier. There were 615 attendees, 77 exhibitors, 244 Quest screening participants, 92 massages given, and 35 flu shot recipients.

## **Wellness Challenge Update – Jill Bartlett**

Jill announced our new wellness challenge: Road to Rio. During the challenge, participants will figuratively travel to Rio de Janeiro, Brazil, the site of the 2016 Summer Olympics, by recording physical activity each day. Those who complete their journey to Rio will be eligible to win prizes and gift cards. More information about registering will be coming out soon.

## **Wellness Clinic Update – Darrin Rice**

Darrin shared that the Employee Wellness Center continues to be a considerable benefit to employees, and approximately 2,000 employees and dependents have chosen the center as their primary care physician. He also informed the committee that our contract with H2U, the company that runs our Employee Health & Wellness Centers, will expire in early June. H2U will not be renewing our contract because they are not going to continue providing clinic management services. CISD has put the clinic management services out for bid and intends to have a new vendor in place by June 5, 2016, so that there is no disruption in service.

Staff at the South County clinic is employed by H2U, but we have been given permission to speak with them about continuing on with the new management company. Additionally, the North County clinic is closing completely. In order to continue serving employees all over the District, we are requesting that bidders include North County service options in their proposals.

## **Financial Report – Darrin Rice**

Total revenue for 2015-2016 is \$16,777,993 and total expenses are \$16,327,810 resulting in a positive fund balance of \$450,183. While we are currently \$450,000 in the positive, Darrin cautioned that we could lose that amount in one month if large claims are processed. As we prepare for budget season, Darrin said the committee needs to propose a medical plan that is

financially sound. If we stopped our plan today, we could have up to \$5 million in outstanding claims that would need to be paid.

The Oak Ridge Clinic had 564 visits in December and 508 in January, with a total of 1,072. The Conroe Clinic had 143 visits in December and 116 in January, with a total of 259. The total number of visits at both centers is 3,375.

### **Benefit Plan Review – Terry Brown**

Terry explained that we need to build up enough reserves so that we are on sound financial footing. The goal of a self-funded plan is to be self-sufficient and have enough money in the fund to cover unexpected expenses and high-dollar claims. The ACO plan has made a big difference in our medical claims experience and contributed to the ability to operate with a positive fund balance. However, the cost of prescription drugs continues to climb higher than anticipated. Terry advised he will come back to the committee next month with plan change recommendations for the next plan year.

Terry also suggested raising premiums for those covering dependents to be more in line with TRS prices as an additional measure for improving the financial soundness of the plan. The idea would be to make this a gradual process over several years. We also need to keep in mind the fees we incur as a result of the Affordable Care Act. For example, we just paid over \$800,000 in taxes to the U.S. government because we offer a self-funded medical plan.

With input from the committee, several options for the new plan year will be presented to the Board in April. To stay on schedule, the committee may be asked to meet one additional time in March.

### **Representative Reports**

- **Aetna – Judy Slater**

Judy noted they are working hard with Terry, HR, and Finance to present new plan options for next year. She also shared that RX is up 25-50% and that most of it is in Aetna Specialty Pharmacy. Judy also stated RX claims will likely get worse because most of the new drugs coming out will be considered specialty pharmacy medications.

- **First Financial – Mack Whiteman**

Mack presented overviews of the cancer, critical illness and hospital indemnity plans. These are considered “gap” plans that help cover out-of-pocket costs and losses in income that are not covered by medical insurance.

### **Other Issues**

No other issues.

### **Agenda Items for Next Meeting**

Next meeting is March 9, 2016 at 4:00 PM, with the possibility of an additional meeting before April 5, 2016.

### **Adjournment**

4:46 PM