

**School District of Lee County
Minutes**

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

February 7, 2019

Members Present

William Grand
Elizabeth Peterson
Jamie Michael
Kerr Fazzone
Joe Pitura
Heather Parker
Karen Cooley
Jill Castellano
Jimmy Riley
Bonnie McFarland
Kevin Daly

Members Absent

Toni Abrams
Shandra Backens
Greg Blurton
Kimberly Hutchins
Dr. Angela Pruitt

Others Present

Jonathan Anderson
Nadia Elmunaier
Susan Grimm
Curtis Colbert
Leo Burt
Kim Howe
Jamie Spangler (intern)
Cathleen Morgan (Board Member)

The meeting was called to order by Bonnie McFarland at 3:03 p.m.
Beginning February 7, 2019 we will have a new sign-in procedure for compliance purposes.

Approval of Minutes: With a quorum present, the draft 1/10/19 ITF meeting minutes were reviewed. Ms. McFarland asked if there were any corrections. Mrs. Jamie Michael indicated that Mr. Leo Burt was not listed under the “Others Present” section as he should have been. Making note of the change to the minutes, Ms. McFarland asked if there were any further changes needed. There being no additional changes to the minutes, Mr. Kevin Daly made the motion to approve the minutes of the meeting. Mrs. Karen Cooley seconded the motion; the motion passed unanimously.

There is one agenda edit to item four. The time frame on this item should be from 3:55 to 4:10

Review of Health Plan Financials

Presented by Jonathan Anderson of Aon

The Medical Plan review was presented by Mr. Jonathan Anderson of Aon. Mr. Anderson stated the projected plan cost for 2018/2019 will be .03% above the net 2018/2019 net revenues. Plan allocations are: Plan 3769 has a 58% of enrollees, plan 5773 has 38% of enrollees, the HDHP has 3% of enrollees. The average monthly claims for 2018 is \$6.9M, the average for 2017/2018 was \$7.0M, and YTD average for 2018/2019 is \$7.2M.

There has been an additional 187 more employees enrolled than projected.

Page 5 shows the projections with a deficit drop from \$515,978 down to \$252,644 indicating the fund is in good shape as far as projections go.

The PEPM is a better calculation to show the change as it is not impacted by changes to volume. This is good news, but we still show a deficit.

Page 6 is a graph comparison of the combined loss ratio for claims paid each month for Period January 2017 - December 2017 and January 2018 - December 2018. The average loss ratio has decreased from 104.1% to 101.5%.

Large Claims Review

The Large Claims Review was presented by Ms. Susan Grimm of Aon.

Page 7 shows the large claims that are claims over \$250,000. There is one new large claim, and the other claims have no change from the previous month

For the current period, we have 21 claims for a total of \$8,705,254. There seems to be an uptick in claims.

Mr. Grand inquired if we know why some claims went down.

Ms. McFarland answered that only the previous 12 months are being looked at. With care, it could be those that show a decrease could be ending care while those increasing could have had a hospital stay. Therefore, the increases and decreases are dependent upon the care sought and provided.

Increases in the number of high dollar claims are consistent across the State of Florida and they are most likely a national phenomenon.

Mr. Colbert of Simplified asked, does Aetna have a report of case management?

Ms. Howe of Aetna answered, Yes, the clinical team meets with the district but maintains anonymity of claimant names.

Page 8 shows the Prescription Percent of Total Claims Spend.

Prescription total claims is 26% compared to medical claims at 74%

Legislative Update

The 2019 FSA contributions have increased to \$2700.

The deadline for providing forms 1095-B and 1095-C has been extended.

Tax credit for family and medical leave are still available provided the employee meets specific requirements.

Mr. Joe Pitura inquired if there was any feedback on trends of Open Enrollment and if employees are switch to the new plan?

Mrs. Cooley stated that we are still in the Open Enrollment window and to date approximately 1600 (16%) employees have completed the process. No queries have been run yet to show if employees are switching plans. I&B will bring that data to the March meeting, once Open Enrollment has closed.

Medical Plans and Premiums

Ms. McFarland shared information on the four medical plans available for employees. We are currently in Open Enrollment. In early fall of the school year we began to look at rates for the 2020-21 plan year. In October 2018 we presented the plans to the School Board, they approved the plan design and rates on the slide titled "Option 4". In December, TALC and SPALC bargaining agreed to an increase to Board Contribution of \$360 per employee per year. This

increase to the Board contribution reduced employee contributions, which impacted the migration assumptions between the plans, and changed the financials.

The projected surplus/deficit went down. However, the HSA seed money has gone up from \$1500 to \$1860 due to being the difference between the employee only option and the Board contribution.

It was inquired that this has an overall effect on the projected loss.

It was originally projected to be a loss of \$2.191M however, that will now be \$1.17M.

Mrs. Michael asked if the plans on the website are correct and can 20-pay employees see their options?

Yes, the website is up to date. Additionally, PeopleSoft has an added column for 20-pay employees, so they can see their full premium.

Teledoc Utilization

Ms. Nadia Elmunaier presented information on Teledoc utilization that net claims savings doubled from \$116,000 in 2017 to \$243,004 in 2018.

Ms. Elmunaier continued with the Aetna Navigator Transparency Tool information. The tools used most are the cost estimator and number payment estimator. The hospital comparison tool has had some slight use.

Open Enrollment Status Report

To date there are 2,119 employees enrolled. There are approximately 600 election errors, which means we are waiting on underwriting paperwork to be provided in order to allow the coverage the employee has chosen.

- 89 employees have changed plans: 4 in plan 7419; 6 in HDHP; 30 in plan 3769; and 49 in plan 5773.
- As we are in the middle of Open Enrollment will bring final totals at a subsequent meeting.

Jeannie Beatson has been going out to the transportation compounds daily. This seems to be a better fit for the employees than having them come to the District for assistance with signing up for benefits.

WageWorks will be switching over to Connect Your Care. Connect Your Care will also be the company used for our employees who have the HSA. A letter is being drafted and will be sent to these employees letting them know they can switch their HSA account over to Connect Your Care with closure fees paid by the District at the time of the bulk transfer for employees choosing the Connect Your Care option. There is a drop-dead date of March 15, 2019 for these employees to make their decision to move their funds to the new company, otherwise they will need to contact WageWorks on their own when and if they choose to move away from them.

The Insurance and Benefits department is more than happy to assist with all questions or concerns an employee may have. We have computers here that employees can come in and use to make their benefit selections; and each I & B employee has a time slot to assist those coming in so they will not be left to themselves to “figure it out”. If employees have questions about their selections, Benefits@leeschools.net is the best way to contact us.

Wellness Update:

Mrs. Heather Parker provided the wellness update with information about continued incentives for health screenings. She stated that CVS was a partner that served our employees well at the screenings. CVS is interested in remaining a partner for the 2019-2020 school year. CVS was able to offer additional vaccines such as pneumococcal, TDAP, Shingles, and High Dose flu vaccines. We plan to go out the transportation bid-day again next school year as we had 292 employees participate on day one and 83 on day 2. It is good to note that any employee of the District can go to any one of the screening events throughout the district. They are not beholden to their job site event.

At our first Health Fair in January, we had 438 people participate in the screenings alone with many more walking through for other information provided.

Our health classes continue to be a hit with our employees.

The CHIP program has 30 attendees at the Trafalgar Middle location and 12 at the Leonard Compound. They are conquering conditions from diabetes to high blood pressure; and, gaining knowledge on the detriment of drinking too many sodas, including diet sodas.

Our Diet Free program has 535 participants and we have 47 licenses reserved for those working with our health coach and also those who will be working with our intern, Jamie Spangler, in the on-site gym.

We had 185 employees join our Team Challenge. This Challenge requires a cost to the employee as there is a monetary incentive and tax ramifications..

Good of the Order

The TALC run is February 23rd with Aon as one of the sponsors. Participants can go to ActiveLee.com and search TALC 5K to sign-up. All proceeds go toward scholarships for graduating seniors of bargaining unit members.

The free-weight equipment in the gym is out of corner and that corner is now a classroom. We have a 12-foot stainless steel, food safe table in there for cooking demonstrations, and this allows us to offer an exercise class and a demonstration class simultaneously. We will also be setting up a circuit type system using numbers to make going to the gym a little less intimidating.

Adjournment

The meeting adjourned at 3:57 p.m. with a motion from Mrs. Jamie Michael and seconded by Mr. Kevin Daly.