

**THE SCHOOL DISTRICT OF LEE COUNTY
MINUTES**

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

Thursday, January 10, 2019

Members Present

Shandra Backens
Gregory Blurton
Karen Cooley
Kevin Daly
Kerr Fazzino
William Grand
Kimberly Hutchins
Bonnie McFarland
Jamie Michael
Heather Parker
Elizabeth Peterson
Joseph Pitura
Angela Pruitt

Members Absent

Toni Abrams
Jill Castellano
Heather Parker
Jimmy Riley

Others Present

Jonathan Anderson, Aon
Susan Grimm, Aon
Kim Howe, Aetna
Rachel Rhodes, Aetna
Mary Fischer, Board Liaison
Jeanne Beatson, Benefits Specialist
Terri Roney
Curtis Colbert, Simplify

The meeting was called to order at 3:05 p.m. by Ms. Bonnie McFarland.

Approval of minutes for the 12/06/18 ITF meeting was delayed until quorum was present.

Review of Health Plan Financials

Ms. Susan Grimm reviewed the financials, noting that the new projection includes claims through November 2018. November 2018 paid claims were \$6.5 million. Average monthly 2017-18 claims were \$7 million, and average monthly 2018-19 claims were \$7.2 million. Cost per employee per month (PEPM) is up 1.2%. Updated projection is a deficit of \$379,728, which is an improvement.

Loss ratio was reviewed. November loss ratio was 88%, which is an improvement over last year. Large claims were reviewed. It was noted that two new large claims were added. The number of large claims has doubled in the last year. Mr. Jonathan Anderson noted that District's average employee age is right in line with public sectors across the state. The value of our claims are spiking – the severity of our claims is heavy. He also noted that Aon talks with Aetna on a regular basis to be sure these claims are being handled as well as possible to reduce costs.

Rx is 26% of claims, medical is 74% of claims.

Mr. Colbert from Simplify asked what the threshold for case management is. Ms. Kim Howe from Aetna discussed thresholds – noting that all claims are closely monitored, and the threshold for case management is determined on an individual basis.

Approval of Minutes

With quorum present, the draft 12/06/18 ITF meeting minutes were reviewed. Ms. McFarland asked if there were any corrections. There being no changes to the minutes, Mr. Kevin Daly made the motion to approve the minutes of the meeting. Ms. Shandra Backens seconded the motion; the motion passed unanimously.

PPACA Updates:

It was noted that there are no PPACA updates due to the government shut down.

Benefit Open Enrollment

Ms. Karen Cooley shared that the Benefit Contact meeting is tomorrow, Friday 1/11/19. Mr. John Dean from Connect Your Care will be present at the meeting. Emails will soon go out, to employees who currently have FSA money left, that will explain the turnover period as far as transferring information from WageWorks to Connect Your Care.

Ms. Cooley also shared that I&B staff will be going out to Tier 3 schools for open enrollment support starting Monday, January 14th, and Ms. Jeanne Beatson will be going to the transportation compounds to support them with open enrollment.

Ms. Beatson shared that today was her first day of open enrollment support for transportation at the South compound. These are informational meetings, and there will be two such meetings at each location in January. Rachel Rhodes, our on-site Aetna representative will be going with her to discuss individual medical insurance needs with employees. In February, Jeanne will be out at transportation locations every day to assist with enrollment in PeopleSoft. Her schedule has been posted at the locations.

Enrollment assistance can also be provided in the Insurance & Benefits department. Open enrollment dates are January 31st through February 15th.

FY19 Wellness

Ms. McFarland informed ITF members that Ms. Heather Parker is out sick. Ms. McFarland shared that the last health screening was here at LCPEC on Tuesday. Screenings can still be done at Quest through the end of February. There will be no more on-site screenings. Wellness classes will begin on Tuesday January 22nd. The Wellness portal is open and working very well.

Good of the Order-

Ms. Shandra Backens thanked Aon for helping with the 6th annual 5K race coming up on February 23rd. Proceeds go to scholarships for graduating seniors.

Ms. Jamie Michael shared that she got a phone call from an employee about how helpful Rachel Rhodes, our on-site Aetna representative, has been with taking care of a difficult situation. She thanked Rachel for her assistance.

Adjournment

The meeting adjourned at 3:28 p.m. with motion by Ms. Jamie Michael and second by Dr. Kerr Fazzone.