

**THE SCHOOL DISTRICT OF LEE COUNTY  
MINUTES**

**Insurance Task Force Committee Meeting  
HR Community Training Room  
2855 Colonial Blvd. Fort Myers FL**

**Thursday, December 6, 2012**

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Members Present

Shandra Backens  
Rosemarie Bobbs  
Lisa Brown  
Leo Burt  
Karen Cooley  
Bonnie McFarland  
Jamie Michael  
Donna Mutzenard  
Tommy O'Connell  
Suzan Rudd

Members Absent

Steve Bowman  
Denise Carlin  
Mark Castellano  
Ami Desamours  
Leanne Migliore  
Joe Pescatrice, Retiree  
Liaison  
Rita Zazzaro

Others Present

Karen Toro, Florida Blue  
Karen Whitmore, Florida  
Blue  
Tammy Martin, Aon Hewitt  
Ellorine Jerhun, Aon Hewitt  
Terri Roney

The meeting was called to order at 3:05 PM.

Ms. Bonnie McFarland informed ITF members that Dr. Denise Carlin has been appointed as Executive Director of HR, and our new Board Liaison is Mr. Scott.

**Approval of Minutes – November 1, 2012**

Ms. Bonnie McFarland reviewed the draft 11/1/12 ITF meeting minutes, and asked if there were any further additions, deletions or corrections. None were requested. There being no other changes to the minutes, Ms. Jamie Michael made the motion to approve the minutes of the meeting. Ms. Rosemarie Bobbs seconded the motion; motion passed unanimously.

**Review of Health Plan Financials**

Health plan financial booklets from Aon were handed out to ITF members. Ms. Tammy Martin from AON Hewitt reviewed the updated Executive Summary noting that there was an influx of 5% in enrollment, or approximately 500 people in the last month. They became eligible for benefits on 10/01/12; therefore costs have risen, as claims have gone up. July claims were \$6.3 million, claims dropped down to \$5.3 million in August, and to \$5.2 million in September; October claims were \$5.9 million.

Assumptions were reviewed. Ms. Tammy Martin noted that actual costs are up 5%. Employee contributions went up due to the influx of new employees. The 2012-13 projections were reviewed, as well as updated projections on cost per employee per month for claims which is \$604. Projected incurred claims were also reviewed. Ms. Martin noted that the District is still on track and there are no concerns at this point.

Large claims were reviewed. Ms. Tammy Martin noted that catastrophic claims are reviewed so that patterns can be noted and the employee wellness program can target these health issues to help employees get healthier and avoid these catastrophic claims. Normally there are enough well people on a large plan to cover these catastrophic claims, and that is the case for the District.

The 3359 plan continues to be the best plan for the District. The other plans are spending more than they are taking in; however between all the plans, the District is at a 100% loss ratio. Incurred claims and expenses by plan did not change from last month. Enrollment by plan for 2012/13 and 2013/14 were reviewed.

Ms. Tammy Martin informed members that healthcare reform updates are included in their packets if they would like to review the information later. Ms. Bonnie McFarland informed the group that the District is in a very good position as far as healthcare reform items that are coming out for 2013-14. The District has already implemented most of the items that are going to be required. The biggest change will be the standard layout for providing information to employees, which is federally mandated six-page document. She noted that the ITF will look at some of the later-year implementations and have some serious conversations about them, including how much an employee can spend for their health insurance according to their gross income. Ms. McFarland also noted that a change we will see in January is that the value of the health care will be required to be on the W2s. Ms. Martin noted that the number on the W2 will include both the employer's portion and the employee's portion of healthcare costs.

### **Employee Wellness Update**

Ms. Bonnie McFarland informed ITF members that there have been a lot of developments in the Employee Wellness Program, and turned the floor over to Ms. Lisa Brown for updates. Ms. Brown informed the ITF that there are 15 sites scheduled for health screenings this year. Two were cancelled due to lack of participation. The grant recently received allowed her to buy movie tickets to give to employees as an incentive to attend a health screening. Between three sites this week, 240 people were screened. This is a 42% increase. At these screenings, 6 critical values were found and these employees have been referred to their physician for medical care. Ms. Brown noted that incentives are a very effective way to encourage employees to attend a health screening.

Ms. Karen Whitmore informed the ITF that she attended all of the health screenings and got a head start on getting new plan information out to employees. Ms. Whitmore noted that she distributed information on the new plans and the premiums, and the changes from the current plans. She noted that everyone was very receptive to the new plans and she hasn't had any negative comments. Everyone is positive about the new plans. Employees who currently have the 702 plan will save \$1,700 per year, and those who currently have the HMO plan will save \$1,200 per year.

Ms. Lisa Brown informed the ITF that a Department of Health grant was received for \$35,000 to target diabetes prevention. The goal is to prevent diabetes before it happens. 87% of people who went through the screenings last year were pre-diabetic. She is implementing a 16 week diabetes class. Employees will take a test and if they meet criteria, they can attend the program. The YMCA is running the program and as they can only accept self-pay, the cost must be paid by employees up front, and then they will be reimbursed by the District if they meet criteria. The grant will allow Employee Wellness to pay a \$100 incentive to employees if 13 of the 16 classes are attended, \$100 if they reduce their body weight by a minimum of 7%, and \$100 if they exercise a minimum of 150 minutes weekly, for a possible total of \$300 per employee.

Ms. Brown noted that Dr. Burke sent out an email to all employees encouraging them to use this program. Bonnie asked members to remind employees that there are wonderful resources on Lisa's website.

### **Open Enrollment Update**

Ms. Karen Cooley updated ITF members on open enrollment, reviewing the schedule for the benefit meetings which will be held at several different locations. A BCBS representative will be at each meeting. Vendors will also be at the meetings. Ms. Cooley noted that Disability Insurance has a new vendor this year, and there is no medical underwriting for new enrollees for disability insurance. There will be a benefit contact meeting on January 8<sup>th</sup>. The information about open enrollment is out on the website now, and benefit contacts have been encouraged to get the word out to employees that the information is now available.

Ms. Bonnie McFarland asked ITF members to take a look at the website and give us some feedback on any adjustments that are needed to make the website more clear. She also noted that Insurance & Benefits staff will also be at the TALC Rep meeting next week. She asked that ITF members share with staff that if anyone needs additional help, someone from Insurance & Benefits will come to their site and help them. The goal of the Insurance & Benefits department is to be an asset to employees and to the District.

### **EAP Addendum to Agreement**

This item will be covered at the next meeting, as the agreement from EAP has not yet been received.

### **Good of the Order**

ITF members discussed an issue an employee is having with the cancer insurance. Ms. Karen Cooley and Ms. Karen Whitmore will work with the employee to take care of the issue.

### **Adjournment**

A motion was made by Ms. Jamie Michael, seconded by Ms. Karen Cooley and unanimously carried to adjourn the meeting at 3:53 p.m.