



2015-2016  
Benefits and  
Wellness  
Committee  
Meeting

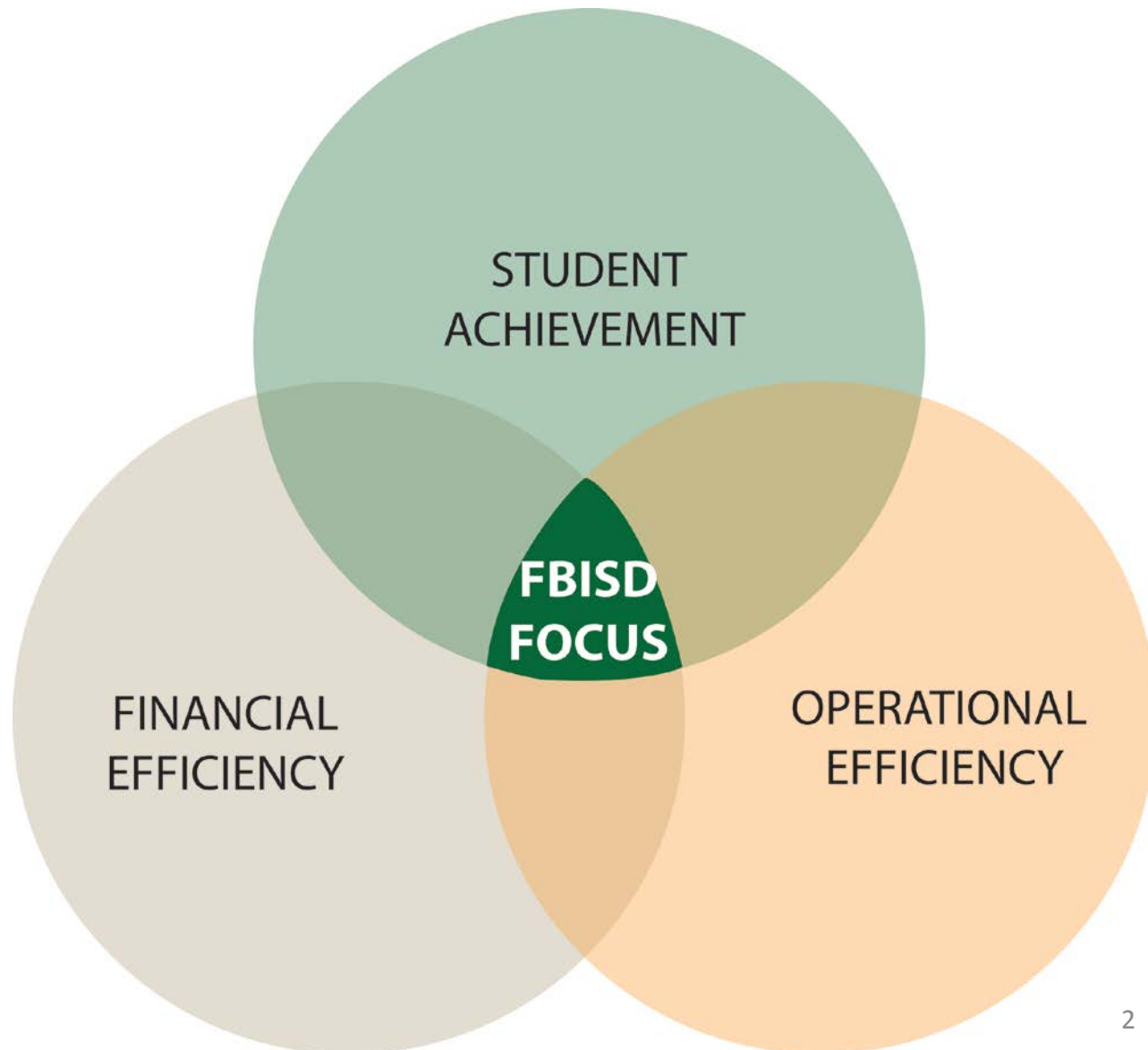
November 4, 2015

**INSPIRE EQUI IMAGINE**

**FBISD**<sub>1</sub>



# Our Focus



## Our Goal for the Benefits Committee

Goals will be to help assure current insurance benefits are appropriately structured and financed to support institutional needs, including recruiting and retaining faculty and staff.

**And... to control claims and not have employee premium increase for 2016-17!!!**

# January - September 2015 Health Plan Performance

FBISD Contributions	\$29,249,067
Employee Contributions	\$16,378,584
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Total Revenue for Health Plan	\$45,627,651

## Plan Expenses

### Fixed Cost

Administration Fees	\$3,388,579
Stop Loss - \$450,000	\$1,438,764
Affordable Care Act Fees	\$362,978

Total Fixed Cost	\$5,190,321
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YTD Claims	\$38,298,469
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Total Expenses	\$43,488,790
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YTD Surplus	\$2,138,861
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## Medical Plan Financials Year to Date

- September pharmacy spend was 10% higher than August pharmacy spend. A portion likely driven by decreasing HRA funds and shifting plan spend versus member.
- Medical costs for September were 17.5% higher than average of all other months. This is the second highest paid month this year.
- Of the top 15 high cost claimants, 8 are cancers, 4 of which were breast cancer. Total paid for the top 15 was \$5.13M (13% of total spend YTD). September we had our first high cost claimant to exceed the \$450 stop loss with \$36,319 paid over the spec.
- The average gross plan cost per employee is \$11,705 for 2015. 9.5% above CY2014 costs and 7.1% above the MHBT norm of \$10,926
- The net per employee cost to the District is \$5,678 (after employee premiums and benefit contributions).

# Wellness Updates

## STRESS MANAGEMENT SEMINARS

### ONLINE STRESS MANAGEMENT SEMINARS: MANAGING HOLIDAY STRESS

Tuesday, November 17, 11:30 a.m.

Tuesday, December 15, 2:30 p.m.

### ONSITE STRESS MANAGEMENT SEMINARS: LAUGH YOUR WAY TO LESS STRESS

Tuesday, December 1, 4:30 p.m. Hodges Bend MS

Wednesday, December 2, 4:15 p.m. First Colony MS

Thursday, December 3, 4:15 p.m. Hightower HS

Thursday, December 10, 11:30 a.m. Administration Building

## MAINTAIN DON'T GAIN

- **November 16th to November 23<sup>rd</sup> 2015** is the weigh-in window
- You can double or even triple your money!
- Get together a team of 4-9
- Maintain your weight (up to a 2% weight gain) over the holidays!
- All teams that maintain their weight get a share of the cash prize!
- Every member of a team must maintain no more than 2% weight gain!
- Participants contribute only \$1/day (\$60 total)
- **January 7<sup>th</sup> to January 14<sup>th</sup> , 2016** is final weigh-in window
- Settlers Way as 4<sup>th</sup> location since on-site fitness is already in place

## SURVEY RESULTS

- 648 Participants
- 80 Locations
- Cycling team: 36%
- Spin Class: 41.7%
- Gym Memberships: 73.5%
- Onsite Fitness Class: 77%
- Running Club: 31.6%

Blue Ridge Elementary	49
Drabek Elementary	76
Dulles Elementary	127
Goodman Elementary	21
Holley Elementary	49
Kitty Hollow Park	56
Oakland Elementary	82

❖ Settlers Way ES will be the 4<sup>th</sup> location.





# HEALTH AWARENESS DAY

• **Wednesday, November 11<sup>th</sup>**

**4:30pm to 6:30pm**

- ❖ 36 Vendors attending
- ❖ “Mighty Colon and Interactive Heart Display
- ❖ 5 minutes chair massage available to participants
- ❖ JROTC Color Guard Presentation and singing of the National Anthem 5:30pm
- ❖ Food provided by child nutrition services and My Fit Foods
- ❖ Door prize drawings at 5pm, 5:30pm, 6pm and 6:30pm (bike raffled every 30minutes)



## Staff schedule

- Set up crew 2:30pm to 4:30pm
  - Check-in table 1<sup>st</sup> shift 4:30pm to 5:30pm
  - Check-in table 2<sup>nd</sup> shift 5:30pm to 6:30pm
  - Prize table 1<sup>st</sup> shift 4:30pm to 5:30pm
  - Prize table 2<sup>nd</sup> shift 5:30pm to 6:30pm
  - Food table 1<sup>st</sup> shift 4:30pm to 5:30pm
  - Food table 2<sup>nd</sup> shift 5:30pm to 6:30pm
  - Break down crew 6:30pm to ?
- ✓ Remember to wear your shirts
  - ✓ Final email reminder to be sent Monday
  - ✓ It will be Veterans Day so if you have an American flag pin or anything else patriotic wear it as well.





# 2016 Open Enrollment Discussion

# Open Enrollment Reminder

**2016 Open Enrollment ends November 8 at midnight!**

November 4 <sup>th</sup>	District-wide Open Enrollment Reminder via email
November 4 – November 6	Computer Assistance at Admin Building, Rm., 222
November 6 <sup>th</sup>	<b>Final Notice:</b> Benefits and Wellness Champions to send Reminder (I will draft and send to you Thursday)

# Computer Assistance Dates

(Administration Building, Room 222)

- November 4, 2015 11:00 a.m. – 5:30 p.m.
- November 5, 2015 8:00 a.m. – 5:30 p.m.
- November 6, 2015 8:00 a.m. – 4:30 p.m.

## Vendors Represented:

- UnitedHealthcare
- Aflac
- Legal Shield

# Open Enrollment Feedback

- Please sit at least four to a table for our round-table discussion.
- Take 5 minutes to complete the survey individually.
- Allow 10 minutes for table discussion before open discussion.

Questions??

## Benefits Committee Meetings:

**Date**

**Time**

December 3<sup>rd</sup>

4:30 – 6pm

January 6<sup>th</sup>

4:30 – 6pm

February 17<sup>th</sup>

4:30 – 6pm

March 2<sup>nd</sup>

4:30 – 6pm

April 6<sup>th</sup>

4:30 – 6pm

May 4<sup>th</sup>

4:30 – 6pm