

September 29, 2008

INSURANCE TASK FORCE COMMITTEE MEETING

Members Present

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

Members Absent

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

Others

Lisa Brown
Barbara Crowe
Debbie Durieux

The meeting was called to order at 3:39 PM.

Approve Minutes

Ms. Susan Strong asked if there were any additions, deletions, or corrections to the Minutes of the September 10, 2008, meeting. There being no changes, Mr. Tommy O'Connell made a motion to approve the Minutes; Mr. Marty Mesch seconded the motion; and the motion passed unanimously.

Vision Insurance RFP

Ms. Barbara Crowe presented an overview of the vision insurance RFP process. She told the Task Force that nine (9) companies had responded to the RFP by the September 12, 2008, due date. On September 18, 2008, the subcommittee (Bob Rushlow, Susan Strong, Donna Mutzenard, Shandra Backen), assisted by Barbara Crowe, Janie Rushing, and Karen Cooley, met to review and score the proposals. They short-listed the proposers to the following three (3) finalists:

- Avesis
- Humana
- United Healthcare

On September 26, 2008, the subcommittee interviewed and scored the three finalists. Avesis scored highest with all members and was unanimously recommended by the subcommittee to provide vision insurance for the School District effective April 1, 2009.

Ms. Crowe explained that Avesis had offered the District a choice of four plans and the subcommittee had narrowed the field to the two best/most innovative plans. The subcommittee felt the final decision between the two plans should be made by the full ITF. Plan B-2 has enhanced benefits (no co-payment for the annual eye exam or materials and a richer contact lens allowance) plus overall lower premiums than those employees currently pay. Plan A offers

enhanced benefits also (frames every 12 months and a richer contact lens allowance): however, the premiums are slightly higher than those employees currently pay.

Avesis guaranteed their rates would not increase for four (4) years, and guaranteed no more than a 5% increase in year five (5).

After member discussion, Mr. Mark Castellano made the motion to recommend Avesis, Plan B-2, effective April 1, 2009; Ms. Marcia Fain seconded the motion; and the motion carried unanimously.

Coverage for Infertility

Ms. Strong distributed an unsigned letter from an employee that Ms. Fain had received. The letter asked the committee to consider covering infertility under the health plan.

The committee reviewed this topic in the past and decided not to expand the plan's coverage for infertility. Infertility procedures are extremely expensive and most health plans do not provide coverage. Since Ms. Strong has asked BCBS to provide data on the subject for the next ITF meeting, the topic was tabled until then.

Race to Key West

Ms. Lisa Brown updated the committee on the Employee Wellness challenge "Race to Key West". The challenge officially starts Monday, October 6, 2008, which is also the deadline for registering. To date, fifty (50) teams have signed up.

Ms. Brown again invited and encouraged all members of the Insurance Task Force Committee to register and join her team. There was discussion about how ITF member participation sends the message that they support the wellness program.

Ms. Brown shared a story about a 59 year-old employee who had written her to say that, although she has aches and pains and is not an athlete, she has taken advantage of most of the challenges and wellness activities. She has found that diet changes and exercising have improved her overall well-being and she is happier, healthier, and enjoys her job more.

Ms. Brown indicated that some companies tie participation in wellness programs to their premiums for health insurance. Manatee County Government offers premium discounts/incentives based on employee participation in their wellness programs. They will be presenting their program here in the LCPEC on Wednesday, October 1, 2008, at 3:00 PM and Lisa invited all interested ITF members to attend.

Good of the Order

Ms. Strong informed the group that AIG/Valic has been downgraded from an AM Best A+ Rating to an A rating. She immediately had them removed from the list of active approved TSA vendors.

She also informed the group that some companies on the TSA list had sent letters stating they were pulling out of the TSA business.

Topics to be discussed at the next ITF meeting will include a new TSA Plan Document, Adoption Agreement, Guidelines, Model Plan, and vendor list. Members will need to be prepared to take action in these areas as the new IRS rules will go into effect January 1, 2009, and Board action will be required prior to that. Mr. Bob Rushlow indicated he would like to have information prior to the next meeting.

The next meeting is scheduled for Wednesday, October 29, 2008, at 3:30 PM.

The meeting was adjourned at 4:25 PM.