



Administrative Consultation Meeting
August 11, 2015
4PM – 2C10
Agenda

Start Time: 4:04PM
End Time: 4:32PM

I. August 13, 2015 BOE Items requiring consultation:

Office of Human Resources:

G-1 APPROVAL OF TITLE CHANGES FOR “SECRETARY” JOBS

Response: Compensation General Manager – Gloria Cavazos

Ms. Cavazos presented the G-1 items, Mr. Reiner asked at which level the title change would begin, Ms. Cavazos responded it would be across the board to align with industry standards and that there would be no budget changes as budget has been completed for 2015-2016.

Office of Finance:

I-3 APPROVAL OF 2016 VOLUNTARY BENEFIT PLANS AND
EMPLOYEE ASSISTANCE PLAN

Response: Office of Chief Financial Officer – Brad Bailey

Mr. Bailey presented the I-3 item going over the new changes for 2015-16, highlighted the vendor and percentages of savings also, new this year is the automatic coverage for new-born but must be reported within 31 days.

I-4 APPROVAL OF 2016 EMPLOYEE MEDICAL PROGRAMS AND
AUTHORITY TO RENEW CONTRACTS WITH SERVICE
PROVIDERS

Response: Office of Chief Financial Officer – Brad Bailey

Mr. Bailey presented the I-4 items, sharing the Request for Proposals (RFP) for pharmacy and wellness programs. Express Scripts chosen over CVS and Viverae over Red Brick. Mr. Bailey stated the most popular programs, such as the weight loss, will continue with new vendor.

Aetna was selected through RFP in 2012 with option for HISD to renew through 2017, Aetna was recommended as the medical plan and that HISD purchase aggregate and specific stop-loss coverage.

Mr. Bailey pointed out that Aetna rates would not increase for 2016 although there will be a new co-payment for specialty medicine. There is also a new Pharmacy vendor with a new formulary list. HISD is working with Express Script to communicate with employees that will be effected by the new prescription drug formulary.

Mr. Reiner raised concerns regarding the changes and asked if Kelsey-Seybold was looked into and if they possibly would be coming back, many employees would like to return to Kelsey-Seybold.

II. HASA Concerns:

HASA would like information and discussion why only two years of security coverage for the district employees affected by the breach of personal information contained on the MIE network is offered.

There is great concern about SSN, addresses, phone and birthdates of children may have been compromised.

Also coverage levels, and only two years do not seem to be sufficient. Why should the employee have to be responsible for any payments?

Response: Office of Chief Financial Officer – Brad Bailey

Mr. Bailey responded that it is standard to only have a two-year security coverage, Mr. Bailey does not feel certain two year coverage can be extended but will look into this and continue communications with Mr. Reiner.

III. Houston Area Alliance of Black School Educators (HAABSE) Concerns:

No concerns submitted.

IV. AHSA Concerns:

No concerns submitted.