

**THE SCHOOL DISTRICT OF LEE COUNTY
MINUTES**

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

Thursday, January 12, 2017

Members Present

Toni Abrams
Jill Castellano
Mark Castellano
Karen Cooley
Brian Curls
William Grand
Bonnie McFarland
Jamie Michael
Heather Parker
Joseph Pitura
Angela Pruitt
Jimmy Riley
Rita Zazzaro

Members Absent

Shandra Backens
Donna Mutzenard

Others Present

Jeanne Beatson, Ben. Specialist
Nadia Elmunaier, Aon
Tammy Martin, Aon
Gabrielle Dimitrakis, Aetna
Kim Howe, Aetna
Dr. Jane Kuckel, Board Liaison
Cristal Cruz, FEA Director
Leo Burt, Retiree Liaison
Joe Pescatrice, Retiree Liaison
Terri Roney

The meeting was called to order at 3:01 p.m. by Ms. Bonnie McFarland.

Introductions

Ms. McFarland asked the group to introduce themselves and state where they work and their role on the committee for the benefit of the new meeting attendees.

Approval of Minutes – December 1, 2016

Ms. McFarland reviewed the draft 12/01/16 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. Dr. Angela Pruitt seconded the motion; motion passed unanimously.

Review of Health Plan Financials

Ms. Tammy Martin noted that paid claims through November are included in this financial report. The updated projection is 0.9% above the projected 2016-17 revenues from the District and employees. When allowing for the offset of District contributions utilized for other benefits such as dental, vision and cancer plans, the updated projection is 4.4% above the projected net 2016/17 revenue. It was noted that the District budgeted for a \$5 million deficit at the start of the plan year, so this is to be expected. November claims were high at \$6.6 million – about \$500,000 higher than this year's average monthly claims, and about \$1,000,000 higher per month over last year. Current enrollment is 10,575. Average enrollment for 15/16 was 10,177.

YTD total premium is \$52.6 million, employer contributions are at \$1.7 million for a total of \$50.8 million, total cost \$52.5 million, employee contributions are \$6.5 million, net employer cost is at \$45.9 million. We are currently at a \$1.6 million deficit. Ms. McFarland noted we planned for a

\$5 million deficit and we are currently under that amount – we are currently at a \$3.3 million projected deficit. This is good because we are actually under what we had planned for. Discussion was held regarding the plan costs for this plan year. Loss Ratio was reviewed. Rolling 12 month loss ratio is 98.7%. For the month of November the loss ratio was 105%. Last year in November the loss ratio was 79%.

Large claims were reviewed. It was noted that two new large claims were added. The total in large claims (over\$250,000) is \$5.1 million. Kidney disease continues to be the biggest health issue.

Rx is 27% of the total claims, medical claims are 73% of total claims. Claims for prescription drugs will be trending over the cost of medical claims. SDLC has not increased substantially at this point, but is trending up.

PPACA Update

Ms. Nadia Elmunaier shared that on December 31, 2016 a federal district judge issued a nationwide preliminary injunction stopping implementation of key nondiscrimination provisions of the Section 1557 regulations issued last year under the Affordable Car Act. Ms. Martin added that Aon is recommending that employers continue with the processes they have begun in complying with these guidelines.

Ms. Elmunaier reviewed the possible GOP timeline to repeal/delay/replace the Affordable Care Act based on last year's campaign, noting that nothing is written in stone at this point. Things may change once the new president is in office.

Ms. McFarland noted that the District will continue to offer the three great health plans we now have, and for 2017-18 the premium will be the same. The things going on with the Affordable Care Act will not be impacting our plans. We will continue to monitor closely the changes in federal health care and update the ITF, but we are not in the wake of the changes in the federal health care.

Dr. Jane Kuckel asked how the District's lowest plan compares to the marketplace plans. Ms. McFarland noted that our plans are in the silver category and the gold category - we are in the middle of what people could buy in the market place.

Ms. Jamie Michael noted that two of the District's plans are less expensive than Florida Kid Care for medical coverage for two children. Ms. Martin explained that insurance carriers now have no incentive to stay on the exchange. Some carriers have pulled out of the exchange. Aon is recommending that employers continue to do what they have been doing – reporting, wellness programs, plan designs, update SPEDs, complete year end nondiscrimination testing, make final transitional reinsurance fee payments.

Ms. McFarland noted that if anyone would like information that is currently not included in Aon's monthly report, feel free to ask, and Aon will adjust their financial report to include this information.

Ms. Michael asked if the ACA changes will effect Medicare supplemental policies. Ms. Martin noted that it is too soon to know. Medigap plans were not affected by the ACA changes.

Cancer RFP Update

Ms. McFarland informed ITF members that the Cancer RFP was released on Tuesday January 10th and responses are due back in February.

Open Enrollment Update

Ms. Karen Cooley informed ITF members that the benefit contact meeting is scheduled for 1/13/17 at 9:00 a.m. Benefit contacts will be review the two new plans – accident and critical illness insurance. Critical illness is a tobacco/non tobacco based rated policy. The first benefit meeting is at Lehigh HS on January 25th. Allstate reps will be there to explain the two new benefits in detail. The Open Enrollment 2017 information is out on the Insurance & Benefits website. Open enrollment benefits and current plan year benefits are currently on the website. Communications regarding open enrollment will be going out to employees next week. If employees have any questions, they can call I & B or email benefits@leeschools.net. Open Enrollment is 2/1/17-2/16/17. Mr. Mark Castellano commended I & B for the number of benefit meetings that are scheduled, noting there is no reason for anyone to not be informed. Ms. McFarland asked ITF members to get the schedule out to as many people as possible and encourage employees to attend these meetings. Ms. McFarland added that the Benefit Connections newsletter has been added this year and all email signatures from staff in the I & B Department have the open enrollment dates noted above the signature on every email being sent out. Flyers have been made up to give to benefit contacts to post at their locations. The PowerPoint used at the benefit contact meeting will be emailed out to all benefit contacts, and will also be on the monitors at the bus barns.

Health Screening Update

Ms. Heather Parker noted that 4,815 people have completed health screenings so far this year. There are 2 ½ weeks left for people to complete their health screening. The District reached 98% of the goal. January 31st is the deadline for employees to go to Quest for their screening. One more reminder email will be sent out this week.

The new CHIP programs are coming up in Cape Coral. The class scheduled for Bonita did not get enough people signed up to hold the program. The class at the bus barn is going well. There is good administrative support for the CHIP program.

Ms. Kim Howe informed ITF members that the new Aetna Health Coach – Ila Jones – will start here next week. She has good qualifications and will be introduced at the next ITF meeting.

Good of the Order

Ms. Michael shared that here is now a Forks over Knives magazine full of really good dietary information.

Mr. Castellano noted that TALC's Fun Run is scheduled for Feb 25th at the Forum – a new route this year. It is aligning with the Million Mile Movement. Ms. Parker will send the link out tomorrow and will note that this run can be used for the Million Mile Movement.

Ms. McFarland informed ITF members that this is Heather's last ITF meeting before her maternity leave. Anything scheduled from this point forward is tentative. Ms. Temika Middlebrooks, the Wellness Specialist, is in the office and will keep wellness going in Heather's absence. Ms. Parker plans to return in May.

Adjournment

The meeting adjourned at 3:59 p.m. with motion by Ms. Jamie Michael and second by Mr. Mark Castellano.