

Evansville Community School District

Insurance Committee Meeting Minutes
December 13, 2012- 5:00 p.m.
District Board and Training Center

Present: Al Jaeger, Jerry Roth, Linda Gard, Doreen Treuden, Ivy Otto, Jolene Hammond, Heather Hanson, Tom Calley, Greg Wallisch, Sue Parsons, Nancy Hurley, Vicki Lecy-Luebke, Lou Havlik, and Tammy Heissner

Minutes taken by Tammy Heissner

Mr. Jaeger began the meeting with a summary and discussion of the following:

- Comparison of peer groups
- Sense of availability
- Steps to building a plan and personalizing it (handout)
- Sample survey (handout)

Discussion of Staff Survey:

- The committee feels strongly that the survey needs to not only allow for feedback, but to also educate.
- Ms. Hammond suggested that it should include a plan design. She also said that it might be important to ask staff what their top priority is, and to give choices for them to number.
- Mr. Jaeger mentioned that it might be important to ask the question “Are you committed to Dean or are there other options that should be included? He also mentioned the importance of a health assessment.
- Mr. Roth talked about the cost of asking for certain packages, and if there was data out there about health risk assessments.
- Mr. Jaeger commented on the fact that we will be overwhelmed with options if we don’t know what are top options are. He suggested identifying the following:
 - Premium
 - Plan Design
 - Provider Network
- Mr. Wallisch suggested that we let staff know we have to look at other providers in order to be educated. Ms. Otto agreed saying “It will be a negotiation tool”.
- Ms. Hanson shared example questions that she had written down. She volunteered to move forward with the staff survey, putting it out to staff after winter break.

Discussion of Vision Statement:

- The committee was given several examples to choose from. It was suggested that each member circle their top two and then it would be tallied by Ms. Treuden. After an additional discussion the following vision statement was created and approved:

“The Evansville Community School District benefit plan will provide flexible and competitive benefits that offer value to our employees while being fiscally responsible to the district and our staff members. We will provide innovative wellness and healthcare options that will make a positive difference in our employees’ and families’ lives.”

Overview of Schedule:

Mr. Jaeger talked about “Market Place Chatter” (handout). Highlights of that discussion were as follows:

- Medical Plan Designs-Consumer driven health plans could mean higher deductible with side account.
- Spousal Surcharge-magnet plan which could create disincentive.
- Wellness-discussion took place that most of the time these plans are optional, but they should be a priority. Ms. Heissner suggested that there be more education about the benefits of the wellness plan, and that our current plan offers benefits and resources that many staff members may not be aware of. Discussion proceeded about ways to motivate staff.
- Disease Management-It has been noted that Districts are high stress areas-Plan design care should be upfront.
- Onsite Clinics-Concept throughout CESA 2 onsite with a nurse responsible for onsite assessments.
- EE benefit communication firms-figuring out how to do it better-Facebook/Twitter
- Health Care Reform-January 2014 exchange scheduled, there is talk of a possible one year delay? 2015?
- Milliman Strategic HCR Actuarial Study-impact study available to get a sense of what the costs will be.
- Contribution Strategy
 - At present we are a 2 tier with single family plan
 - Other tiers may need to be added, because the exchange will probably include multiple tiers, possibly 4 or 5
 - Defined Contribution Plans-win/win situation because funds would be set aside for contribution.
- Social Media and Networking-Facebook and Twitter

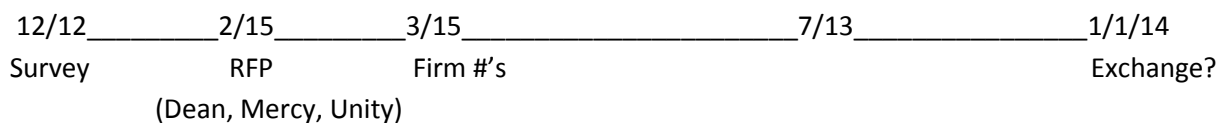
Adult Children Requirements and Tax Considerations in Wisconsin (handout)

- Discussion of eligibility and benefits and of using end of calendar year avoids imputed income. Ms. Havlik talked about it not being a tax impact.
- It was suggested that the language about the adult child’s age be confirmed and education about it be given to staff starting at the beginning of the calendar year.

Other

- Group Life Insurance Benefits for Employee’s-District will make sure that employees are aware of benefits and the option to purchase additional amounts.
- Timeline-

Mr. Jaeger recommends “we don’t ask for options from the providers, we give them our plan designs and ask them to commit to the decrements.”



Next Meeting

- January 21, 2013
- No February Meeting
- March 18, 2013