

Northeast Iowa School Insurance Trust  
May 16, 2019 – 11:30 AM  
Midwest Group Benefits

Members Present: North Fayette Valley - Sue Thoms; Allamakee – Jay Mathis and Jaime Curtin; Oelwein – Josh Ehn and Michael Rueber; Postville and North Winneshiek – Tim Dugger; Starmont- Troy Heller; South Winneshiek – Kris Smith; New Hampton – Jay Jurrens; Decorah – Mike Haluska; Midwest Group Benefits (MGB) staff – Pam DePuew and Rachel Narum; Group Benefit Partners (GBP) staff - Brian Huinker and Justin Pieper

Absent: Melissa Fettkether (Postville); Cristen Bockenstedt (Starmont); Ted Ihns, Robyn Lane and Wendy Twait (Howard Winneshiek); Darlene Woodhouse (Decorah); Duane Willhite (North Fayette Valley); Kris Einck and Lori Herold (South Winneshiek)

The May 16, 2019 Northeast Iowa School Insurance Trust (NEISIT) Board meeting was called to order at 11:31 am by board president Tim Dugger.

Motion by Ehn (Oelwein), second by Jurrens (New Hampton), to approve minutes from March 5 2019, financial reports, and 3<sup>rd</sup> Qtr. reports. Carried unanimously.

Financials presented:

1. February 2019
  - a. Medical Claims Paid \$216,264.46
  - b. Health Solutions \$3,528.80
  - c. Reliance Standard \$11,280.75
2. March 2019
  - a. Medical Claims Paid \$206,971.16
  - b. Health Solutions \$3,528.80
  - c. Reliance Standard \$11,280.75
3. April 2019
  - a. Medical Claims Paid \$221,043.71
  - b. Health Solutions \$3,528.80
  - c. Reliance Standard \$11,263.85
  - d. Iowa State Auditor \$6,907.37

Old Business:

Enrollment/Contribution Update

Rachel Narum is going to send a spreadsheet to the districts asking for contribution information among the districts.

New Business:

Randi Burt with Health Solutions provided an update regarding execution of wellness promotions. Recommendations were shared: 1) schedule an on-demand consultation for a one-time \$200 fee (video online explaining results of employee results from events); 2) outreach call for high risk employees (\$35 per call) and/or offer interventional and/or lifestyle coaching (\$70 per session) (voluntary basis for employees who want to participate); and 3) change the tier for promotions and events (e.g. high blood pressure population would receive push notifications to modify behavior). Group approved on-demand consultation and removed traditional consultations.

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Discussion regarding ongoing strategy for benefits and plan design which included the following:

1. Replace telephone consultations with individualized webinars so end user can watch at their convenience without having to schedule a time.
2. Telephone calls outreach to critical risk group
3. Voluntary Interventional Coach availability for the critical risk group with monthly calls
4. Go from Level I to Level II

Motion by Jurrens (New Hampton) and seconded by Heller (Starmont) to commit \$125 incentive to staff who complete all three pieces of wellness: 1) health screening assessment, 2) lab draw and 3) webinar. To switch from Level I to Level II and to add the telephone call outreach to the critical risk group along with adding voluntary instructional coaches for the critical risk group up to a limit of \$35,000. Carried unanimously.

Discussion regarding looking to National Insurance to provide a quote for the NEISIT group as a whole for Life and Disability. Currently each district holds individual contracts for this.

Discussion took place regarding early retirees and insurance options available to them who will earn less than \$65,000 in combined adjusted gross income with their spouse. Recommended to meet with Brian or one of his staff if they would like to pursue a more equitable option for cost of insurance.

Motion by Haluska (Decorah), second by Jurrens (New Hampton), to adjourn at 1:21 pm. Carried unanimously.

Next board meeting 8/29/19 9:00 AM

Respectfully submitted,

Michael Rueber & Kris Smith

Oelwein

South Winneshiek