

**Employee Medical Benefits Board
Special Meeting**

Monday, June 15, 2015 @ 6:15pm

Newtown Municipal Center
Newtown, CT 06470

THESE MINUTES ARE SUBJECT TO APPROVAL BY THE
EMPLOYEE MEDICAL BENEFITS BOARD

The Employee Medical Benefits Board held a special meeting Monday, June 15, 2015. The meeting was held in the Board of Education meeting room, Newtown Municipal Center, 3 Primrose Street, Newtown, CT. The meeting was called to order at 6:15pm.

Present: Mark Mattioli, Paul Smith, Jim Loring

Absent: Donna Van Waalwijk, Dan McAloon

Also Present: Robert Tait, Ron Bienkowski, Joe Spurgen, Anthem Representatives Matt Bowker and Cerina Savino, Judy Blanchard, Donna Culbert, Denise Hornyak, Clerk Pro-Tem Sue Marcinek

Acceptance of Minutes from previous meeting: No action taken

Voter Comments: none.

New Business:

Review updated claim months of March, April, May: Mr. Tait handed out the Town of Newtown Claims Analysis (Att). Claims were reported as: March \$1,143,000; April \$1,105,000 and May \$1,183,000. As of 6/15/15 Mr. Tait's report indicates the fund balance is \$3,901,990. The projection is that as of 6/30/15 it will be \$3,171,990.

Review status of Self-Insurance Reserve Fund: Mr. Tait reported the claims total will end up the same as last year and the reserve will be roughly 25% of claims.

Wellness initiatives discussion – Anthem representatives: Mr. Bowker said there are great programs relative to health care management. Money has been approved to offset the cost of screening. There is an 800 number for registration or through the outreach from Anthem directly. Mr. Tait noted that additional programs can be funded by employee self-insurance plan. Ms. Blanchard reported that the school staff is more participatory when programs come to them. Mr. Bowker talked about the Enhanced Personal Care Program. 70% of doctors participate and will suggest programs to patients that are offered through Anthem. Some of the criteria that need to be met by participating doctors are extended office hours and additional staff for outreach. When asked by Ms. Savino, Ms. Blanchard said she is hoping to see programs for staff that address trauma/stress impact, sleep issues, weight issues and career counseling. Ms. Culbert said

Rec'd. for Record 6-17-2015
Town Clerk of Newtown 1:00 PM
Debbie Aurelia Halstead

that the Know Your Numbers program has been successful and suggested tying something in with educating employees such as a 'lunch and learn'. Ms. Blanchard commented that 30% of those who participated in the screening were recommended for follow up. Anthem can track how many employees are going for annual physicals, among other things. There are many ways employees can get information such as targeted mailings, the Anthem website and open enrollment (Att). After much discussion it was agreed that the town and board of education should choose two things to focus on over the next six month to a year and offer incentives for the employees that participate.

Communications: The next regular meeting is scheduled for September 14, 2015

Announcements: none

Adjourn: The meeting adjourned at 8:00pm

Respectfully submitted,

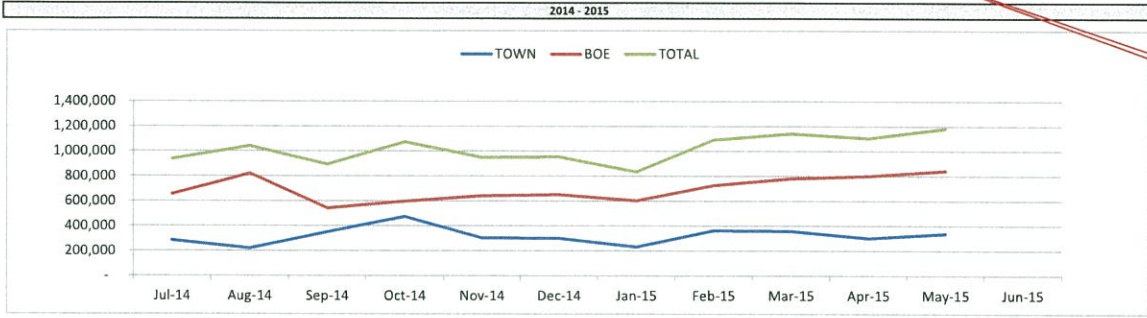
Sue Marcinek, Clerk Pro-Tem

Att: Town of Newtown Claims Analysis; WalkingWorks Anthem flyer

TOWN OF NEWTOWN CLAIMS ANALYSIS

FISCAL YEAR 2012 - 2013														
	Jul-12	Aug-12	Sep-12	Oct-12	Nov-12	Dec-12	Jan-13	Feb-13	Mar-13	Apr-13	May-13	Jun-13	TOTALS	
TOWN	247,000	226,000	168,000	198,000	190,000	266,000	242,000	246,000	279,000	262,000	304,000	215,000	2,843,000	25%
BOE	722,000	764,000	611,000	812,000	694,000	739,000	596,000	754,000	677,000	763,000	843,000	709,000	8,684,000	75%
TOTAL	969,000	990,000	779,000	1,010,000	884,000	1,005,000	838,000	1,000,000	956,000	1,025,000	1,147,000	924,000	11,527,000	JUNE = 92.0%
FISCAL YEAR 2011 - 2012														
	Jul-11	Aug-11	Sep-11	Oct-11	Nov-11	Dec-11	Jan-12	Feb-12	Mar-12	Apr-12	May-12	Jun-12	TOTALS	
TOWN	213,000	304,000	266,000	171,000	223,000	302,000	238,000	227,000	298,000	276,000	312,000	318,000	3,148,000	28%
BOE	860,000	618,000	742,000	561,000	573,000	621,000	601,000	657,000	692,000	726,000	659,000	802,000	8,112,000	72%
TOTAL	1,073,000	922,000	1,008,000	732,000	796,000	923,000	839,000	884,000	990,000	1,002,000	971,000	1,120,000	11,260,000	JUNE = 90.1%
FISCAL YEAR 2013 - 2014														
	Jul-13	Aug-13	Sep-13	Oct-13	Nov-13	Dec-13	Jan-14	Feb-14	Mar-14	Apr-14	May-14	Jun-14	TOTALS	
TOWN	275,000	238,000	389,000	180,000	276,000	280,000	220,000	203,000	336,000	261,000	403,000	462,000	3,523,000	27%
BOE	958,000	865,000	493,000	741,000	649,000	804,000	546,000	721,000	856,000	739,000	623,000	803,000	8,798,000	73%
TOTAL	1,233,000	1,103,000	882,000	921,000	925,000	1,084,000	766,000	924,000	1,192,000	1,000,000	1,026,000	1,265,000	12,321,000	JUNE = 89.7%
FISCAL YEAR 2014 - 2015														
	Jul-14	Aug-14	Sep-14	Oct-14	Nov-14	Dec-14	Jan-15	Feb-15	Mar-15	Apr-15	May-15	Jun-15	TOTALS	
TOWN	284,000	221,000	352,000	475,000	307,000	304,000	234,000	365,000	361,000	304,000	340,000	340,000	3,547,000	32%
BOE	655,000	821,000	543,000	599,000	644,000	652,000	603,000	728,000	782,000	801,000	843,000	803,000	7,671,000	68%
TOTAL	939,000	1,042,000	895,000	1,074,000	951,000	956,000	837,000	1,093,000	1,143,000	1,105,000	1,183,000	-	11,218,000	JUNE = 91.0%
												STRAIGHT LINE =	67%	

Looks like to be \$1,100,000



6/15/2015

TOWN OF NEWTOWN
 MEDICAL SELF INSURANCE FUND ANALYSIS @ JUNE 15, 2015
 FISCAL YEAR 2014 - 2015 FORECAST

FUND BALANCE @ JULY 1, 2014		2,210,990	
ESTIMATED REVENUES			
EMPLOYER CONTRIBUTIONS:			
MUNICIPAL	2,977,000		
EDUCATION	8,360,000		11,337,000
EMPLOYEE CONTRIBUTIONS:			
MUNICIPAL	312,000		
EDUCATION	2,018,000		2,330,000
RETIREE/COBRA/AGENCY CONTRIBUTIONS:			
MUNICIPAL	350,000		
EDUCATION	375,000		725,000
INTEREST EARNED ON INVESTMENTS			5,000
TOTAL REVENUES			14,397,000
ESTIMATED EXPENSES			
CLAIMS/NAF:			
MUNICIPAL			
EDUCATION		12,300,000	<<<<<FROM CLAIMS ANALYSIS
ADMINISTRATIVE FEES:			
MUNICIPAL			
EDUCATION		1,081,000	
CONSULTANT FEES		55,000	
TOTAL EXPENSES			13,436,000
ESTIMATED FUND BALANCE @ JUNE 30, 2015			3,171,990
	25% OF TOTAL CLAIMS =	3,075,000	26%

TOWN OF NEWTOWN
 MEDICAL SELF INSURANCE FUND ANALYSIS @ JUNE 15, 2015

FISCAL YEAR 2015 - 2016 FORECAST

ESTIMATED FUND BALANCE @ JULY 1, 2015		3,171,990
 <u>ESTIMATED REVENUES</u>		
EMPLOYER CONTRIBUTIONS:		
MUNICIPAL	2,902,000	
EDUCATION	<u>8,042,000</u>	10,944,000
 EMPLOYEE CONTRIBUTIONS:		
MUNICIPAL	330,720	
EDUCATION	<u>2,125,163</u>	2,455,883
 RETIREE/COBRA/AGENCY CONTRIBUTIONS:		
MUNICIPAL	350,000	
EDUCATION	<u>376,313</u>	726,313
INTEREST EARNED ON INVESTMENTS		7,000
TOTAL REVENUES		<u>14,133,196</u>
 <u>ESTIMATED EXPENSES</u>		
CLAIMS/NAF:		
MUNICIPAL		
EDUCATION		13,136,400 (6.8%)
 ADMINISTRATIVE FEES:		
MUNICIPAL		
EDUCATION		1,095,000
CONSULTANT FEES		55,000
TOTAL EXPENSES		<u>14,286,400</u>
ESTIMATED FUND BALANCE @ JUNE 30, 2016		<u>3,018,786</u> 23%
25% OF TOTAL CLAIMS =	3,284,100	

TOWN OF NEWTOWN
 MEDICAL SELF INSURANCE FUND ANALYSIS @ JUNE 15, 2015
FISCAL YEAR 2014 - 2015 FORECAST

FUND BALANCE @ JULY 1, 2014 2,210,990

REVENUES: JULY 1, 2014 TO JUNE 15, 2015

EMPLOYER CONTRIBUTIONS	11,337,000
EMPLOYEE CONTRIBUTIONS	2,319,000
RETIREE/COBRA/AGENCY CONTRIBUTIONS	698,000
INTEREST EARNED ON INVESTMENTS	4,000
TOTAL REVENUES	14,358,000

EXPENSES: JULY 1, 2014 TO JUNE 15, 2015

CLAIMS/NAF	11,531,000
ADMINISTRATIVE FEES	1,081,000
CONSULTANT FEES	55,000
TOTAL EXPENSES	12,667,000

FUND BALANCE @ JUNE 15, 2015 3,901,990

ESTIMATED REVENUES: JUNE 15, 2015 TO JUNE 30, 2015

EMPLOYER CONTRIBUTIONS	-
EMPLOYEE CONTRIBUTIONS	11,000
RETIREE/COBRA/AGENCY CONTRIBUTIONS	27,000
INTEREST EARNED ON INVESTMENTS	1,000
TOTAL ESTIMATED REVENUES	39,000

ESTIMATED EXPENSES: JUNE 15, 2015 TO JUNE 30, 2015

CLAIMS/NAF	769,000	<<<<<FROM CLAIMS ANALYSIS
ADMINISTRATIVE FEES	-	
CONSULTANT FEES	-	
TOTAL ESTIMATED EXPENSES	769,000	

ESTIMATED FUND BALANCE @ JUNE 30, 2015 3,171,990



WalkingWorks.

Motivate employees to be physically active through a fun, easy and engaging program

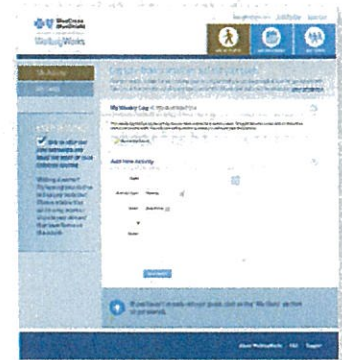


Less than 5% of Americans participate in 30 minutes of physical activity each day and only one in three adults receive the recommended amount of physical activity each week.¹ WalkingWorks addresses this issue by providing a simple, fun way for employees to initiate a regular exercise program.

1. U.S. Department of Health and Human Services. Healthy People 2010. http://www.cdc.gov/nchs/healthy_people/hp2010.htm

WalkingWorks® is an employee wellness/physical activity program developed by Blue Cross Blue Shield in cooperation with the President's Council of Physical Fitness and Sports. The program motivates employees to incorporate physical activity into their daily lives. It offers a team-based approach that can encourage peer support and uses friendly competition to help employees reach their fitness goals.

WalkingWorks gives employers the resources they need to easily implement and promote physical fitness challenges in the workplace. A challenge can be structured so that teams within worksites or departments compete against each other or all employees can work together as part of one corporate team. Individuals may choose to walk or participate in another fitness activity that works best for them.



An easy-to-use website offers tools, support and tracking

Employees can easily track their activity levels and their team's progress through **walkingworks.com**. This engaging, intuitive website also provides tips that can help motivate employees to maintain their participation over time. In addition, employers can use the WalkingWorks website to manage and evaluate the program's overall performance. For example, reports are available to track overall team and individual program performance.

WalkingWorks is highly customizable based on the needs of each employer and its workforce. It can be integrated into existing wellness efforts or used as a stand-alone initiative. We provide all the tools and resources needed to quickly and easily implement the program including marketing and promotional materials, user guides and access to the WalkingWorks website.

Posters, Flyers and Email Communications:



Walking for 30 minutes a day can help individuals reduce their risk factors for heart disease, high blood pressure, high cholesterol and diabetes, among other serious health conditions. — American Heart Association

Getting started

WalkingWorks has been used by leading employers nationwide as an easy, effective way to help employees kick-start a regular exercise program. To learn more about how WalkingWorks motivates and empowers employees to maintain regular physical activity, contact your local plan representative for details.



walkingworks.com