

**THE SCHOOL DISTRICT OF LEE COUNTY  
MINUTES**

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

**Thursday, February 1, 2018**

---

**Members Present**

Jill Castellano  
Mark Castellano  
Karen Cooley  
Brian Curls  
Kerr Fazzone  
William Grand  
Kimberly Hutchins  
Bonnie McFarland  
Jamie Michael  
Heather Parker  
Joseph Pitura  
Angela Pruitt

**Members Absent**

Toni Abrams  
Shandra Backens  
Jimmy Riley

**Others Present**

Jeanne Beatson, Ben. Specialist  
Jane Kuckel, Board Liaison  
Janice Belmonte, Aon  
Nadia Elmunaier, Aon  
Kim Howe, Aetna  
Rachel Rhodes, Aetna  
Leo Burt, Retiree Liaison  
Terri Roney

The meeting was called to order at 3:03 p.m. by Ms. Bonnie McFarland. Ms. McFarland introduced Ms. Kimberly Hutchins, the new Payroll Director. ITF members introduced themselves to Ms. Hutchins.

**Approval of Minutes – January 11, 2018**

The draft 01/11/18 ITF meeting minutes were reviewed. Ms. McFarland noted one correction on page one, and asked if there were further edits or corrections. There being no further changes to the minutes, Ms. Jamie Michael made the motion to approve the minutes of the meeting. Mr. Mark Castellano seconded the motion; the motion passed unanimously.

**Review of Health Plan Financials**

Ms. Janice Belmonte reviewed financials, noting that they include claims data through December 2017. The 2017/18 updated projection is 12.5% above 2017/18 revenues. This is up slightly from last month (12.4%). Enrollment has not changed. Paid claims for December total \$6.9 million. The average 2016/17 paid claims was \$6.1 million and the average 2017/18 paid claims was \$6.8 million.

Updated 2017/18 YTD is a deficit of \$8 million. The updated 2017/18 projection is a deficit of \$9.6 million. Trend for 2017/18 is 6.5% and is increasing to 8.5% for 2018/19. Cost PEPM has increased slightly – this is due to enrollment.

Loss ratio was reviewed. December loss ratio was 105%. January was 109%. Ms. McFarland added that this is the reason for the rate increase for the 2018/19 plan year.

Large claims were reviewed – there are currently 12 large claims - one more than last month, with a total increase of 7%.

Rx is 27% of total claims, medical is 73% of claims. This is inching up – two years ago Rx was 24%. This is to be expected due to trends for prescription drugs increasing.

### **PPACA Update**

Ms. Belmonte reviewed legislative updates. The effective date of the Cadillac tax has been delayed until 2022. The spending bill passed by Congress this week includes another moratorium on the Health Insurance Tax for 2019. This affects employers who sponsor fully insured plans (higher premiums). The Medical Device Tax has been delayed for an additional two years until 2020.

The IRS has released updated withholding tables. Ms. Kim Hutchings noted the new tables will be used for the February 15<sup>th</sup> checks for the District, and a notification of tax changes is going out to all employees.

### **EAP ITN Update**

Ms. McFarland noted that there was a scoring meeting for the EAP ITN on January 19<sup>th</sup>. Six responses were received and they are in the process of bringing back three finalists for interviews sometime in February.

### **ITN for FSA and HSA Administration (2019-20 Plan Year)**

Ms. McFarland noted that a bid will be going out for the administration of our FSAs and HSAs, and she is seeking volunteers for the subcommittee. The following volunteered for the committee: Mr. Bill Grand, Ms. Jamie Michael, Dr. Kerr Fazzone, and Ms. Karen Cooley, along with Ms. McFarland.

### **Open Enrollment Update**

Ms. Cooley reminded ITF members that today is the first day of benefit open enrollment. She and Ms. Jeanne Beatson went out to all transportation compounds for informational meetings, and will be going back over the next several days to assist with enrollment. It was noted that staff can also come to the I & B office for assistance with enrollment. I & B staff are also going out to all tier 3 schools that requested assistance with informational meetings and enrollment assistance.

Dr. Pruitt noted that each District department has the goal of supporting all tier 3 schools. That is why I & B is going out to these schools to assist employees there.

Ms. Cooley shared that 592 employees have enrolled in their benefits so far. It was noted that IT/AS will put information out regarding the need to clear your cache for PeopleSoft to work properly.

### **Wellness Update**

Ms. Heather Parker informed ITF members that the Healthy Wage weight loss challenge has begun. There are 189 participants. A total of 72.2 pounds have been lost so far with a savings of \$806 to the health plan. 5,423 people completed their health screenings – this is 106% of the goal. CHIP classes have started at Tortuga and Transportation South. These classes are helping the people who need it most.

Health screenings officially ended at the end of January. Flu shots can still be done at CVS, Walgreens, and Target gives a \$5 gift card if you get the flu shot there.

### **Good of the Order**

Ms. Jamie Michael informed ITF members that she received a phone call about bariatric surgery not being covered on our plans. Ms. Cooley shared the background history of the District's coverage of bariatric surgery. In 1/1/2005 BCBS decided not to cover this type of procedure. At that time, the District was fully-insured, so this stopped being covered by the District's plans and has not been covered since that time. Due to this change in coverage, the District began its Wellness Program. Ms. McFarland stated that since then the District has used "off the shelf" plans from both BCBS and Aetna, which do not cover bariatric surgery. Ms. Heather Parker added there are a lot of complications that come with bariatric surgery – the success ratio of this surgery is not very high. Ms. Kim Howe noted that this is why Aetna does not cover it. Ms. McFarland asked ITF members if they would like her to bring additional information at a future meeting. It was decided that it would not be necessary to review further information.

Mr. Mark Castellano reminded ITF members about the TALC 5K run on February 24th.

### **Adjournment**

The meeting adjourned at 3:48 p.m. with motion by Mr. Mark Castellano and second by Ms. Jamie Michael.