

# Everett School Employees Benefit Trust

June 14, 2010

## Minutes

### Attendance

Molly Ringo  
Mike Gunn  
John Morrill  
David Jones  
Betsy Selders

### Absent

Susan Lindsey  
Kellee Newcomb

### Also Attending

Darla Van Duren  
Randi Seaberg  
Gail Buquicchio  
Sean White

### Recorder

Darla Van Duren

### Call to Order

The meeting was called to order by Molly Ringo at 4:05 p.m.

### Adoption of Agenda

A motion was made by David Jones and seconded by Mike Gunn to approve the agenda as written. The motion passed unanimously.

### Approval of Minutes

A motion was made by David Jones and seconded by Betsy Selders to approve the minutes from the May 17, 2010 meeting as written. The motion passed unanimously.

### Financial Report

Darla provided copies of the May 2010 financials (which were previously provided electronically) and reviewed them with the Trustees.

Balance Sheet – The fund balance for the month of May decreased \$(99,616) resulting in an overall decrease for the fiscal year of \$(103,390). Consultant fees still have a credit balance. Corporate obligations (CD's) redeemed \$190,000 and government obligations redeemed \$1,704,855.59. Overall assets for this fiscal year total \$14,334,072 compared to \$14,557,744 a year ago.

The Statement of Operations and Fund Balance – indicates payments to Stoel Rives of \$786.00 for ongoing legal fees. This month's Wellness Program Expenses were \$3,988. Received the credit of \$1,934 from Becker previously discussed for overpayment of previous quarter payment for charging fees against all investments instead of excluding CD's. HMA claims are \$205,447 less this month than last May 2009 and overall claims this year are \$410,864 more than in 2009. ESI claims are \$68,827 more this month than last May 2009 and overall claims this year are \$493,943 more than in 2009.

Darla noted that a reimbursement to the District for the salary of the office assistant to the Wellness Coordinator for this school year had not been claimed. This amount to pay is \$14,191.85 for Oct – May as a result of this new position. This payment will be on the June financials.



### **Becker Investment Summary**

Darla passed out copies of the investment summary for the 1<sup>st</sup> quarter of 2010 to all the Trustees and asked if they would like to have copies of this entire report or only portions of it. It was discussed and decided that the Trustees would like Darla to scan this investment summary and email it prior to the meeting.

Darla noted a question that was brought up regarding the language on the Statement of Operations and Fund Balance under the revenue section. "Investment Earnings" and "Net Appreciation (Depreciation) of market value" are old line items that need to be updated with a clearer definition. It was stated that "Investment Earnings" are related to the corporate obligations (CD's) and "Net Appreciation (Depreciation) of market value" are related to the government obligations. Darla will find a more fitting title for both of these line items.

### **Consultant Report**

Sean White provided the Trustees with the Paid Claims Experience Report. Data was reviewed for the first 4 months of the 2010 calendar year. Medical and vision claims have increased by 2.2%, while Rx (pharmacy) claims have increased approximately 52.7%. This percentage should be more around 13–14%. Sean noted that this increase is being driven by a significant increase in specialty drugs.

Sean also stated that in total claims are up 13% and administrative costs have also increased 12%, with total plan costs up 13.4% year over year. Over these 4 months the loss ratio is 85.4% which is at the low end of 92–93% usually against budget.

A question was asked of Sean regarding the increase of the pharmacy claims and would that affect the renewal rates? In response, Sean states that if Rx had increased at expected levels, the overall increase would be more like 7%. However, even with the large Rx increase, the plan through April is still performing very well against budget and should that continue, it should be a reasonable renewal when we get back together in August.

Additional pieces that Sean will present in August are plan design changes that will be required as a result of Health Care Reform, as well as Mercer projections of the potential longer term cost impact to the Trust of Health Care Reform requirements.

### **Wellness**

Gail Buquicchio remarked that she has hit her 2 year mark now with this program. Gail presented a slide presentation. The focus of the program – specific goals were made in her strategic plan to help increase health awareness. She has strived to drive participation and change culture. Gail reported that over 800 staff responded to the survey and these comments are attached in packet.

There were lots of positive responses to the Hope Health letter. There has been an increase in physical activity due to the convenience of onsite workout classes. Close to 500 employees participated in one or more fitness classes. Gail has seen an improvement in healthy snacks which has been a cultural shift.



A huge success was the prevention awareness and Weight Watchers Program where employees lost over 750 pounds! There has been lots of positive feedback with stress management and work/life balance. Beneficial campaigns over the year had very encouraging numbers and the Trustees agreed. A couple of the successes were the blood pressure campaign and the flu vaccines which the Trustees agreed to fund again.

Accessing the web site – over 9000 hits! Very positive response to questions regarding the onsite wellness rep – Do you know who your rep is at your site? This was good news for the ambassadors of the program. Gail showed a picture of this years' poster child and hubby. Together they lost a combined 140 pounds and now have a new zeal for life! They are scheduling regular workouts, mindful of eating habits and even reduced hubby's cholesterol level and diabetic A1C numbers.

Looking towards next year, Gail looks forward to the "Wellness Challenge," health fairs, flu vaccine clinics and district wide campaigns including the Galloping Gourmet. Other Districts are looking at our program to learn from it. Wenatchee is just one of these districts that are excited about the assistance that Gail has provided them. The meetings that Gail has had with the Superintendent have been successful. She also reported that the Intern has completed the work that was being done. Gail mentioned that the survey is on the website

David Jones asked if there are segments that are less responsive then others and how do we reach them. Gail stated that there aren't segments but actual schools. She is working towards these specific sites; for example, one was Maintenance and now Gail visits on a regular basis and has healthy breakfast items along with visits for taking blood pressure and accommodating needs, such as bringing paper surveys instead of having them use the computer.

Mike Gunn thanked Gail and suggested that for year-to-year comparison statistics, we might want to use % instead of hard numbers which would be more informative. Molly Ringo stated that use of certain questions could be used as a benchmark for trends and patterns to see how we are doing over time. She also gave cheers and thank yous to Gail for her impact to lots of students.

#### **Rotation of Trust Officers**

New Chair is Susan Lindsay  
New Secretary is David Jones

#### **Meeting Dates**

No changes – already agreed to at previous meeting.

#### **Annual Calendar Review**

The calendar looks good. Sean mentioned that stop loss might be November instead of October.

#### **Adjourn Regular Meeting**

The regular meeting was adjourned at 4:56 pm so the executive session could be held.

Everett School Employees Benefit Trust  
June 14, 2010  
Minutes - continued

**Executive Session**

Compensation for Trust Financial Services and Recording review.

**Adjournment of Regular Meeting**

The meeting was reconvened and immediately adjourned at 5:20 p.m.

Sincerely,

A handwritten signature in blue ink that reads "Betsy Selders". The signature is written in a cursive, flowing style.

Betsy Selders  
Secretary

dvd