

Hardee School District
Insurance Review Committee

Meeting Minutes

January 17, 2024

Present:

Heather Lane	Meredith Durastanti
R.J. Decoteau	Stuart Durastanti
Sharon Ussery	Todd Durden
Dr. Jim Demchak	Derren Bryan
Nicole Leal	Robin Riley
Dr. Michele Polk, Chair	Michael Watkins
Greg Harrelson	Juliana Orth

Location: District Training Center at 230 S. Florida Avenue in Wauchula

- 1) **Call to Order:** 4:01 p.m.
- 2) **Insurance Committee Secretary:** Committee Chair Dr. Michele Polk asked for volunteers to serve as the Committee's secretary for the 2023-24 year. No one volunteered, so Todd Durden agreed to take the minutes for this meeting.
- 3) **Approval of Meeting Minutes** – Dr. Polk allowed time for the members to read and review the minutes captured from the November 14, 2023 meeting. On a motion by Greg Harrelson and a second by RJ Decoteau, the committee voted 4-0 to approve the minutes from the November 14, 2023 meeting.
- 4) **Agent / FSBIT / Aliant Update:**
 - a. Michael Watkins discussed the Hardee County School District Interaction Report. Michael emphasized that every interaction is documented in Benefit Zone. Interactions include phone calls (in coming or out-going), email, in-person visits related to issues and calls to carriers/vendors. During the last 12 months there has been a total of 2335 total interactions. Michael provided a handout for a more specific breakdown of the different types of interactions and he clarified that the Interaction Report does not include wellness. Robin Riley expressed appreciation for the opportunity for Acentria to sponsor and attend the ESP and Teacher of the Year event recently held at the civic center. Derren Bryan gave a brief update regarding medical insurance standings to date. Derren stated that we are currently 33% below budget to date with medical and pharmacy, but the data is immature at this point. Derren mentioned the indicators are looking good through December and more granular data will be forthcoming from Aliant and FSHIP.
 - b. **UMR Motion**
 - i. Debit Cards- cards will be sent out in late February in a white envelope. Dr. Polk asked if the wellness champions could help get the word out to our employees.

Meredith Durastanti stated that the champions are planning to meet this month and she will get the information to them.

1. R.J asked if the “switch” could be activated so members can opt for money from the HIA to be auto deducted. Nicole stated the HIA has always been set up to pay directly to the provider. Only the HRA had the option to be activated, but that option is no longer available. Nicole stated Derren previously created a letter for our employees to give to the medical providers. Crystal is currently updating the letter. Acentria will make sure it gets sent to everyone.
 2. Heather asked about the HIA \$1,200 roll over dollars. She wanted to know if the unused 50% had been credited to our accounts. Greg Harrelson stated the appropriate funds will be rolled over after UHC sends him a data file to make the 50% adjustment then return to UHC. So it may be the end of February before employees can see the updated amounts on the UMR website.
 3. Derren Bryan discussed the new wellness program and stated that it’s our decision in how it looks.
- ii. Acentria - Juliana Orth discussed some of the elements of our current wellness program, such as the gift cards, wellness bonus, the bio screen, medical professional form, motion, and the 4 per day FIT goals. Juliana shared data about employees actively participating in the wellness program. 52 professional medical forms were submitted, 236 health surveys were completed, 235 bio screens completed, 44 people received the \$400 wellness bonus, and 449 online rewards were ordered by 118 people. Heather Lane and Dr. Polk shared their personal experience with difficulties getting doctors to sign off on the medical professional forms. R.J. mentioned he has also experienced the same issue with the VA doctor’s reluctance to sign the form. Derren Bryan suggested changing some language on the form to hopefully reduce some of the anxiety that doctors have when signing the form. Juliana stated that hopefully UMR will offer us one portal for our employees to go and take care of their insurance and wellness needs.
 - iii. Motion card monies – Must be spent on eligible costs incurred October 1, 2023 through September 30, 2024, and no later. Please save your receipts.

5) **2024-2025 Wellness Program and WWCS:**

- a. Dr. Polk noted that the committee needs to discuss a new wellness program to replace Motion in October 2024. Derren stated that before we decide where we are going, we need to discuss what we currently have in regards to our wellness program.
- b. Likes and Dislikes- Some of the dislikes are problems getting the devices to work properly and getting doctors to sign off on the medical professional forms. The general consensus of the group is to modify the language in the form.
- c. UMR Live Well Rewards – Juliana Orth distributed information about UMR Health and Fitness Rewards. Acentria and Avail will bring more information about UMR’s rewards program and other third-party programs to an upcoming committee meeting.

6) **Other:**

- a. RJ asked if we got rid of level 2 monitoring for diabetes which includes devices. Derren stated that UHC has revamped level 2. Within the Disease Management program, the

District subscribed to an additional program called Diabetes Management Program with UMR. It is similar to the old Level 2 that the District used to have with UHC. Employees that qualify will be notified by UMR.

- b. RJ asked about preauthorization process and the UMR website where the preauthorization forms are located for employees to complete. Derren explained that the preauthorization process had not changed and stated the preauthorization forms are for doctor's use only. Robin Riley will inquire about the preauthorization forms posted on the website and report her findings at the next insurance meeting.

7) **Set Next Meeting Date:** February 14, 2024

8) **Adjourn:** 5:14 p.m.