

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

May 13, 2015

The meeting was called to order at 4:00 p.m. by Ann Knoedl. The following members were present: Debbie Burns, Shelly Cartwright, Ki Clarke, Cassandra Clevenger, Dan Cox, Robert Derheim, Donna Fisher, Paula Green, Christa Haymark, Chris Hines, Ann Knoedl, Tami Lowrie, Tiffany Mattfeld, John Nabors, Becky Page, Jan Protteau, Darrin Rice, Julie Roth, Kathy Sharples, Janice Tatillo, Rhonda Tate, Dale Ward, and Dena Weaver.

Also in attendance were Jill Bartlett (CISD), Judy Slater (Aetna), Mary Hasty (Aetna), Dawson Schnautz (First Financial Administrators, Inc.), Terry Brown (T. Ross Brown and Associates), and Mack Whiteman (First Financial Administrators, Inc.).

Approval of Minutes

The minutes from the April 2015 meeting were approved.

Financial Report on Self-Funded Health Insurance - Darrin Rice

The revenues for April were \$2,947,258. Expenses for April were \$3,477,346, which left the plan with a negative balance of \$530,088. We had 406 visits to the Oak Ridge CISD Employee Health and Wellness Center in April, and the Conroe location saw 147 patients, with a combined total of 553.

ShapeUp Houston Spring 2015 Report - Jill Bartlett

We had 158 people complete the Rethink Your Drink, 105 people complete the 100 Mile Club, and 241 complete the Walk a Marathon in a Month challenges in April. From February 1, 2015 through April 30, 2015, district employees lost a total of 1,419 pounds and walked a total of 178,534 miles.

By-laws Subcommittee - Paula Green

Paula expressed the need for volunteers to form a subcommittee to meet in September and review the by-laws. The by-laws govern how the committee functions, how committee members are chosen, and how the meetings should be run. Paula indicated that she would send out the by-laws for review, and asked that volunteers for the subcommittee email her as soon as possible.

CISD Dental Plans: Recap and Selection Process - Tiffany Mattfeld

Tiffany reviewed the dental plan options from the previous meeting, including pros and cons of each plan. Two separate votes were held: one for the HMO plan and one for the self-funded plan. The self-funded vote was 100% in favor of switching to the Aetna PPO/PDN plan, and the HMO vote was 100% in favor of switching to the 4-tier Aetna DMO plan.

2015-2016 Health Plan Premiums - Dan Cox

Dan shared that although the District had hoped it wouldn't have to increase premiums next year, the plan had a spike in claims during April that required the Finance Department to go back and evaluate the fund. The result was that premiums would need to be increased slightly for next year. The district will also increase its contribution from \$198 per paycheck to \$214 per paycheck, or \$424 per month.

Representative Reports

✓ Aetna – Judy Slater

Judy discussed the new communications program, which will include postcards, newsletters, and other communications pieces to ensure that plan members have all the information they need about Aetna and other CISD benefits. Judy also shared that while premiums for the medical plan are changing for next year, all copays, deductibles, coinsurance amounts, prescriptions, and out of pocket maximums will remain the same. Finally, Judy shared that Aetna reps will be available on Mondays at the high schools during open enrollment to answer any questions about the medical and dental plans.

✓ First Financial – Dawson Schnautz & Mack Whiteman

Mack shared that they are preparing for the upcoming open enrollment for the new dental plan, and also discussed the new reporting requirements for the Affordable Care Act (ACA). Tiffany also expressed her appreciation that First Financial will be paying for the cost of printing the new benefits guides.

✓ Consultant – Terry Brown

Terry indicated that reporting compliance with the ACA is a big job, and our district is working hard on all the requirements. He also shared that it was a great decision that we chose to stay with the self-funded health plan instead of switching to the TRS-Active Care insurance.

Other

Becky Page was recognized for her service as a member and former chairperson of the committee. She retired at the end of the 2014-2015 school year.

Closing Remarks - Paula Green

Paula acknowledged today is the last meeting for this school year and thanked the committee members for their service. The dates for next school year's meetings are on today's agenda.

Adjournment

4:50 pm