

**THE SCHOOL DISTRICT OF LEE COUNTY  
MINUTES**

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

**Thursday, June 7, 2018**

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**Members Present**

Jill Castellano  
Mark Castellano  
Karen Cooley  
Kerr Fazzone  
William Grand  
Kimberly Hutchins  
Bonnie McFarland  
Jamie Michael  
Heather Parker  
Elizabeth Peterson

**Members Absent**

Toni Abrams  
Shandra Backens  
Brian Curls  
Joe Pitura  
Angela Pruitt  
Jimmy Riley

**Others Present**

Jeanne Beatson, Ben. Specialist  
Jonathan Anderson, Aon  
Janice Belmonte, Aon  
Amanda Brooke Kross, Aon  
Monica Digon, Aon  
Tim Colton, Aon  
Kim Howe, Aetna  
Gabrielle Dimitrakis, Aetna  
Pam LaRiviere, Board Liaison  
Joseph Pescatrice, Retiree  
Liaison  
Leo Burt, Retiree Liaison  
Terri Roney

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

The draft 05/03/18 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 meeting. Ms. Jamie Michael seconded the motion; the motion passed unanimously.

**Review of Health Plan Financials**

Ms. Amanda Brooke Kross informed ITF members that this report includes data from the first month of the 18/19 plan year – April 2018. Projection is updated to be 0.1% above the net revenue. Paid claims for April were \$7.1 million. Average 17/18 monthly paid claims were \$7.0 million. Enrollment continues to increase. Current enrollment is 10,964.

Ms. McFarland reviewed that last year there was an \$11.6 million deficit. With the plan changes made, we are now operating at basically a break-even according to April's claims. This is good progress.

Ms. Kross reviewed that when we set the budget, the per-employee per month cost (pepm) was \$695.27 and it is now at \$701.71 - up 1.4% from the approved budget. She also noted that it was projected that 50% of employees would move from the 3769 plan during open enrollment; however only 8% did. This means there is more revenue coming into the plan than originally projected, which is good for the plan.

Questions were asked regarding plan projections. Ms. McFarland noted that Ms. Amanda Brook Kross is Aon's actuary, and she works with projections every day. Ms. Kross discussed with ITF members what she looks at to determine projections.

Loss ratio was reviewed. April claims were at 96%. January 2018 claims were at 129% - this was very unexpected, normally loss ratios follow similar patterns month to month. Last month there were 17 large claims – with six new ones. There are now 20 claims over \$250,000 and 9 of these are new. One claim is coming off. The total for these claims is just under \$8 million. This is a large jump from last month. Ms. McFarland noted that large claims are sneaking up near the 10% mark of total claims. Ms. Kim Howe with Aetna reviewed how claims are monitored for this list.

Ms. Kross noted that Rx claims are 27% of total claims, medical is 73%. Rx claims continue to grow mainly due to the costs of specialty pharmaceuticals.

Ms. McFarland shared that Ms. Kross works on our plan all year long even though we don't see her at our ITF meetings every month. She provides the information/reports that the ITF has requested. If there is any additional data the ITF would like to see, just let us know and Ms. Kross will provide it.

### **PPACA Update**

Ms. Janice Belmonte noted that the IRS announced changes in the HSA limits for 2019 - \$3500 and \$7000.

### **Additional Insurances Discussion**

Ms. McFarland stated that the Insurance & Benefits Department gets a lot of pitches regarding "free" benefits they can offer the District. About four years ago, the ITF looked at several options being offered. The purpose of today's discussion is to review what is available on the market now. Ms. Monica Digon from Aon reviewed data regarding what employees want and what employers are offering. One option, Hospital Indemnity, was explained – this helps when you are admitted to the hospital – it pays one amount for admission, and a daily amount for each day you are in the hospital. Ms. Digon did note that the District is currently offering a very robust benefit package to employees.

Mr. Tim Colton added that benefits are broken down into three buckets – expenses, income and protection. He stated that there is a permanent life policy that is not currently offered to District employees, and also noted that it is Aon's job to (if the District is interested in adding any new benefits) go out to find the best products out there for the District. He added that it is best to introduce new products slowly – one or two a year.

Ms. McFarland asked the ITF for input on whether they feel any new benefits should be added to what the District currently offers. Discussion was held about what coverages give the broadest coverage. Critical Illness and accident were added previously as they pay a benefit to employees regardless of whether the patient is admitted to the hospital or not. Aon will bring back to the next ITF meeting information on how many employees were hospitalized in the last year.

Mr. Jonathan Anderson noted there are also some wellness benefits to some of these benefits. They will bring back more information to the next meeting. Whole life insurance is another benefit the ITF would like some more information about. Mr. Colton added that term and whole life insurance work well together. You can borrow against whole life insurance, or take the paid up value at any time. Mr. Joe Pescatrice added that as a retiree it is better to get the term life when you're young and have the whole life as a second cushion.

It was noted that some support staff enroll in almost every benefit offered and have almost no paycheck left. Ms. McFarland added that it is important that employees understand the benefits offered so they can make wise choices.

Aetna Navigator Transparency Tools were discussed. Ms. McFarland noted that the Aetna tools are very good, and we will be working with Aetna and Rachel Rhodes, our onsite rep, on communication as far as what is currently available to District employees. We need to work with our employees so they know what their best options are and to increase utilization at the best locations for services. Employees should contact Ms. Rhodes to discuss their best options.

Ms. Belmonte noted that Aetna has three transparency tools available:

- Hospital Comparison Tool
- Member Payment Estimator
- Rx Estimator and Cost Comparison Tool

Ms. McFarland added that these tools are available now on all three medical plans. They are available when you log onto Aetna Navigator, and we need to make sure employees are aware that these tools are out there for them to use.

Ms. Jill Castellano noted that they do rep training for TALC and asked if there is a demo account for these tools, or can Aetna provide training. Ms. Gabby Dimitrakis noted that there is training video available - Talc could use it and it could be added to the Ins. & Benefits website.

The Rx estimator tool gives employees all the information they need to know about their prescriptions.

### **Teladoc Presentation**

Ms. Belmonte noted there are high levels of Teladoc utilization - 16.8% of eligible users have used it. More females than males use it. 181 people have used it in the last month. 741 people have used it year to date.

Ms. McFarland noted that Ms. Jeanne Beatson is going to be the direct point of contact for benefits for transportation and maintenance employees. Ms. Beatson will be visiting the compounds and maintenance departments on a monthly basis. She will work closely with Ms. Mary Parker, the Wellness Coach, to provide services to these locations. Paper fliers will be used at these locations to help share information with employees.

### **FY19 Wellness Kick-Off Events**

**Bid Day:** Ms. Heather Parker noted that Wellness will be attending bid day at the Island Coast High School auditorium after bidding. This is the second year they will be there to screen drivers after they bid on their bus routes. The dates are July 26<sup>th</sup>, 7 a.m. – 4 p.m. and July 27<sup>th</sup> 8 a.m. – 2 p.m. A flyer has been posted at the bus compounds – they are anticipating 350 people. Sign-ups start tomorrow.

**Health Fair:** Post cards have been mailed out to all employees. This huge fair will have over 20 vendors in attendance and will be held on August 1<sup>st</sup> from 1-6 pm.

### **Health Screening Schedule:**

Leadership members are aware of the screening schedules at their locations. Calendar invites will be sent to all administrative teams. Sign up is highly recommended, and employees can sign up until 24 hours prior to the event.

The first nutrition for reducing pain series was well received. One important lesson learned is that cooked mushrooms help fight off allergies and asthma. They are working on Retire Wise scheduling and are getting a lot of requests for this class. Kickball league development is underway.

Ms. McFarland added that the Board approved the utilization of the Health Fund for incentives and wellness programs. There are new programs being introduced.

### **Good of the Order**

Ms. McFarland and other meeting attendees thanked Mr. Mark Castellano for his 19 years of service on the ITF. Members also thanked Mr. Castellano for his support and commitment to the District.

### **Adjournment**

The meeting adjourned at 4:40 p.m. with motion by Ms. Jamie Michael and second by Ms. Kimberly Hutchins.