

**THE SCHOOL DISTRICT OF LEE COUNTY
MINUTES**

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

Thursday, April 7, 2016

Members Present

Shandra Backens
Mark Castellano
Karen Cooley
Brian Curls
William Grand
Jamie Michael
Leanne Migliore
Donna Mutzenard
Heather Parker
Angela Pruitt
Jimmy Riley
Suzan Rudd

Members Absent

Toni Abrams
Bonnie McFarland
Joe Pitura
Rita Zazzaro

Others Present

Tammy Martin, Aon Hewitt
Keith Coghlan, Aon Hewitt
Kim Howe, Aetna
Gabrielle Dimitrakis, Aetna
Pam LaRiviere, Board Liaison
Leo Burt
Jeanne Beatson
Terri Roney

The meeting was called to order at 3:00 by Angela Pruitt.

Approval of Minutes – March 3, 2016

Dr. Angela Pruitt reviewed the draft 3/3/16 ITF meeting minutes, noting one correction to the Good of the Order section and asked if there were any additional edits or corrections. There being no changes to the minutes, Mr. Mark Castellano made the motion to approve the minutes of the meeting. Ms. Leanne Migliore seconded the motion; motion passed unanimously.

Review of Health Plan Financials

Ms. Tammy Martin reviewed the financials, noting that updated calculations include claims through February 2016 – 11 months of claims. Updated projected costs are 6.3% below projected revenues. February claims totaled \$5.6 million. No change in assumptions. Year to date projected total cost is \$66.5 million. Total cost is \$61.7 million year to date. The District is still looking at a \$4.7 million surplus. Updated projection including February claims show the District will have a \$4.5 million surplus at the end of the year.

Mr. Mark Castellano asked if the surplus will allow us to entertain the idea of reducing premiums. Ms. Martin Tammy noted that rather than reducing premium they will be looking at increasing benefits. For example – lab work for diabetics could be free. Ms. Karen Cooley noted an increase in benefits could mean lower deductibles or lower copays for a lower cost to the employee. These are just ideas that are being looked at. Ms. Martin noted that they will meet in June to discuss options by looking at analytics. Ms. Jamie Michael noted it would be helpful to employees who are diabetics to get the supplies they need to be compliant with testing. Ms. Martin noted that currently all preventative care is free to the employee – the plan pays for it. They are looking at adding diabetic supplies and or physical therapy to this. Ms.

Martin asked ITF members to let them know if they have any additional suggestions for adding benefits to the plan. Ms. Shandra Backens stated that it could be helpful to employees if chiropractic copays could be lowered.

Ms. Martin noted that the monthly loss ratio is currently at 91%. Last year we were at 81%. Prescription costs are 27% of total claims.

Mr. Keith Coghlan noted that there are currently seven large claims totaling \$2.95 million. The two top claims are kidney/urinary tract and they will be looking more closely at these to see what the causes of these claims are. If there is a diabetic diagnosis, this will help us know what we need to target for the upcoming plan year.

Health Care Reform Update

Mr. Coghlan informed ITF members that recently the departments of Labor, Health and Human Service and the Treasury released a frequently asked question (FAQ) on the Summary of Benefits and Coverage (SBC) as required by the Affordable Care Act. The departments will review the comments and finalize the new SBC template. Health plans that maintain an annual open enrollment period will be required to use the new SBC template and associated documents beginning on the first day of the first open enrollment period that begins on or after 4/1/17.

Florida is passing a bill that will prohibit balance billing. This will eliminate a lot of surprises for patients who are hospitalized in an emergency situation as they have no control over what doctor sees them and whether they are in network or not.

Open Enrollment Update

Ms. Cooley reviewed enrollment numbers prior to and after 4/1/16. There is increased enrollment in the HDHP. Dental had a small increase – it is difficult to compare this as we went from two PPOs and a DHMO to three PPO plans. Vision had a slight increase. Cancer and disability insurance both require medical underwriting so final figures are not available at this time. There are still some outstanding EOIs on both of these.

Ms. Pam LaRiviere noted that an additional 1,200 people enrolled in dental this year. Ms. Cooley stated that the increase in the Board contribution made it possible for employees to enroll in additional coverage this year. Ms. LaRiviere noted that dental health has an impact on overall health so this is a positive increase.

Ms. Shandra Backens noted that concerns were brought to her that when employees waive the insurance; they only get \$50 per month. It was noted that many companies do not pay anything when medical insurance is waived.

Health Screening Outcomes

Ms. Heather Parker reviewed health screenings. The number of participants went from 2,016 in 2013 up to 4,089 in 2015. BMI went down 2%. The national average is 67%. We are under that at 65% and will continue to work on that. Blood pressure results were great this year. We went from 64% in the good category to 71% in the good category. Estimated cholesterol

results were not moving in the right direction, but this could be because we used a blood draw this year, not just the finger stick, so this year's results were more accurate. We had a reduction of 12% in the bad cholesterol ratio category. The district's ratio was 91% - this is phenomenal as the national average is 75%. Diabetes results were great – the test used this year was much more accurate than last year's. The blood glucose reading looks at what was eaten over the last 90 days. There was a 23% reduction in high risk results. This created an estimated \$1.5 million reduction in health costs. Overall, there was a total reduction of \$3.4 million in health costs to the health plan. This means that the plan saved \$3.4 million as a result of employee participation in the wellness program.

2016-17 Wellness Programming & Incentives

Ms. Parker reviewed the Wellness proposal for the 16-17 year. Obesity is high – we will be working on this, but the focus is not obesity. The goal is getting the person healthy on the inside. Diabetes and cholesterol are the focus. The Food for Life classes are very powerful, and teach employees how food can be used to reverse disease.

Ms. Parker reviewed all of the programming that was done for the 2015-16 year.

10 Food for life programs

44 exercise classes at 36 different locations.

Healthy Wage – 206 participants ROI 35,000 - \$0 cost

Financial Wellness Program – 600 participants – a lot of good feedback from this

94 health screenings – and she plans to do 94 again next year. Almost half of the employees who attended a health screening were vaccinated with the flu shot

Mobile mammogram

Monthly emails and newsletters

Monthly health coaching at bus compounds

Stress seminars

Lunch & Learns

Hydration Challenge

Return on Investment (ROI) was reviewed.

Chip - \$180,000 weight loss only

Food for Life - \$147,000 weight loss only

Healthy Wage - \$35,253

Financial Wellness - \$1,065,600 – stress reduction

Health Screenings - \$245,340

Flu Shots - \$336,538

Total ROI - \$2,009,731

Ms. Parker noted that she believes that if we included all the data on medications that employees are no longer taking (which we have no way of tracking due to HIPPA) the ROI is at \$5.5 million.

Goals for 16-17 were discussed:

Health screenings

Health Assessments
\$50.00 gift card

Incentive structure options were discussed.

Ms. Parker stated that she is proposing that we use \$1.5 million for incentives and an additional \$250,000 for programming from the Health Fund – just the same as last year. Ms. Parker asked ITF members for approval of her proposal.

Ms. Pam LaRiviere asked if the Board members will be seeing the presentation that Ms. Parker just gave to the ITF Committee. Ms. Parker noted that if the ITF approved her proposal, this would go to the Board for approval.

Dr. Pruitt asked for a motion to approve the use of up to \$1.75 million from the Health Fund for the purpose of Wellness incentives and programming for the 16-17 year.

Ms. Shandra Backens made the motion to approve the use of funds not to exceed \$1.75 million from the District's Health Care Fund for the purpose of funding the wellness incentive program and wellness programming for the 16-17 year. Ms. Leanne Migliore seconded the motion. The motion passed unanimously with a vote of 12-0.

Wellness Center Build Out Update

Heather informed ITF members that the wellness center is coming along beautifully. The ceiling has been installed in the group exercise area. LED lighting has been installed. A wood floor is being installed. There is a storage area with a sink for use by the Food for Life classes for cleanup. The restrooms are being tiled now. The ceiling in the main area has been painted black and looks very good. The duct work has been painted and completed. The walls are painted blue and gray. The main floor will be a speckle floor – which will be extremely durable. The sound system has also been installed in the group exercise studio.

Ms. Jamie Michael noted that she appreciates that the ITF committee voted to have the work done in-house and that we were able to achieve so much more by doing this.

Dr. Pruitt noted that there will be a grand opening after work is completed.

Dr. Pruitt informed ITF members that the front counter for HR is being reconfigured. We will no longer be two separate departments – HR & I & B – we will be one department – HR. The front area will be phenomenal with these improvements which are also being done in-house.

Ms. Pam LaRiviere asked if the next ITF meeting could be held in the gym. Dr. Pruitt stated that we will have an ITF meeting in the gym as soon as it is completed and we are able to do so.

Good of the Order

Ms. Heather Parker thanked the ITF for their support.

Ms. Migliore stated that at her last dental visit she had to pay \$38, where she never had to pay anything when she had Humana even though her dentist is out of network. She was told by her dentist that the agreed amount that MetLife will pay is much less than what Humana's agreed amount was. Ms. Michael noted that this is just like health insurance. Dentists sign up to be in network. They see the list of the agreed amounts before they sign.

Dr. Pruitt noted that she just learned this recently as well. Dr. Pruitt noted her dentist almost left the network because he used to get \$1,200 for a root canal and now he is getting \$700.

Mr. Mark Castellano noted that he does not remember agreed amounts being discussed during the RFP process. When he was with Delta Dental he paid \$35, when he was with Humana he didn't pay anything.

Ms. Tammy Martin noted that this is proprietary information. This is the maximum allowable costs. Dr. Pruitt stated this was not discussed during the RFP process. The amount dentists are being paid by MetLife is drastically different than what they were getting paid by Humana. Ms. LaRiviere noted that the same thing happens in the medical insurance area. It would behoove us to ask for this information when doing the next RFP. Dr. Pruitt noted that because we have gone out for RFP so many times for dental lately, we don't have many options on who to go with because we are not getting a lot of responses to the RFPs – we do not have a good reputation with vendors.

Dr. Pruitt noted we will do some follow up and look into this and bring some information back to the ITF at next month's meeting.

Shandra noted that when we started the HDHP we talked about the service of transparency and use a concierge service and asked what happened to this topic. It was noted that the ITF at that time decided not to utilize this service due to the high cost. It was noted that Aetna offers some of these services, such as cost comparisons, depending on what you are looking for. There are some tools on the website, but not every service is available.

Ms. Suzan Rudd noted that there is a website where you can compare costs for different services. She saw it on television. Dr. Pruitt asked her to get more information on this website. Ms. LaRiviere thanked Aetna for their services, noting that she is very pleased with Aetna and Lee Memorial Health System.

Ms. Martin stated that GoodRX.com is a good website to look for the best price on prescriptions. You do need to check on a monthly basis, as it changes. She also shared that ZenniOptical.com is a good website for very reasonable glasses - \$35.00 for glasses

The meeting adjourned at 4:15 p.m.