

**THE SCHOOL DISTRICT OF LEE COUNTY
MINUTES**

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

Thursday, January 11, 2018

Members Present

Toni Abrams
Shandra Backens
Jill Castellano
Mark Castellano
Karen Cooley
William Grand
Bonnie McFarland
Jamie Michael
Heather Parker
Angela Pruitt

Members Absent

Brian Curls
Kerr Fazzino
Joseph Pitura
Jimmy Riley

Others Present

Jeanne Beatson, Ben. Specialist
Chris Patricca, Board Liaison
Jonathan Anderson, Aon
Janice Belmonte, Aon
Gabrielle Dimitrakis, Aetna
Kim Howe, Aetna
Rachel Rhodes, Aetna
Leo Burt, Retiree Liaison
Joe Pescatrice, Retiree Liaison
Terri Roney

The meeting was called to order at 3:03 p.m. by Ms. Bonnie McFarland.

Approval of Minutes – December 7, 2017

The draft 12/07/17 ITF meeting minutes were reviewed. Ms. McFarland noted one correction being made to page 3, and asked if there were any additional edits or corrections. There being no additional changes to the minutes, Mr. Mark Castellano made the motion to approve the minutes of the meetings. Ms. Shandra Backens seconded the motion; the motion passed unanimously.

Review of Health Plan Financials

Mr. Jonathan Anderson noted that financials include data through November 2017. The updated projection is 12.4% above revenue. This improved from the previous month, which was 12.6% above revenue. 68% of employees are on the 3769 plan, the 5773 plan has 30% of employees, and the HDHP has 2%. Total paid claims was \$7.1 million in November. Average 2017-18 paid claims is \$6.8 million. The updated 2017-18 projection is a deficit of \$9.5 million.

Mr. Anderson noted that the cost per employee per month (PEPM) actually came down over \$2 from the prior month. This is an improvement.

Large claims were reviewed. Our large claims include five kidney - urinary tract claims – which could be attributed to diabetes. Ms. Kim Howe noted that based on the number of employees with diabetes – approx. 30% - these claims are more than likely connected to diabetes. Aetna's annual meeting will look at the calendar year claims in more detail regarding these large claims. Ms. McFarland noted they look at a plan year snapshot and a calendar year snapshot to determine the wellness needs of the District. Ms. McFarland also noted that ITF members are welcome to attend these meetings – they are very detailed – they dive into a lot of data which drives our wellness plan. Mr. Anderson noted this helps them identify trends, and then monitor participation

in wellness programs. This helps with premiums and helps employees live better lives. There are currently 11 claims over \$250,000 totaling over \$4.6 million.

Prescriptions spend is 27%, medical spend is 73%. This will be broken down further – per employee per month (PEPM) to look for opportunities for savings in the future.

PPACA Update

Ms. Janice Belmonte shared that President Trump is expected to sign into law the budget reconciliation measure enacting the most sweeping changes to federal income tax law since the Tax Reform Act of 1986. This will go into effect after December 31, 2018.

The IRS has given a last minute extension to employers to distribute the 1095 B and 1095 C forms. Ms. McFarland noted that payroll is currently working on the 1095 forms for employees. It was noted that taxes can be filed without the 1095 forms.

A federal judge has vacated the EEOC's final regulations on permissible financial incentives for employee wellness programs under the ADA. The court's ruling is effective January 1, 2019. Ms. McFarland noted that we will continue to monitor this closely, however we are conservative with incentives and should be fine when the changes are made.

Open Enrollment Update

Ms. Karen Cooley informed ITF members that the benefit contact meeting is scheduled for tomorrow morning at 9:00 a.m. A Hyatt Legal representative will attend the meeting to give an overview of the new legal plan to benefits contacts. The PowerPoint presentation will be emailed out to the benefit contacts after the meeting so they can share the new information with employees at their locations. Employees will begin to receive their personalized notification of open enrollment around January 22nd. The I&B website has been updated with open enrollment information, and the retiree letters have gone out.

Ms. Jeanne Beatson noted she will be going out to transportation locations on January 23, 24, 30, & 31 to discuss benefit changes for open enrollment with those employees. Postcards are being mailed out to each transportation employee at their home address. They can bring the post card to the meetings for a raffle drawing. A flier will be posted at each compound with this schedule. Ms. Beatson & Ms. McFarland will send information to Mr. Cody for the monitor.

Ms. McFarland noted that she has contacted all tier 3 schools to see if they need on-site support for open enrollment. 12 of the 15 schools have requested assistance. She will be creating a schedule. Some schools requested a presentation, and some requested assistance with actual PeopleSoft benefit enrollment.

Ms. Cooley noted that Feb 1st – Feb 16th are the dates of open enrollment. I & B staff will be available in the I & B office to help employees with enrollment assistance. If necessary, staff can stay before/after hours to assist.

Health Screening/Wellness Update

Ms. Heather Parker shared that Food for Life classes are full and will be starting soon. The first smoking cessation program started this week with four people - this is a good start for this program. Smart Dollar is launching soon. Diet Free is close to full – there are just a couple of spots left, and starts at the end of January. The Healthy Wage weight loss challenge starts soon.

The District has had a team win every year we have participated. Exercise classes start soon, as well as CHIP at Tortuga and Transportation South. Ms. Parker noted that District employees really like the online programs that are offered. She also shared that Aetna Wellness Coach Ila Jones accepted a position with another company, and Aetna is working to replace her.

Good of the Order

The 5K TALC run is February 24th. Start time is 6:30 p.m. Registration starts at 5:30 p.m. Preregistration is on active.com.

Ms. Jamie Michael stated that she appreciates all the efforts made for the transportation employees to include them in open enrollment meetings and support, which is difficult given their schedules. Ms. McFarland noted we have received a lot of support from administration at transportation for these improvements.

Adjournment

The meeting adjourned at 3:42 p.m. with motion by Ms. Jamie Michael and second by Mr. Mark Castellano.