

**THE SCHOOL DISTRICT OF LEE COUNTY
MINUTES**

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

Thursday, December 7, 2017

Members Present

Shandra Backens
Jill Castellano (3:14p.m.)
Mark Castellano
Karen Cooley
William Grand
Bonnie McFarland
Jamie Michael
Heather Parker
Joseph Pitura
Angela Pruitt

Members Absent

Toni Abrams
Brian Curls
Kerr Fazzino
Jimmy Riley

Others Present

Jeanne Beatson, Ben. Specialist
Jane Kuckel, Board Liaison
Jonathan Anderson, Aon
Janice Belmonte, Aon
Amanda Brooke Kross, Aon
Gabrielle Dimitrakis, Aetna
Kim Howe, Aetna
Rachel Rhodes, Aetna
Leo Burt, Retiree Liaison
Terri Roney

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

Approval of Minutes – November 2, 2017

The draft 11/02/17 ITF meeting minutes were reviewed. Ms. McFarland asked if there were any edits or corrections. There being no changes to the minutes, Mr. Mark Castellano made the motion to approve the minutes of the meetings. Ms. Jamie Michael seconded the motion; the motion passed unanimously.

Review of Health Plan Financials

Ms. Amanda Brooke Kross noted that financials include claims through October with seven months of data. The 2017-18 projection is updated to 12.6% above expected revenues. October paid claims were \$5.9 million. There was a drop in claims in September, and not a large jump in October. The prior two months were both \$7.7 million. The budgeted projected deficit was just over \$9 million. The updated projection is now \$9.7 million. We are not too far off of the original budgeted deficit.

Ms. McFarland noted that there is an additional one thousand people covered on the plan added over the last six years. This is a significant increase. Ms. Kross noted that just in the last year we have added 400 covered people.

Mr. Jonathan Anderson informed ITF members that October's loss ratio was 90% and that the District's loss ratio has been coming down over the last few months.

Ms. Janice Belmonte reviewed large claims, noting there was one new claimant for kidney, urinary tract and added that it is notable that for a group of this size it is good that there aren't more than 10 large claims. Rx is 27% of total claims spend, medical is 73%.

PPACA Update

Ms. Belmonte reviewed ACA updates, noting the IRS is starting to enforce the ACA penalties, the Department of Labor has issued final regulations delaying the effective date of the disability claims and appeals regulations until April 1, 2018, and new high blood pressure guidelines have been published by the American College of Cardiology and the American Heart Association. This will mean that 46% of the adult population will now have high blood pressure compared to 32% under the previous guidelines. Ms. McFarland added that Wellness has been focusing on employees' high blood pressure parameters all along.

Ms. Belmonte noted that the IRS has released the final versions of the 1094/1095-C forms, and the senate passed its version of tax reform – more to follow.

Ms. McFarland shared with ITF members that an additional packet was handed out today regarding medical plan rates, noting that the document AON prepared previously did not include the medical rates with the increase in the Board contribution (now at \$7000.80 per employee per year), which was bargained since the last ITF meeting. Ms. McFarland explained that Exhibit 3 in the packet includes the new medical rates which include the increased Board contribution, and these are the rates that will be published after Board approval on Tuesday December 12th.

EAP ITN – Status Update

Ms. McFarland informed ITF members that there was a great response to the EAP ITN. There were six responses that Aon is in the process of reviewing, and the subcommittee will be meeting on January 11th to review them. There will be further updates at the February ITF meeting.

Open Enrollment Update

Ms. Karen Cooley noted the PeopleSoft update has just been completed. She will be meeting with benefit contacts on January 12th to update them on open enrollment information. Insurance & Benefits has been working on the open enrollment website and will also be sending out information to retirees, including Teladoc information. There will be informational meetings at each transportation compound. Ms. Jeanne Beatson informed ITF members that the transportation meetings will be held January 23, 24th, 30th and 31st. There will be two meetings each day, 9-10:30 and 11-12:30. Each driver will receive a post card notifying them of these dates - which will be mailed to their home. In addition to these meetings, Ms. Beatson will go out to these locations to help employees enroll in their benefits during open enrollment.

Insurance & Benefits will present at the TALC meeting on the December 20th. Open Enrollment is Feb. 1st -16th. Ms. McFarland shared that open enrollment preparation including items to the Board have been delayed due to hurricane Irma and PeopleSoft updates. We are moving as quickly as we can to catch up and will provide any support we can to update employees when

everything has been Board approved. We are still working on informational meeting dates and times to go to tier 3 schools to assist with open enrollment. Any announcements regarding meetings will be made by December 20th. Flyers and information will also be handed out at the December 20th TALC meeting.

Health Screening/Wellness Update

Ms. Heather Parker informed ITF members that 1,000 people participated in the walking challenge. 36% answered the survey – which is a very good response. A total of 144,428 miles was walked by our employees. An average of 9,588 steps was walked daily by employees. This is much higher than what the challenge normally sees. 13% of participants became Zombies. Engagement was very high.

Zonya with Diet Free will be here on January 25th to promote the online nutrition program. She will talk about how to live a healthier life. A new CHIP program starts at Tortuga Elementary In January. Leadership will be participating. A new CHIP program will also start at Transportation South. Healthy Wage will also launch in January. This weight challenge has prizes of \$3,000, \$5,000 & \$10,000. There are 362 spots available for the Smart Dollar program.

4,268 employees have completed their Health Screenings. Health screenings will be finishing up next Thursday. Employees have the opportunity of completing health screenings at Quest through January.

A smoking cessation class is also being hosted. Eight participants is necessary to hold the program. Three have signed up so far. This program will qualify for an incentive from the District.

Good of the Order

Mr. Mark Castellano mentioned that the TALC run is February 24th at The Forum. It is an evening run. They are still looking for sponsors.

Ms. Shandra Backens said that she heard that CVS bought Aetna. Ms. Kim Howe informed ITF members that what they know is that CVS and Aetna both have similar cultures. The goal is to provide more local services in the community, digitally and in the home. 80% of people have a CVS within 5 miles from them. She will have more details in the future. Their commitment continues to be the District and their other clients. Mail order, CVS and all other participating pharmacies can still be used to fill prescriptions.

Mr. Jonathan Anderson noted that this is a fascinating time in the health industry. There should be some very interesting opportunities with this – a lot of opportunities for convenience and access for clients. They will be looking for these opportunities as things move forward.

Ms. McFarland reminded ITF members that there is still a lot of regulatory work to be done - the purchase is not complete at this time.

Ms. Backens requested updates at future ITF meetings. Ms. Howe noted she will continue to update us on what this will mean as far as opportunities for the District - adding services, and saving money.

Ms. Rachel Rhodes noted that the CVS minute clinic has a lot to offer employees, including a medication review for just the office visit copay, which is much less than the copay paid for an Emergency Room visit if/when the wrong medication is taken.

Adjournment

The meeting adjourned at 3:49 p.m. with motion by Mr. Mark Castellano and second by Ms. Jill Castellano.