

El Paso Independent School District
Minutes of Board's Employee Health/Insurance Committee Meeting
February 26, 2002
3:00 p.m.
Education Center-Boeing

Present: Mr. Dan Wever, Board President, Board's Employee Health/Insurance Committee Chairperson
Miss Leonor Garcia, Board Secretary
Mr. Sal Mena, Jr., Board Member
Mr. Joe Rosales, Board Member¹

Administration: Dr. Gilberto Anzaldua, Superintendent
Mr. Charles Tafoya, Associate Superintendent, Human Resources
Ms. Elizabeth Bulos, Director, Employee Benefits

Guests: Dr. Gene Finke, Board Vice President
Dr. Charles Roark, Board Member
Mr. Richard Telles, Board Member²
Mr. Pat Graham, G. P. Graham Capital Management Group
Mr. Randy McGraw, G. P. Graham Capital Management Group

The meeting was called to order at 3:03 p.m. by Mr. Wever.

The topics discussed were as follows:

1. Amendment #2 to EPISD Health Care Trust Medical Plan (Item #1, A.)

Explanation provided on proposed amendment to Medical Plan related to suicide

2. Report on Final Numbers for Plan Year 2001 (Item #1, B.)

- a. Fourth Quarter Report
 - (1) financial summary
 - (2) "weather" report
 - (3) year-to-date claims per benefit type
 - (4) contract savings
 - (5) large claims and case management report
 - (6) aggregate detail
 - (7) special reports
 - (a) paid claims by month
 - (b) paid claims by type of service

¹ Mr. Rosales arrived at 3:20 p.m.

² Mr. Telles arrived at 3:55 p.m.

3. Discussion of Plan Designs for Employee Health and Pharmacy Benefits and Strategies for State Funding (Item #1, C.)
 - a. RX – expired patents falling off the formulary and becoming a brand
 - b. Mandatory generic prescription program and possible savings if implemented
4. Protocol for Out-of-Network Referrals and Discussion of Possible Plan Design Changes for Specialties Not Available In-Network (Item #1, D.)
 - a. Proposed Plan design changes
 - (1) eliminate Select Plan
 - (2) possible \$2,500.00 deductible
 - (3) possible \$1,000.00 deductible to retrieve \$1,000.00 being provided by state for health care coverage
 - (4) other strategy of payroll deduction plan
 - (5) getting Plan back on fiscally sound ground by increasing costs or reducing benefits
5. SPECTERA's Review of MRIs (Magnetic Resolution Imaging) (Item #1, E.)

No discussion
6. Discussion of Market Survey of Third Party Administrator Fees and Making Determination on Renewals or RFP (Request for Proposals) Process (Item #1, F.)
 - a. Options to extend or issue RFP (request for proposals)
 - (1) recommendation to issue RFP
 - (2) bringing issue back to Board of Trustees on March 12, 2002, for consideration and consulting legal counsel
 - b. Board members to submit questions
7. RFP (Request for Proposals) Process for Life Insurance, Disability/Income Replacement, and Cancer Plans (Item #1, G.)
 - a. Contract expired
 - b. RFP required
 - c. Bringing back to Board of Trustees on March 12, 2002, for consideration
8. Other Issues Related to Employee Health/Insurance (Item #1, H.)
 - a. Report from G. P. Graham Capital Management Group on overall status of employee health coverage
 - b. TRS (Teacher Retirement System) Active Care coverage (statewide health insurance plan)

Meeting Adjourned

The meeting was adjourned at 5:05 p.m.

Date Approved: April 30, 2002