

March 21, 2006

INSURANCE TASK FORCE COMMITTEE MEETING

Members Present

Dr. Greg Adkins
Pat Arner
Leo Burt
Mark Castellano
Ami Desamours
Ron Frazer
Marty Mesch
Jamie Michael
Donna Mutzenard
Bob Rushlow
Susan Strong
Vicky Tisdale

Members Absent

Charles Luckey
Norma Perroni
Suzan Rudd

Others

Dr. Jane Kuckel, Liaison
Board Member
Joe Pescatrice, Retiree Liaison
Lisa Brown
Karen Cooley
Barbara Crowe
Debbie Durieux
Robin MacDonald
Cecilia Rucker
Janie Rushing
Pat Ryer
Debbie Strong
Glen Volk

Ms. Strong called the meeting to order at 3:42 P.M.

Approve Minutes

There being no changes, additions or deletions to the Minutes, Ms. Vicky Tisdale made a motion to approve the Minutes of the February 21, 2006, meeting; Ms. Ami Desamours seconded the motion; and motion passed unanimously.

Employee Wellness Program

Ms. Lisa Brown updated the committee on wellness program plans and initiatives. She reported that she had held some focus groups and was getting a lot of good feedback from employees. Because focus group participants from Transportation stated they were interested in stress management, Lisa has been researching the internet and has found a lot of information relating to stress management to share with bus operators.

Ms. Brown has developed a list of the Fitness Clubs willing to offer discounts to District employees. She is currently working with these clubs to see if they will extend that same offer to District retirees. Lisa will send that information out to all employees in the April newsletter.

She indicated there is also interest in blood pressure screenings and health fairs.

Ms. Brown discussed a program called "Healthy People 2010 Objectives". This is a national and state program that is working to lower preventable illnesses. The program has ten (10) leading health indicators. She will also use those indicators for the District's wellness programs.

Ms. Brown has been working with Blue Cross Blue Shield on Health Risk Appraisals. BCBS would pay the cost of these appraisals for participating District employees and would provide the counselors to review the results with employees. Some tests covered by the appraisal would include glucose, cholesterol, and blood pressure. There was also discussion about informing employees that the appraisals

would be totally confidential and that no one would see their personal information and/or results other than the BCBS counselors reviewing the appraisals. Ms. Brown will help coordinate the program.

A suggestion was made to conduct Brown Bag Lunches at Transportation where topics such as stress management, nutrition, and other health-related topics could be discussed. Bus personnel have a natural break in the middle of their work day that would be ideal for Brown Bag forums.

Dr. Kuckel requested that Ms. Brown brief the Board in the near future about Wellness Program ideas and initiatives.

Health Insurance Survey Results

Ms. Susan Strong briefed the committee on the results of the Strategic Listening Health Insurance Survey. Nine hundred forty seven employees participated (approximately 10%), which Ms. Strong indicated was good response. Ms. Strong presented reports with totals for all employees and for SPALC and TALC bargaining units.

Mr. Mark Castellano said that many employees have indicated to him that they do not want to have to make a choice between a salary increase and maintaining their current benefits.

Middle Option Health Plan

Mr. Glen Volk reviewed the differences between the current BCBS health plans and the sample “middle option” plan (706 PPO Plan).

Ms. Strong indicated that Insurance & Benefits would do a survey of other School Districts to compare health plans and premiums and board contributions.

There was a brief discussion about establishing a fixed dollar amount for the Benefit Bank, not tied to the cost of a health plan.

Health Plan Claim Experience

Mr. Glen Volk briefly discussed the claim experience of each plan with the Committee. The overall paid loss ratio for February, 2006, was 90% and claim experience was tracking pretty much as expected.

Open Enrollment Statistics

Ms. Susan Strong discussed the open enrollment results with the Committee. Enrollment in most benefits had increased; however, participation in the Flex Plan Medical and Dependent Spending Accounts dropped slightly.

Good of the Order

The next meeting was scheduled for Tuesday, April 25, 2006 at 3:30 P.M.

The meeting was adjourned at 5:07 P.M.