

**DYSART UNIFIED SCHOOL DISTRICT
EMPLOYEE BENEFIT TRUST BOARD MEETING
MINUTES OF THE MEETING**

2011-2012

February 23, 2012

Location:
Nathaniel Dysart Education Center

GENERAL FUNCTION

- I. Mr. Edward Christy, Trustee, called the regular meeting to order at 5:20 p.m. Employee Benefit Trust Board members constituting a quorum were present: Edward Christy, Julie Halleck, Matt Kinney and Scott Thompson. Jim Dean, Executive Director of Employee & Community Relations for Dysart Unified School District, and Mark Bagnall from *the bagnall company*, were also in attendance.

ACTION ITEMS

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| 1. A motion was made by Julie Halleck, seconded by Matt Kinney, to approve the agenda as posted. | UNANIMOUS |
| 2. A motion was made by Julie Halleck, seconded by Scott Thompson, to approve the Minutes of the November 17, 2011 meeting of the Employee Benefit Trust Board. | UNANIMOUS |
| 3. There were no claim appeals to consider. | UNANIMOUS |
| 4. A motion was made by Scott Thompson to approve to go forward with Medical Account Maximum Change to \$2500 for Flexible Spending Account. Seconded by Matt Kinney. | UNANIMOUS |
| 5. A motion was made by Scott Thompson, seconded by Julie Halleck, to approve the Plan Renewal Information for Medical, Dental and Ancillary Benefits. | UNANIMOUS |
| 6. A motion was made by Matt Kinney, seconded by Julie Halleck, to approve the Medical Plan Evaluator Tool. | UNANIMOUS |
| 7. A motion was made by Scott Thompson, seconded by Ed Christy, to change the next Employee Benefit Trust Board Meeting date in March to Monday, March 4, 2012 at 4:00 p.m. | UNANIMOUS |

DISCUSSION ITEMS

Old Business

1. Regarding the Benefit Plan and Timeline Review

Mr. Mark Bagnall is hoping to provide final renewal commendations to the Employee Benefit Trust Board by next meeting in March. A recommendation was made that the Insurance Committee may need to have another meeting prior to the Employee Benefit Trust meeting.

2. Regarding the Wellness Program Update

Mr. Jim Dean updated the Board regarding the Wellness Program classes being offered to employees. Most recently a class was held on "Preparing to Have a Baby". The Human Resource Department offered a drawing of a \$100 Gift Card to Babies R Us. Sign up increased from five to 35. Human Resource would like to offer substantial prizes to raffle off at these workshops to increase participants. You will see a focus of moving the Wellness Program to the fore front this next year.

3. Regarding the BlueCross Quarterly Meeting Update

Mr. Scott Thompson highlighted Vision Therapy as being one of the plan changes that will be talked about in the future. We have had a lot of requests for this benefit. If offered, there would not be a change in rates. Mr. Bagnall highlighted the recommendation of a wellness benefit of \$250 payment toward positive results stemming from a wellness check. This will not be available on the \$1,000 HSA Saver plan due to the regulations.

4. Regarding Financial Information – Overall at 85%. This is good. Mr. Kinney asked how much money the Trust is making in interest. Mr. Thompson will send that information out to the Board.

- *Claim Experience Review* – Mr. Christy questioned on claim in July for Life Insurance. This is fully insured.
- *Medical Plan Design Considerations:* – This will be addressed in New Business.

5. Regarding Trust Financial Information

Current balance is 11.4 million.

6. Regarding United Benefit Advisor Health Plan Survey Updates:

Dysart has a 3 tier rating system. Why does Dysart have a higher percentage of employees waiving benefits? Possibly the Airforce Base; possibly employees going on spouse's insurance due to lower cost. Mr. Kinney asked if it would be possible to have an optional question to employee on application as to why employee is waiving benefits? Mr. Bagnall will look into this.

7. Regarding Dependent Audit RFP

Mr. Bagnall will be meeting with the District committee on March 5, 2012.

New Business

1. Discuss Possible Plan Changes for 2013

We need to address the PPO plan. The incentive to “no rate increase” is to change the PPO. HSA and HMO are miles apart and we need something in between. Having a PPO structured this way will move us into this direction. In a subsequent year we would like to look at the restructuring. Mr. Kinney mentioned his concern that the District will get hit with 7 g's on \$35000 a year and one dependent? There has been clear direction from the District Superintendent to keep changes to a minimum. A lot of benefit education to our employees is needed. Jim and Scott will be going out to the schools during Open Enrollment to present changes and to educate employees on the different benefit plans. We need to tackle HMO Zero next. Mr. Kinney stated that one of the biggest concerns is the Health Assessment Tool – people tend to be afraid to do this because they are afraid their information will be used against them. Mr. Kinney emphasized that the District really needs to show quantified evidence from the Wellness Plan. Mr. Kinney also mentioned the need to address the question, “What happens if I don't use my HRA money allotted to me?” The question was asked if there was a tax benefit to the District for the HRA. There is not. BlueCross BlueShield is going to become more aggressive on their follow up of patients after leaving hospital as a move toward wellness.

ADJOURNMENT

A motion was made by Mr. Christy to adjourn, seconded by Mr. Thompson and unanimously passed, the meeting ended at 6:19 p.m.