

El Paso Independent School District
Minutes of Board's Employee Health/Insurance Committee Meeting
May 21, 2002
2:30 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 Member

Administration: Dr. Gilberto Anzaldua, Superintendent
Mr. William Goodman, Associate Superintendent, Finance
Mr. Charles Tafoya, Associate Superintendent, Human Resources
Ms. Elizabeth Bulos, Director, Employee Benefits
Mr. Kyle Jeglum, Assistant Director, Risk Management/Workers' Compensation

Guests: Dr. Gene Finke, Board Vice President
Mr. Michael Farn, SPECTERA
Mr. Pat Graham, G. P. Graham & Associates
Mr. Randy McGraw, G. P. Graham & Associates
Mr. Claire Naylor, American Benefits Solution
Ms. Marie Moore, Express Scripts

The meeting was called to order at 2:46 p.m. by Mr. Wever.

The topics discussed were as follows:

1. First Quarter 2002 Medical Plan Review (Item #1, A.)
 - a. Self-Funded Financial Report
 - b. Large Claim and Case Management Report
 - c. Medical Plan Costs
 - (1) employee versus dependents
 - (2) current period versus prior period
 - d. Prescriptions
 - (1) Trend Analysis
 - (2) Utilization Summary
 - (a) current period versus prior period
 - (b) consideration of mandatory generic program
- (3) Co-pay Analysis
 - (a) three plan designs for generic, brand name, and formulary
 - (b) three tier benefit plan

- e. Catastrophic
 - (1) current/last month and last quarter claims
 - (2) CARE program (SPECTERA)
- 2. Amendment No. 3 to Health Plan Document to Include Language for HIPPA Compliance (Item #1, B.)

 Discussed revising paragraph 2 under the Eligibility and Participation section, "When Coverage Begins."
- 3. Discussion of Plan Design Changes and New Options for January 1, 2003 (Item #1, C.)
 - a. Preliminary analysis and recommendations for 2003 Plan Year
 - b. 2003 Plan Year forecasting worksheet
- 4. Review of Survey Questions for Employee Cost Health Sharing versus Compensation Increase (Item #1, D.)
 - a. Draft Employee Election Preference Survey
 - b. Possibly including Prescription Tier Survey
- 5. Information Regarding RFI (Request for Information) for Workers' Compensation Program (Item #1, E.)

 Discussed RFI (request for information)/RFP (request for proposal) on Third Party Administrator (TPA) for Workers' Compensation.
 - a. Include presentations to Board from proposers
 - b. Include Wellness Clinic (Wainwright Elementary School)
- 6. Renewal of Student Insurance (Blanket Catastrophic Medical/Catastrophic Cash) (Item #1, F.)
 - a. Review of renewal quotes
 - b. Take to Board for approval
- 7. Establish Review Committee for RFP (Request for Proposal) Process (Item #1, G.)

 Use Board's Insurance Committee as review committee and include Mr. Charles Tafoya, Associate Superintendent, Human Resources; Ms. Elizabeth Bulos, Director, Employee Benefits; and Mr. Randy McGraw, G. P. Graham & Associates.
- 8. Other Medical Plan Issues (Item #1, H.)
 - a. Moving to September enrollment period rather than January
 - b. List of liability coverage costs

9. Possible Discussion of Other Issues Related to Employee Health/Insurance (Item #1, L.)

- a. *Eye on Safety* Newsletter, Spring 2002
- b. Workers' Compensation
 - (1) open claims as of April 9, 2002
 - (2) information on some claims that had been filed
- c. Employee awareness and safety

Meeting Adjourned

The meeting was adjourned at 4:44 p.m.

Date Approved: August 27, 2002