

**INSURANCE COMMITTEE MEETING
MEETING MINUTES
April 15, 2009**

PRESENT: Tony Costantini, Judi Crowell, Kathy Donato, Mary Gorham, Carol Murphy, Juan Ortiz, Fran Pizza, Rita Powell
Ken DeBord, Lauren Santiago, Teresa Skipper, Maria Wiggins, Bea Woody
Lorraine Blades, Jo Burdek, Kassandra Duff, Donna Laica, Brian McNeil, John Murphy, Eric Scott, Jshon-Paul Weir

NOT PRESENT: Pam Aguiar, Kathy Heuer, Ray Lackey

WELCOME AND INTRODUCTION

John Murphy introduced Brian McNeil the new Senior Client Manager, who will be replacing Denise Mattera who has recently resigned from CIGNA HealthCare. Brian comes to the Osceola Team with several years of experience working with other School Board clients, Orange CPS and Brevard CPS. We welcome Brian and look forward to working with him, and we wish Denise well in her new adventure.

Kathy Donato and CIGNA each brought a cake to celebrate Lauren's selection as Professional Support Employee of the Year earlier this month. We all congratulate Lauren on this much deserved award.

MONTHLY EXPENSE REPORT

Ken distributed the Monthly Claims Expenditure Report thru March 2009.

REVIEW OF CURRENT ISSUES

A. Topics for Consideration this Year –

- The Bargaining Leadership Team approved the **TSA Vendor List** and will be effective 01/01/2009.
- **Medicare Advantage Plan** offered by United HealthCare was Board approved on 12/16/2008. The Plan became effective 02/01/2009, as an additional option for retirees over 65, we have (1) one eligible Retiree enrolled in the Plan. Additional education will be provided during Open Enrollment this year to encourage better participation.
- The **On-Site Health Clinic** Feasibility Study was presented to the Board in a Workshop on 03/24/2009. The Board approved moving forward with the RFP to better determine the potential savings. The Feasibility Study proved that the Clinic could at least break even, but the RFP responses will better project the potential savings. Kathy asked that she be kept in the loop during the RFP process; Ken suggested maybe including a Union representative on the RFP review committee.
- **New Federal Mandate** – Mental Health Parity will apply to our plan effective with the 10/01/2010 renewal.
- **OCTA Contract Language for 2009-2010** – No recommendations at this time.
- **Aon Medical Plan Projections** – Eric distributed and reviewed the latest plan cost projections based on claims incurred thru March 31, 2009. * With claims through March the year end cost projection has gone down another \$600,000.00 at \$44,260,000. Our Trend is running at 8.5%, Nationally Trend is running 10.5%, so we are moving in the right direction. Based on our Trend being at 8.5%, a simple renewal (no plan changes & no movement from one plan to the other plan) will increase the cost of the Plan \$4.2m next year. There was a lot of discussion about what it will take to cover the increased cost with premium increases and plan design changes and that impact to employees that did not get a raise this year and may not be looking at a raise again for next year. Concern was expressed that once members use up their "\$750 fund" that they are postponing further treatment until next year. CIGNA was asked to provide a report that shows "fund" balances by Branch Code. John and Brian will find out if such a report is available. * Tony asked for clarification on the amount of the CIGNA Admin Fee with the reduction in the number of Plans being offered etc. John Murphy discussed the

savings impact * Rita feels we need to look at another Plan and Teamsters are willing to provide a quote. Other Committee Members are skeptical about someone trying to come in and “buy the account” in the first year then up the rates later. Also, do we want to move from Self-Insured to fully insured, our claim experience will follow us either way, but we have more control over our Plan being Self-Insured. * During the discussion about possible plan changes the subject of the “Debit Card” and the HRA/FSA Plan combination came up as a major issue for members. Some members are choosing the OAPIN because of the convenience of the “Debit Card” with the FSA election. If we were to recommend only the HRA, Committee members feel it would have to include the Debit Card for those electing the FSA. * Eric will price out some options and bring them back to the Committee for review on May 6th.

- **CIGNA** – John Murphy and Brian McNeil discussed some of the highlights from the 2009-2010 renewal that has been presented to Eric and Ken for review. (1) No change in the PEPM Admin Fee, (2) No HRA fee for first quarter, a projected savings of approx. \$95,000, (3) Stop-Loss renewal held to 10% increase, and (4) Increase in the Pharmacy rebate, a projected savings of approx. \$35,000.

OTHER ISSUES

- A. **Committee Members – Fran:** Thanked Lauren for getting the Retiree access set up to Benefits Corner. **Judy:** Reported hearing positive comments from members regarding issues with the HRA Plan and the way Donna is handling member issues.
- B. **CIGNA – Jshon-Paul:** Presented a Service Initiative Report showing number of calls per month and discussing some of the things CIGNA has done to provide additional education to our members. Most recently visiting each of the local hospitals and talking directly with staff about the plan and information available to them from CIGNA. The meetings went very well at each location, there will be additional education and training made available. JP also presented the new Preventive Care flier that has been developed to help members understand the benefit and the billing process. **Jo:** Presented dental health information.
- C. **Humana – Pam:** Not present.
- D. **UNUM Disability – Kathy H.:** Ken received a response from the questions given to Kathy in December. An update will be provided at a future Meeting.

Next Meeting – The next meeting will be held on May 6th , at 2:30p.m., in the Finance Conference Room at 817 Bill Beck Boulevard in Kissimmee.

Submitted by:
Ken DeBord
Director
Risk & Benefits Management