

**Fort Bend ISD
Benefits Committee Meeting Minutes
April 30, 2014**

Presenter – Steven Bassett, CFO

The Benefits Committee met on April 30.

Steve Bassett led the discussion. Please see the attached slides (handout #1). Steve reminded the group of the need for them to maintain a district or campus focus when giving their input (not individual). The current financial status of the health fund was discussed. The fund has a surplus for the current year; however, with only three months of data, it is too early to draw conclusions. Jared Moss, benefits consultant from MHBT, then discussed the updated plan value slide. Information from HISD and other plans were added. Finally, Steve led the group in a discussion regarding potential plan design changes.

The Medical Plan Recommendations was handed out to committee members. At this point, only 15 items were listed. The committee members at each table met to discuss what items to add. After much discussion, items 16 through 23 were added. Then, the table groups were asked to prioritize the items, multiple times, until only four groups remained. These four groups submitted sheets with their top 5 plan design choices. The results of their prioritization process can be seen in the attached handout (handout #2).

What we learned:

- All groups do not want to see a premium increase.
- All groups also want the District to invest funding in staff that will help educate employees on the plan.
- Almost all of the prioritized items were included in the attached RFP addendum. (handout #3)
- All potential carriers are expected to address this list of potential plan changes as part of the process.

Finally, as groups were breaking up, Steve informed the group as a whole that volunteers will be needed to help evaluate the RFP responses.

RFP Evaluation Subcommittee

Benefit Committee members, if you are interested in assisting with the evaluation of RFP's please send an email to Steve at steven.bassett@fortbendisd.com. Our goal is to have 8 to 10 members participate in this subcommittee. We want to have representation from across the district (auxiliary, paraprofessionals, teachers, professionals, etc). In your note, please briefly explain why you want to be on this committee.

Before you respond, please be aware that participation will likely require many meetings outside of normal office hours and that you are participating on a volunteer basis.

