

El Paso Independent School District
Minutes of Board's Employee Health/Insurance Committee Meeting
September 23, 2003
4:00 p.m.
Education Center-Boeing

Present: Mr. Sal Mena, Jr., Board President, Board's Employee Health/Insurance Committee Chairperson
Mr. David Dodge, Board Member
Miss Leonor Garcia, Board Member

Absent: Dr. Charles Roark, Board Member

Administration: Mr. Charles Tafoya, Superintendent
Miss Carolyn Grantham, Associate Superintendent, Human Resources
Ms. Elizabeth Bulos, Director, Employee Benefits
Mr. Kyle Jeglum, Assistant Director, Risk Management/Workers' Compensation

Guests: Mr. Carlos Cordova, Board Secretary
Dr. Lorraine O'Donnell, Board Vice President¹
Mr. Frank Apadoca, Access Administrators, Inc.
Mr. Pat Graham, G. P. Graham & Associates
Mrs. Frances Wever, President, El Paso Federation of Teachers and Support Personnel

The meeting was called to order at 4:00 p.m. by Mr. Mena.

The topics discussed were as follows:

- 1A. Review Performance of EPISD Health Care Trust Medical Plan and Employee Premium/Contribution Structure
 - a. Administration recommended that current employee contribution be maintained with the exception of a one-time payment to employees in December 2003 in the amount of \$40. Mr. Tafoya suggested waiting until more discussion is held before a final recommendation is made to the Board on October 7, 2003.
 - b. Administration recommended no change to premiums.
 - c. Performance report to be brought back to the Board's Employee Health/Insurance Committee meeting on October 7, 2003, at 4 p.m.
- 1B. Discuss Proposed Amendments to EPISD Health Care Trust Medical Plan and Employee Premium/Contribution Levels for Plan Year 2004
 - a. No. 2 – extend dependent coverage to age 25
 - b. No. 3 – preferred lab at 100 percent coverage similar to Lab One
 - c. No. 4 – enhance Classic Option to include Bariatric Surgery
 - d. No. 5 – enhance Classic Option/Standard Option to include wellness component

The Committee concurred with the recommendations.

¹ Dr. O'Donnell arrived at 4:30 p.m.

1C. Discuss Proposed Amendment to EPISD Comprehensive Section 125 Employee Benefit Plan to Comply with New IRS Ruling Regarding Over the Counter Medications

Proposed amendment to include over-the-counter (OTC) medications as covered health care expenses as defined in the IRS Code, up to \$5,000.00.

The Committee concurred with the recommendation.

1D. Discuss Administration's Recommendations on Pharmacy Benefits Management and Prescription Drug Mail Order Services RFP #52-03

- a. Reviewed RFP (request for proposals) process, best and final negotiations, and two finalists (Aetna and Restat).
- b. Administration and Benefits consultant recommended Restat.

The Committee concurred with the recommendation.

1E. Review and Discuss Recommendation to Add UNUM Gold Plan Option to Disability/Income Protection Plan

Reviewed benefits of Gold Plan Option, and administration recommended it be included in addition to Platinum Option.

The Committee concurred with the recommendation.

1F. Possible Discussion of Other Issues Related to Employee Health/Insurance

- a. Stop Loss for Workers' Compensation – options to be explored
- b. Employee satisfaction survey on Access and UNUM
- c. Claim report from Access

Meeting Adjourned

The meeting was adjourned 4:52 p.m.

Date Approved: October 28, 2003