

**Minutes of the Monthly Meeting of the
Conroe ISD Employee Benefits Committee
October 10, 2012**

The meeting was called to order at 4:00 p.m. by Kathy Sharples. The following members were present: Beth Blevins, Debbie Burns, Shelly Cartwright, Ki Clarke, Cassandra Clevenger, Dan Cox, Robert Derheim, Donna Fisher, Roger Garvey, Paula Green, Chris Hines, Holly Kinsey, Ann Knoedl, Tiffany Mattfeld, Ena McFarland, Duncan McGinnis, Larry Moore, Becky Page, Jan Protteau, Darrin Rice, Kathy Sharples, Sharon Sterchy, Elizabeth Strickford, Janice Tantillo, Rhonda Tate, Dale Ward and Dee Winslett.

Approval of the Minutes

The minutes of the March 7, 2012 meeting were approved.

Financial Report on Self-Funded Health Insurance (handout)

Darrin Rice reported on the Self-Funded Health Insurance Fund. For the month of September, the fund had a loss of \$189,523. Darrin noted that totals for 2011-2012 year showed a loss of \$3,448,576 in the fund. Some of this loss was associated with the start-up of the Employee Health Clinic. The District increased its contribution to the health fund by one million dollars for the 2012-2013 year to fund a portion of these losses. There was no increase in employee contributions (premiums). Funding of the health plan will be a high priority for the District in the coming months.

Review of Open Enrollment

Tiffany Mattfeld reported that enrollment went very smoothly. The district had the highest enrollment completion rate of the last five years. This happened due to the efforts of principals and departments encouraging employees to complete this task. There were 107 letters mailed to employees that did not submit enrollment elections, and only 57 were not previously enrolled in any benefits. The remaining 50 were able to keep most benefits, as after tax deductions permits employee to drop if desired.

Thank yous were extended to First Financial for printing Employee Benefits guides and for providing enrollment assistance at enrollment sites. Appreciation was given to Aetna for onsite representatives during the enrollment period and for providing postage for guide mail outs.

CISD Employee Health and Wellness Center Update

Dan Cox reported that September utilization of the CISD Employee Clinic was the largest to date. There were a total of 586 visits during the month. It is assumed that the recent benefits enrollment period probably benefited the Clinic. It is likely that the CISD Clinic also benefited from the closing of the Sadler Clinics.

Aetna is looking at health trends and will work with the district on improvements in the health program.

- ✓ Diabetes America is still looking for more participants.
- ✓ HCA Hospital has proposed free prostate screenings for the Health Fair.

Question from Committee: Are there special prevention updates for cancer patients?

Wayne Parker with Aetna answered that monthly information goes out with prevention information.

Best Doctors Update (handout)

Tiffany Mattfeld shared the Best Doctors report: September 1, 2011 through June 30, 2012.

52 calls, 11 Inter-Consultations, 1 Ask the Expert and 32 Find Best Doc referrals

The district is in the third year of a three year contract with Best Doctors. It offers a second opinion to

employees with an In-depth Medical Review for employees in 4-6 weeks. Ask the Expert provides advice in 3-5 days for medical conditions. Find Doctor referrals are also available. At this time, it is highly underutilized.

Health Fair – January 12, 2013

Dr. Kathy Sharples reported that the fair was successful last year due to the help of volunteers from the Employee Benefits Committee. This year's fair will be 9 am to 12 pm. It will start with blood testing at 8:30 am. Ki Clarke is preparing flyers for the fair. This year, a lecture series will be added with topics affecting the plan. The committee recommended that a popup be sent for advertising the fair to employees.

Representative Reports

✓ **First Financial, Dawson Schnautz**

Shared contact information and appreciates the opportunity to work with CISD.

✓ **First Financial, Mack Whiteman**

CISD had a good enrollment period this year. This is largely due to pre-benefit meetings on campus. These give employees a look at what's available to them. Some of the visits to onsite enrollment locations by employees were done to see if things were done correctly before submitting.

Question from Committee: Why was the enrollment period smoother this year?

Wayne Parker with Aetna answered that there was more online enrollment instead of site visits.

✓ **Wayne Parker, Aetna**

The recent closing of Sadler Clinic and the loss of Kelsey-Seybold as an in-network provider has helped with participation at the Wellness Clinic. Employees have started choosing it as their PCP. This has been a heavy catastrophic year. There will be a meeting soon to discuss trends for the year, hoping to see claims go down.

Selection of Committee Chairperson

Tim Douglas, TWHS, volunteered to serve as chairperson of the committee. He was nominated and voted in as chairperson for the 2012-13 year.

Other Issues/Agenda Items for Next Meeting

If there are ideas or recommended agenda items, email Kathy Sharples, Paula Green or Tiffany Mattfeld.

Date for Next Meeting

The committee agreed to waive the November 7th meeting. The next meeting will be January 9, 2013, before the Health Fair. Committee members were encouraged to sign up to volunteer via email.

Additional Points

- ✓ Dr. Hines shared that the first week in February there will be a meeting with the Board for a budget workshop. There will be some direction about the budget at that time.
- ✓ Email Tiffany Mattfeld if a vendor is interested in attending the Health Fair.

Adjournment

4:40 pm the meeting adjourned. The next meeting will be January 9, 2013.