

September 13, 2007

INSURANCE TASK FORCE COMMITTEE MEETING

Members Present

Shandra Backens
Leo Burt
Mark Castellano
Marcia Fain
Ron Frazer
Dr. Ruthie Lohmeyer
Jamie Michael
Shayne Murphy
Donna Mutzenard
Tommy O'Connell
Suzan Rudd
Susan Strong

Members Absent

Dr. Jane Kuckel, Liaison
Board Member
Joe Pescatrice, Retiree
Liaison
Dr. Greg Adkins
Steve Bowman
Ami Desamours
Bob Rushlow

Others

Lisa Brown
Karen Cooley
Debbie Durieux
Robin MacDonald
Cecilia Rucker
Debbie Strong
Karen Toro
Glen Volk

The meeting was called to order at 3:30 PM.

Welcome New Members

Ms. Susan Strong introduced and welcomed two new members, Shandra Backens and Marcia Fain. Ms. Shandra Backens is a teacher at Harns Marsh Elementary and is replacing Ms. Vicky Tisdale. Ms. Marcia Fain is a teacher at Cape Coral High and is replacing Pat Arner.

All members took a moment to introduce themselves to Shandra and Marcia.

Approve Minutes

Ms. Susan Strong asked if there were any additions, deletions, or corrections to the Minutes from the May 1, 2007, meeting. There being no changes, Ms. Jamie Michael made a motion to approve the Minutes; Mr. Leo Burt seconded the motion; and the motion passed unanimously.

VNA Flu & Pneumonia Shots

Ms. Lisa Brown worked with the Visiting Nurses Association (VNA) last year to offer on-site flu and pneumonia shots to employees. Because the response was so good, the VNA agreed to provide those same vaccinations to District employees again this year and to increase the number of sites from 9 to 14. The rates will remain the same: \$25 for the flu vaccine and \$40 for the pneumonia vaccine.

Ms. Brown indicated she would like to take the VNA agreement to the Board at the September 25, 2007, Board Meeting with the ITF's recommendation.

Ms. Donna Mutzenard made a motion to recommend the VNA flu and pneumonia vaccines for District employees; Ms. Jamie Michael seconded the motion; and the motion passed unanimously.

Ms. Susan Strong indicated she felt participation was so good last year due in part to Ms. Brown's colorful and informative emails.

Ms. Michaels and Mr. Castellano indicated they would put articles in the SPALC and TALC newsletters to promote the vaccination program.

Mr. Leo Burt asked if claim forms would be available for reimbursement through the health plan. Ms. Brown indicated forms would be available at each of the 14 sites, as well as on the Employee Wellness website.

Employee Wellness Program Update

Ms. Lisa Brown updated the committee on the following Wellness Program accomplishments:

- Health Risk Appraisals – conducted at 15 District sites; 1,300 participants; results to be announced
- On-Site Weight Management – 13 classes, 215 participants, 1,768 pounds lost
- Flu & Pneumonia Vaccinations – offered at 9 District Sites; 576 vaccinations administered
- On-Site Exercise Classes – 21 sites hosted classes; 44 off-site fitness facilities provided corporate discounts
- Employee Assistance Program – increased awareness of and participation in EAP services
- Walking Challenge – 51 District sites participated; 1,372 employees; 267,150 miles logged
- Fit with Five Challenge – Conducted at all Transportation sites; 153 employees participated

Ms. Brown plans to identify and develop systems to track outcomes of Employee Wellness programs and to increase participation in existing programs. She distributed the results/findings from the Health Risk Appraisals performed by BCBS last year. The overall statistics indicated that many participants had poor lifestyle behaviors, nutrition, exercise habits, and weight management; all of which increase risk for diabetes. Ms. Brown plans to offer resources, classes, and programs to improve results this year.

Early participation in Health Risk Appraisals seems to be lower this year and Ms. Brown feels that may be because people who participated last year don't feel they need to participate again this year. Ms. Backen suggested that emails be sent encouraging people to participate again.

There was discussion about offering incentives such as goody bags, gift cards, and punch cards to employee participation. Ms. Brown will look into these incentives.

In an effort to increase awareness and participation in Employee Wellness activities by Transportation staff, Ms. Brown has placed bulletin boards at each Transportation location along with racks for brochures. In addition, she will also ask Benefit Contacts at the schools to send her emails to Building Supervisors and ask them to pass the information along to custodians.

In an effort to make the Health Screenings more appealing, Ms. Brown has added other vendors who offer free eye exams, free skin cancer screenings, free sleep apnea screening questionnaire, and free chair massages. She will continue to recruit additional vendors to offer other services of interest.

Ms. Fain asked if cardiovascular tests could be offered. Ms. Karen Toro indicated that any tests offered need to have results available immediately. She felt that results of a cardiovascular test would not be available the same day. Ms. Brown will research.

In addition to the programs above, Ms. Brown has implemented the following new programs:

- “Healthy Breakfast Challenge” - 800 participants have signed up. She thanked Gallagher Benefit Services for allowing her to use a survey tool which enabled participants to register on-line.

- Fitness room - to be opened in the very near future for all District employees. All the equipment was donated and the location is an unused/unfinished room in the North Wing of the LEPEC. The fitness room will be unsupervised and there are no showers. Ms. Brown believes it will be available for use during the hours of 6:30 AM until 10:00 PM. She will confirm this and let everyone know. She will also check to see if the room will be available for retirees or if it will be restricted to employees only.
- Dr. Caschette from the Visage Medical Skincare Center had contacted the Foundation for Schools, who in turn contacted Ms. Brown, about donating strength training equipment to the District. The equipment was placed at J. Colin English Elementary.
- “Food for Life” program - a nutrition education and cooking class. This class will be held at Estero High, starting in October, from 6:30 PM to 8:00 PM for twelve weeks. If there is enough interest in this class, it will be offered at other locations.
- Heart & Vascular Institute will be visiting Transportation sites to conduct high blood pressure seminars.

Ms. Brown will send an email to employees with the results from the Health Risk Appraisals and post them on the Wellness website.

BCBS Outpatient Lab Network

Ms. Susan Strong reminded everyone, as of September 1, 2007, Lab Corp was no longer participating in the BCBS network. Lab Corp represented one-third (1/3) of the labs in Lee County. Currently, Quest & DSI labs are the BCBS network labs.

DSI was recently bought by Lab Corp. At this time, however, DSI is still a participating in-network lab. Ms. Debbie Strong (our On-Site BCBS Representative) and Ms. Susan Strong worked on a map to see what areas would be most affected by the loss of Lab Corp and DSI. They identified North Cape Coral and South Fort Myers as most critical.

Mr. Robin MacDonald indicated that BCBS is also researching the demographics to better assess the situation. Based on current claims, it appears that 55% of the claims were covered by Quest, and 30% were Lab Corp and DSI. BCBS is currently working with Quest to improve their hours of operation. BCBS is hoping to have some locations offer extended hours (early morning, later evening, Saturdays). Mr. MacDonald hopes to have more information by the next ITF meeting.

Health Insurance Claim Experience Update

Mr. Glen Volk discussed the self-funded claim experience for all four (4) health plans. He felt the numbers at this time were in line with what he had projected, although he felt it was a little early to get a true picture of the 706 Plan because it was just implemented April 1, 2007.

Good of the Order

Ms. Jamie Michael had spoken to an employee who was upset about being contacted by a BCBS Care Coordinator. The employee felt the Care Coordinator was questioning her physician and the care being provided. She was very confident in her physician and did not appreciate being contacted by a BCBS representative.

Ms. Karen Toro said that she could understand how someone might perceive that, however, there are many people who appreciate the contact. Some members are overwhelmed by their conditions and are looking for advice and options. Care Coordinators have helped them better understand their situation and care options. She also pointed out that employees can tell the Care Coordinator they do not wish their services.

Mr. Robin MacDonald will try to arrange for a Care Coordinator to attend a future ITF Meeting to explain the program.

There was discussion about methods (email, newsletter) to explain the Care Coordinator's function to employees. Ms. Strong said she would hold off on this until after a presentation has been made to the ITF.

Ms. Mutzenard indicated that she had been contacted by a retiree who was questioning her pharmacy benefits. She said she paid \$10 for a prescription through Prime and then got the same prescription at a Publix pharmacy and only paid \$5.49. Ms. Debbie Strong said she would call the retiree to obtain the details and look into the situation.

There being no further "good of the order", the next meeting was set for October 24, 2007¹, at 3:30 PM.

The meeting was adjourned at 5:00 PM

¹The meeting date was changed later to October 30, 2007, due to several conflicts with the October 24, 2007, date.