

**THE SCHOOL DISTRICT OF LEE COUNTY
MINUTES**

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

Thursday, April 4, 2019

Members Present

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

Members Absent

Toni Abrams
Shandra Backens
Kevin Daly
Jimmy Riley

Others Present

Jeanne Beatson, Ben. Specialist
Jonathan Anderson, Aon
Susan Grimm, Aon
Clarissa Knowles, Aetna
Kimberly Howe, Aetna
Rachel Rhodes, Aetna
Leo Burt, Retiree Liaison
Cindy Proia, Secretary

Mary Fischer, Board Member Liaison

The meeting was called to order at 3:03 p.m. by Ms. Bonnie McFarland. Ms. McFarland asked everyone to please sign-in before leaving today.

Approval of Minutes – 03/07/2019

Ms. McFarland said that all members should have received a draft version of the 3/7 minutes and asked if anyone had any questions or revisions at this time? No response. Jamie Michael moved to approve the minutes as written, seconded by William Grand, motion approved unanimously.

Review of Health Plan Financials and PPACA Update

Mr. Jonathan Anderson, Aon Vice President, noted that financials include claims paid through February 2019. The 2018-19 projection is updated to be 1.5% below the net 2018-19 revenues. 58% of employees are enrolled in the 3769 plan, 39% in the 5773 plan and 3% in the HDHP. Current Medical Plan Enrollment for the district as of February 2019 is 10,937. February 2019 paid claims were at \$7.2 million.

The 2018-19 updated projections are complete and there is a 1.2% increase in the total net premium amounts. The surplus projection figure went from a negative \$515,978 to a positive, \$1,384,107 or 1.9% above the actual budgeted amount.

Susan Grimm, Aon Assistant Vice President, discussed the large claims over the \$250,000 threshold. Referring to her diagram on page 7 of their packet, the #5 claim of \$478,606 and the #18-#21 Claims are still being reviewed and more information will be given later. Sue reviewed the Legislative Updates with the Task Force and stated most of these will not affect the Lee County School District.

Jamie Michael had a question about FMLA. She asked if an employee goes on FMLA the last week of school, do we count the summer weeks as part of the 12-week time frame? Dr. Pruitt said that is not the practice here at the district, but if Ms. Michael wanted to give her the specifics she could investigate it for her. Ms. McFarland stated that when using FMLA, the employee does not have to exhaust their accrued sick time prior to going on FMLA.

2018 SDLC Utilization Summary

Ms. McFarland introduced Kimberly Howe, Senior Account Executive with Aetna, who would review the 2018 SDLC Utilization Summary with the Task Force. She perused and discussed the Consultative Analytic Impact Report for the School Board of Lee County highlighting these key points:

- Medical Key Observations
- Clinical Observations
- Key Measures Summary
- Population Health
- Financial and Utilization
- Diagnostic Categories
- Case/Disease Management Experience
- Behavioral Health
- High Cost Claimants Key Statistics
- Emergency Room Use
- ER – Alternate Sites of Care
- Oncology
- Musculoskeletal Key Statistics
- Musculoskeletal Clinical
- Inpatient Facility Key Statistics
- Pharmacy Overview

Ms. Howe felt the district was in good shape and was moving in the right direction focusing on the wellness programs for their employees trying to avoid the larger medical issues in the future.

Dr. Pruitt was looking for some information on the Teledoc system. She wanted to have the number of employees who used the Teledoc system, however, within 1-3 days, had to seek additional medical care. Ms. Howe said she would bring that information back to the Task Force.

Following Ms. Howe's presentation, Ms. McFarland expressed to the Task Force, that she hoped this information was helpful to see some numbers for our Self Insurance Programs.

Wellness Update

Heather Parker, Wellness Coordinator, Lee County School District, was here to give updates on the following: Full Plate Diet, Outbreak Walking Challenge, and Healthy Wage.

Full Plate Diet: Currently running a Pilot Program with 52 participants. You had to have needed to lose at least 16 pounds to be eligible to join. This program will last for 16 weeks and it focuses on nutrition and behavior modifications. There is interaction with dietitians and behavior support specialists. This week's focus was to add 3 apples to your diet per day. Suggestion was to eat the apple just prior to your meal, to not only fill you up faster, but to also add 12 grams of fiber

to your daily diet. If the pilot program is successful, we will roll it out in the fall. This is actually the first ever weight loss focused program we may offer.

Outbreak Walking Challenge: THE OUTBREAK is a team-based, 6-week step and exercise challenge that tasks your employees with surviving in the harsh world of a zombie outbreak using their real-world steps and physical activity. This program is highly effective.

Healthy Wage: There are 182 participants in this program who have currently lost over 2,000 pounds. The top prize for the 5-member team losing the most weight is \$10,000. Currently we have one of the top 3 teams in weight loss. This is proving to be a very successful program.

Ms. McFarland said they are currently working on a few new programs for the district:

- The Lift Program
- Ways on how to increase Colonoscopy Screenings amongst district employees
- How to better handle health care for employees with Auto Immune Diseases.

Ms. McFarland said the goal of the School District of Lee County is how to offer wellness programs to avoid higher medical costs later. She said they are still compiling data to see which way they should proceed.

Ms. McFarland asked for any "Good of the Order" items. No one responded.

Kerr Fazzone moved to adjourn the meeting at 4:15 p.m., seconded by Elizabeth Peterson, motion carried unanimously.