

May 27, 2009

INSURANCE TASK FORCE COMMITTEE MEETING

Members Present

Shandra Backens
Steve Bowman
Leo Burt
Mark Castellano
Karen Cooley
Amy Desamours
Marcia Fain
Ron Frazer
Jamie Michael
Donna Mutzenard
Tommy O'Connell
Bob Rushlow
Susan Strong

Members Absent

Dr. Greg Adkins
Marty Mesch
Joe Pescatrice, Retiree
Liaison
Suzan Rudd

Others

Bob Chilmonik, Liaison
Board Member
Lisa Brown
Debbie Durieux
Robin MacDonald
Debbie Strong
Karen Toro
Glen Volk

Ms. Susan Strong called the Insurance Task Force Meeting to order at 3:35 PM.

Approve Minutes

Ms. Susan Strong asked if there were any additions, deletions, or corrections to the Minutes from the April 22, 2009, meeting. There being none, Ms. Karen Cooley made a motion to approve the Minutes; Mr. Tommy O'Connell seconded the motion; and the motion passed unanimously.

TSACG Renewal Contract

Ms. Susan Strong presented the renewal for the TSACG contract to the group. TSACG provides administrative services for the District's 403(b) and 457 tax sheltered programs. They were proposing to renew for five years, the first year at the current rate (\$4 per employee), and increasing 3% for each of the next four years. Ms. Strong reviewed their services provided, which include:

- Helping the District remain compliant with Federal Regulations, which effective January 1, 2009 – new IRS regulations required extensive new recordkeeping and administrative responsibilities for employers.
- Providing a plan document
- Providing sample employee notices
- Maintaining participant records
- Preparing employer reports
- Assisting the District to develop guidelines
- Insuring TSA vendors meet District and Federal guidelines
- Monitoring employee contributions so they do not exceed allowable limits
- Providing educational services to employees, including the Annual Retirement Benefits Guide
- Maintaining a website with SDLC-specific information and forms

Mr. Bob Rushlow asked if the Task Force could review the TSA Vendor Lists at a later date. Ms. Strong said the renewal of the TSACG contract had no bearing on our Vendor List, and that the group could review that list at anytime.

Mr. Bob Rushlow made a motion to renew the TSACG Contract; Ms. Donna Mutzenard seconded the motion; and motion passed unanimously.

Employee Wellness Program

Ms. Lisa Brown updated the group on what has been going on this past year. She is currently collecting and evaluating the current year's data in order to design programs for the upcoming school year. She will share the data with ITF Members, Principals, and Cabinet.

Her initial information indicates a positive impact, however, she plans to work on improving participation.

The Race to Key West: 82% reported that the challenge helped them meet the current recommendation of 30 minutes of moderate exercise 5 days per week; 79% reported an increase in work productivity.

A report from the Surgeon General reported workplace physical activity programs can reduce short-term sick leave by 6 to 32%, reduce health care costs by 20 to 55%, and increase productivity by 2 to 52%.

Lighten up Lee Schools: 90.1% of participants experienced an improved BMI; 7% reduction in those falling in "obese" category; estimated savings: \$56,731.06.

According to the CDC, depending on severity of obesity and gender, medical expenditures are between 29 -117% greater than expenditures for workers with normal weight.

Ms. Brown is planning to send out a end of the year survey, which she shared with the group. She asked that everyone email her their feedback/suggestions prior to her sending out the survey.

Ms. Brown, in order to improve participation, is considering having a Wellness Champion at each school to motivate employees. She is considering a prize to the Champion whose school has the greatest participation. The benefits of a Wellness Champion is to increase visibility of the program, brings available resources into individual worksites. An internal message is usually more effective than external messages.

At the April 22, 2009, ITF Meeting, the group decided to look at incentives for participation in the Wellness programs, and/or healthier behavior. Ms. Brown is going to collect examples and outcomes to share for discussion at a future meeting.

A recent article in the New York Times, reported that part of the healthcare overhaul, "prevention and wellness" is one of the President's 8 principles for health legislation. Congress is considering tax credits for employers who provide wellness programs meeting the federal guidelines. Lawmakers are also interested in making it easier to use both rewards and penalties to promote health behaviors.

Mr. Robin MacDonald reported that Blue Cross Blue Shield of Florida will be increasing their contribution to the wellness program from \$75,000 to \$100,000 for the next two years. In addition, they will also reduce their administration fees from 5% to 3% for the next two years.

Health Plan Financials

Mr. Glen Volk reviewed the health plan financials with the group. Based on the claims experience, and projections anticipated, he feels that there will be an 8% to 9% increase in premiums next year, if all stays the same as expected.

Chiropractic Claims Review

There had been concern expressed due to the amount of money being paid out on chiropractic services, which was one of the largest areas of claims experience. One particular chiropractor had the largest number of claims. Blue Cross has implemented some restrictions, which have lowered the claims for chiropractic services. They will continue to monitor.

Good of the Order

Mr. Mark Castellano indicated the people from AFLAC visited him. Ms. Strong had been contacted by them too & would call them to inform them of the process.

The meeting was adjourned at 4:35 PM.