

**THE SCHOOL DISTRICT OF LEE COUNTY  
MINUTES**

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

**Thursday, November 5, 2015**

---

<u>Members Present</u>	<u>Members Absent</u>	<u>Others Present</u>
Mark Castellano	Toni Abrams	Tammy Martin, Aon Hewitt
Karen Cooley	Shandra Backens	Keith Coghlan,
Brian Curls	Jimmy Riley	Aon Hewitt
William Grand	Suzan Rudd	Kim Howe, Aetna
Bonnie McFarland	Joe Pescatrice, Retiree	Pamela LaRiviere, Board
Jamie Michael	Retiree Liaison	Member
Leanne Migliore		Leo Burt
Donna Mutzenard		Debbie Durieux
Heather Parker		
Joseph Pitura		
Angela Pruitt		
Rita Zazzaro		

The meeting was called to order at 3:02 PM.

**Approval of Minutes – October 1, 2015**

Ms. Bonnie McFarland reviewed the draft 10/1/15 ITF meeting minutes, and asked if there were any edits or corrections. There being no changes to the minutes, Ms. Donna Mutzenard made the motion to approve the minutes of the meeting. Mr. Mark Castellano seconded the motion; motion passed unanimously.

**Review of Health Plan Financials**

Ms. Tammy Martin said they now have paid claims experience through September, 2015. They do not have any RX rebates, so they estimated those, included medical trend and expenses for the reports.

The updated projection is 4.8% below the 2015/16 budget.

September, 2015 paid claims, which include the run-out from Florida Blue, total \$5.3M. The average monthly paid claims for 2014/15 were \$5.4M. The year-to-date 2015/16 average monthly paid claims is \$4.9M.

The current medical plan enrollment for September, 2015 is 9,615. This number is lower due to the number of retirees. It was noted that as of October, total enrollment was over 10,000, and as of November 1, 2015, enrollment was over 10,200.

The year-to-date budgeted projection costs are at \$35,975,000. AON budgeted for a \$5M deficit; however, it appears the plan will have a \$3.4M surplus.

Ms. Bonnie McFarland reminded the group that based on this data, the ITF agreed to keep the medical plan rates the same for the 2016/17 plan year. That recommendation was taken to the Board & approved by the Board.

Ms. Tammy Martin indicated that there are six (6) claims over \$250,000. These claims total \$2.2M. She expects that one of these claims, and probably two of them will come off the large claim list. The amount of large claims is lower than what it has been in the past.

Ms. Heather Parker has been getting a lot of emails from employees who have said they were able to get off some, if not all, of their medications due to the wellness programs that they had participated in.

### **Health Care Reform Update**

Mr. Keith Coghlan provided some updates:

- Same-sex marriage was included in the definition of marriage on October 21, 2015 by the Internal Revenue Service. This definition would apply to all federal tax provisions where marriage is a factor, including income tax filing status, income tax exemptions and deductions, estate taxes, employment taxes, employee benefit plans, and individual retirement accounts.
- The same-sex marriage definition excludes domestic partnerships, civil unions, and other similar relationships from being treated as spouses, husbands, or wives.
- Inflation adjustments and contribution limits were added on October 21, 2015, to include: adoption assistance, the FSA annual dollar limit is \$2,550; personal exemption and standard deductions were raised for individual income taxes; and the monthly limit on qualified transportation benefits exclusion for qualified parking provided by an employer to its employees was increased.
- On October 23, 2015, the House passed the Reconciliation Bill, which would repeal pieces of the Affordable Care Act. The bill would repeal the health care reform law's individual and employer mandates, the "Cadillac" tax on high-cost insurance plans, as well as medical device tax. It would still need to be passed in the Senate. President Obama has stated that if he is presented with the bill, he will veto the legislation.
- The Equal Employment Opportunity Commission (EEOC), on October 29, 2015, released proposed regulations that would amend the regulations implementing Title II of the Genetic Information Nondiscrimination Act of 2008 as they relate to employer wellness programs. The proposed regulations would address the extent to which an employer may offer an employee inducements for the employee's spouse who is a participant in the employer's health plan.

Ms. Tammy Martin pointed out that they are now including some charts in the handouts since they now have enough data to prepare them.

## **EAP Discussion**

Ms. Pamela LaRiviere had asked about the EAP at the last meeting. It was tabled for further discussion at this meeting.

Ms. Pamela LaRiviere had met with John Cecil from Lee Memorial to discuss their program. Ms. LaRiviere felt we might want to rename the EAP to a more user friendly name. She feels employees are afraid to use the program because they are afraid their administrators will find out they went. Ms. LaRiviere wants the employees to get the help they need. She feels we need to broaden the assistance an employee can obtain from the EAP. It was suggested that a survey be done to find out what employees need. Ms. LaRiviere suggested that administrators be trained to recognize when an employee needs help and be able to point them in the right direction for the help. Some administrators are more approachable than others. Ms. LaRiviere also felt there is a need to make the current brochure more user friendly. There were suggestions to perhaps print business cards, or pass out refrigerator magnets with the EAP's phone number on it.

Ms. Bonnie McFarland shared that the EAP Consultants, Inc. was located in the Whiskey Creek area. Employees get eight (8) visits per single issue, so if someone went for assistance in dealing with a death in the family – they have 8 visits for that issue; later, if they needed some assistance in dealing with a teenager, they would have another 8 visits for that issue.

Ms. McFarland indicated that she could ask the vendor about providing assistance for financial services and bring that back at the next meeting.

Ms. McFarland informed the group that videos have been prepared by Amity's group, which will be posted on the website for open enrollment. An employee will be able to click on the video they are interested in at their convenience. She suggested that we could also do a video on the EAP for employees to view.

The District is moving towards having new hire orientations be online, instead of bringing them to the District Office for 3 or 4 hours of information. In that process, the videos would also be available for new hires to view prior to enrolling in their benefits.

## **Gym Build-Out**

Ms. Bonnie McFarland gave a brief background about the gym build-out for those who are new to the ITF committee. About a year ago, the ITF had a discussion about building out the gym in the LCPEC building. Some of the challenges of the gym were access and employees had no place to shower and/or change clothes. The ITF had agreed to use \$300,000 out of the Health Fund to finish the room by:

- Putting in restrooms
- Putting in a locker room to change clothes
- Installing showers

Construction Services came up with a drawing, which Ms. McFarland shared with the ITF.

In addition to the exercise area, there would also be classrooms that can be used for wellness. Ms. McFarland indicated that this was never voted on by the Board.

Mr. Brian Curls felt the completion of the gym was a great idea. He felt more people would utilize the area and he felt that in addition to exercise, it would give employees time to bond.

Ms. McFarland pointed out that the clinic was not part of the \$300,000 gym build-out. Ms. LaRiviere asked for an estimate for the clinic. Ms. McFarland indicated that we do not have an estimate at this time. Ms. LaRiviere suggested bringing both the gym build-out and the clinic back to the Board.

There was a suggestion made that a glass door like the one in the blue hallway would provide greater access, especially if a clinic was added in the future. The glass door was not included in the estimate of \$300,000 for the gym build-out.

There was a question about how many employees use the gym. Ms. Parker indicated that there are approximately 1100 swipes to get into the gym each month.

Ms. McFarland talked about the grant that Caloosa Elementary was awarded (\$100,000) to set up a gym at their location. They installed rubber floors, equipment, and a Wii station. Body by Jake attended the ribbon cutting event. Ms. McFarland said it was a great gym and everyone was excited about it.

Ms. McFarland asked the group to approve using up to \$350,000 out of the health fund to complete the gym build-out and glass door, with the understanding that we would utilize internal resources as much as possible. There were 12 approvals (out of 12 voting members present).

Ms. LaRiviere requested that Ms. McFarland bring to the group what it would cost to build the clinic.

### **Open Enrollment**

Ms. McFarland provided information about the upcoming open enrollment for the District:

- The Benefit Contact Meeting will be held on 1/8/16
- Open enrollment dates are 1/28/16 through 2/12/16.

The system closes the open enrollment event at midnight on 2/12/16. If an employee waits until after 4:30 PM on that date to go into the system to make their elections, there will be no one to assist them if they encounter problems.

Ms. Cooley indicated the EOIs (Evidence of Insurability Forms) are due by 4:30 PM on 2/17/16. These are required for enrollment or changes within for disability, cancer & supplemental life insurance.

All items recommended to go to the Board by the ITF at last month's meeting were taken to the Board and passed with the exception of dental. It was pulled by the Superintendent and is going back to the Board on 11/17/15.

Mr. Mark Castellano wanted to go on record stating he was outraged over the stunt of having Delta come present at the Board meeting. He felt it was very disrespectful and he was disgusted that the stunt was allowed. He has sat on the Dental RFPs for the past 3 times and they are very thorough and the committee members spend a lot of time going through the process in the selection of the best vendor in the interest of employees. He is just outraged over the whole ordeal.

Ms. Michael pointed out that the Superintendent had requested that Delta Dental provide him with information pertaining to their presentation. Delta did not provide it.

Ms. McFarland pointed out that there are State Statutes that allow public comments to go before the Board for 10 minutes if prior request & approval is given. This is a separate issue from the RFP process. They do have to get prior approval.

Ms. Michael said there is some confusion about the outside Open Enrollments going on versus the District. She feels information needs to be sent out indicating when the District Open Enrollment will be. Ms. Cooley said she can put the dates on the Open Enrollment page on the website stating information coming soon.

### **Wellness Update**

Ms. Parker shared that last year, there were 2,246 participants in the health appraisals. To-date this year, there are 2,500 who have completed their health appraisal and another 1,000 are scheduled for future dates this year.

The CHIP program has been offered through the Wellness Program and has been well-received. Ms. Parker has been getting great feedback from participants stating they have been able to get off their medications.

Ms. Parker said there will be a CHIP class offered at LCPEC building, starting in January. There are a few openings left for anyone who might want to register.

If employees would prefer, they can go to a Quest Lab to do their health appraisal. Employees who may have gone to Quest are not included in the 2,500 number, so there may be even higher participation.

For employees to go to Quest Lab, they would go onto the wellness website and obtain the order at PCS. Doctor's results are not allowed for the health appraisal. Ms. Parker stated that the test/draw by the health appraisal is better than the usual draws by Doctor's orders.

Ms. McFarland said she was getting positive feedback from locations. They are excited that the health appraisals were being done at their location this year. Health appraisals are being done

at almost every location this year. If an employee cannot attend the one at their location, they are able to go to any location that fits their schedule.

The health appraisals at the high schools were schedule from 1:00 pm to 5:00 pm. It was felt that this would allow custodians & food service employees to get their appraisals done.

Ms. McFarland said there is some brainstorming going on now for next year in an effort to come up with some ideas to make the appraisal attendance even better. One area of concern is the bus barns and she said she would like to receive some suggestions on how we can better serve the employees at the bus barns.

Ms. Michael suggested doing something at the beginning of the school year at the pre-training.

### **Good of the Order**

Ms. Kim Howe of Aetna wanted to let the group know that there are pharmacy changes each year and that letters were sent to those affected by the changes at the end of October. If a member has a specific concern, please have them contact Kim Murphy, the On-Site Aetna Rep.

Ms. Michael asked if the formulary list was changing. Ms. Howe indicated that there were some changes – some drugs were moving from non-preferred to preferred. Ms. Michael wanted to know if a list could be provided.

Ms. McFarland indicated that when reviewing the pharmacy changes, only 40 members were impacted in a negative manner and they are being notified. Ms. Howe again requested that members affected should contact Kim Murphy, who could assist them in alternatives.

Ms. McFarland shared with the group that there will be a meeting to discuss all the retiree options on November 12, 2015 from 10:00 a.m. to 12:00 p.m. in the Board Room. Current retirees are being notified of the meeting. AON will be there to discuss all options:

- Medicare
- Medicare supplements
- The Exchange
- District Benefits

There will be no selling – only information given. Ms. Michael asked if this could be video-taped. Ms. McFarland said she is having this discussion with Amity to do so. The Power Point presentation by AON is very good & they have agreed to let us post this on our website. While AON is not there to sell anything at all, they do have a division that deals with assisting retirees in making selections & understanding the different options. Mr. Burt indicated that he thought the retiree seminar was a great idea.

Mr. Mark Castellano made a motion to adjourn the meeting; Ms. Leanne Migliore seconded; motion passed unanimously. Meeting adjourned at 4:39 p.m.