

**THE SCHOOL DISTRICT OF LEE COUNTY
MINUTES**

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

Thursday, October 4, 2018

Members Present

Gregory Blurton
Jill Castellano
Karen Cooley
Kerr Fazzone
William Grand
Bonnie McFarland
Jamie Michael
Heather Parker
Elizabeth Peterson
Joseph Pitura
Jimmy Riley

Members Absent

Toni Abrams
Shandra Backens
Kevin Daly
Kimberly Hutchins
Angela Pruitt

Others Present

Jonathan Anderson, Aon
Janice Belmonte, Aon
Kim Howe, Aetna
Rachel Rhodes, Aetna
Leo Burt, Retiree Liaison
Steven Teuber, Board Liaison
Terri Roney

The meeting was called to order at 3:02 p.m. by Ms. Bonnie McFarland.

Approval of Minutes

The draft 09/06/18 ITF meeting minutes were reviewed. Ms. McFarland noted one correction to the minutes and asked if there were any further corrections. Ms. Jamie Michael noted one change on page three, Dr. Kerr Fazzone noted two changes on page 4. There being no further changes to the minutes, Ms. Jamie Michael made the motion to approve the minutes of the meeting. Ms. Elizabeth Peterson seconded the motion; the motion passed unanimously.

Review of Health Plan Financials

Mr. Jonathan Anderson reviewed the table of contents, noting an addition to the financials of large loss analysis and deductible met by plan analysis. Mr. Anderson noted the financials include paid claims through August 2018. The 2018-19 projection is updated to 0.7% below the net 2018-19 revenues. Membership continues to be consistent. Paid claims for August was \$8.2M. The average 2017-18 monthly paid claims was \$7.0M, the 2018-19 YTD average monthly paid claims is \$7.4M.

Per employee per month (PEPM) premium is updated from \$691.29 to \$699.29 - about 1.2% above projections. Cost of PEPM was budgeted at \$695 and is running at \$694 – very close to projections. Surplus is now \$684,227 – down from last month.

Loss ratio was reviewed. Loss ratio was 111% for August. Discussion was held comparing claims for last year and this year.

Ms. Janice Belmonte reviewed large claims, noting there are 19 large claims. Last year there were 10. The large loss analysis was reviewed. It was noted that this analysis was requested at the September ITF meeting. Mr. Anderson added that Aon looked at large losses for other Florida school districts and other municipalities. Claims per 1,000 members for the District is at 1.51. Our District is just about in the middle of the ten school districts and municipalities looked at. Average claims per 1,000 is 1.44. Our school district is just a little higher than the statewide average, but is below the national average. Two of the 19 large loss claimants became employed after 2/2017. Mr. Anderson added we are seeing large claims grow, but we are not alone in this.

Rx spend is 25% of total claims, medical is 75%. Last year, for the same period, Rx was 26%.

PPACA Update

Ms. Belmonte reviewed that the IRS released notice on Employer credit for paid family and medical leave. This does not apply to the District. There are not many updates coming from Washington at this time.

Mr. Anderson reviewed the deductible met by plan analysis with ITF members. Discussion was held. Ms. McFarland noted that the copays on the 3769 and 5773 plan keep the number of employees who meet their deductible lower.

FY19 Wellness

Ms. Heather Parker noted that we are at 48% of the goal for those completing health screenings, with 40 events left. There is a big health screening event at LCPEC on October 15th and another in January. It was noted that most new employees weren't on the health plan when the event was held at their school due to the 45 day waiting period, so they can now come to the event here in October, or if hired now, they can get their screening in January. Flu shots and extended vaccines are available at the October 15th screening - Pneumonia, Shingles, TDap. A large number of extended vaccines have been given this year. Screenings are getting a lot of principal support and participation.

New wellness classes are starting. CHIP at Oak Hammock Middle School starts soon. Nutrition for pain classes are going well. Employees are enjoying the classes and learning a lot.

68 people are registered for the run this Saturday. The District is supporting this initiative and getting exercise at the same time.

The walking challenge is coming up in October. The Zombie challenge was so popular that Wellness is providing it again, and more people can participate this year. It will run through Thanksgiving to help people exercise during that time.

Good of the Order

Ms. Karen Cooley noted that there will be a Medicare seminar here on November 16th from 10 a.m. to noon in the Board room. This is the biannual seminar for retirees. Cathy Furr from Aon will facilitate. Retirees who are Medicare age will be sent notifications of this seminar. A letter will be going out in November. There will be another seminar in March for current employees who are thinking of retiring, which be in the evening from 5 to 7 pm.

Ms. Kim Howe added that Aetna has been in the news regarding selling off their Medicare Part D. She noted that this does not affect anyone in the District.

Ms. Parker informed ITF members that Dr. Darren Morton will be in town on October 25th. He is a leading educator in healthy lifestyle from Australia. There are 1,400 tickets available. Reserve a ticket now if you would like to go.

Adjournment

The meeting adjourned at 3:45 p.m. with motion by Dr. Kerr Fazzone and second by Ms. Jamie Michael.