

El Paso Independent School District
Minutes of Board's Employee Health/Insurance Committee Meeting
July 8, 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 Member¹
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
Mr. Rudy Hernandez, Safety Coordinator

Guests: Dr. Lorraine O'Donnell, Board Vice President²
Mr. Carlos Cordova, Board Secretary
Mr. Frank Apadoca, Access Administrators, Inc.
Mr. Pat Graham, G. P. Graham & Associates

The meeting was called to order at 4:05 p.m. by Mr. Mena.

The topics discussed were as follows:

1A. Employee Benefit Plan

- a. Status of RFP for Pharmacy Benefit Management Program – Item postponed
- b. Report on Performance of EPISD Medical Plan as of June 2003
 - (1) Year to Date Summary (January – June 2003) - \$4 million in savings to date for 2003 compared to 2002
 - (2) Top Ten Medical Providers (January – June 2003)/Paid Claims by Specialty
 - (3) Average \$50,000.00 liability for bariatric surgery
 - i. Appeal process in place on individual basis
 - ii. Examining possibility of providing coverage for this procedure
 - (4) Health Benefits Savings Summary (annual projections)
- c. Review of Renewals for Plan Year 2004

Renewals recommended for Board approval:

- (1) SPECTERA (Utilization Review/Management)
- (2) UNUM Life Insurance
- (3) UNUM Disability Insurance
- (4) Vision Service Plan
- (5) Safeguard Dental

¹ Mr. Dodge arrived at 4:20 p.m.

² Dr. O'Donnell arrived at 4:19 p.m.

d. Review of Renewal of Benefit Consulting Contract

Committee recommended renewal with G. P. Graham Capital Management Group for Board approval.

e. Discuss Amendment to EPISD Medical Plan for Emergency Care

Proposed amendment and recommendation for options for emergency trauma coverage for employees for Board approval.

f. Discuss Proposed Agreement with G. P. Graham Capital Management Group for Training

Request and recommendation for additional training outside of contract for Board approval.

g. Update on Non-Medical Expenses for Plan Year 2003

Reported on services provided to employees outside of medical care – expenses/services.

1B. Update on Workers' Compensation

- a. Reviewed 25-year analysis of claims and amounts paid under Workers' Compensation
- b. Light-duty program for employees returning from OJI (on-the-job injury) to be brought to Board's Employee Health/Insurance Committee and Board at a future date
- c. EPISD Performance Summary Report for 2002-03 (loss time injury report)
- d. Incentive program for schools with no loss time and recognizing them at Employee Rally on August 12, 2003
- e. Quarterly Analysis Report for 3rd Quarter 2002-03 and recommendations for improvement
- f. Concern about EPISD being redesignated as Hazardous Employer due to number of injuries/claims
- g. Reviewed Lost Time Accident Investigation/Root Cause Analysis (RCA) Analysis Report

1C. Student Insurance Program Recommendations – Catastrophic Medical and Cash Benefit

Analysis of proposals received in response to Student Accident Insurance RFP and recommended award for Board approval.

Meeting Adjourned

The meeting was adjourned 5:10 p.m.

Date Approved: September 9, 2003