



College-Wide Benefits Committee

Minutes of the Meeting September 26, 2018

I. Call to Order/Introductions

The meeting was called to order at 1:05 pm, in the Library Conference Room.

II. Committee Members

<u>CSEA</u>	<u>Faculty Association</u>	<u>Administration</u>
Barton, Willis	Martinez, Mario, Co-Chair	Lee-Lewis, Sherri, Co-Chair
Roberts, Mike	McBride, Kymberlyn	Hall-Baker, Tre'Shawn
Romano, Martha	Morse, Peter	Lohr, Carla

Absent: Roberts, Mike

Resource Staff: Laurie Heyman, Recording Staff Assistant
Lugina Rogers, HR Analyst-Leaves & Benefits
Alysha LaScalza, Employee Benefit Coordinator

III. Review and Approval of Minutes from Prior Meeting

Minutes of May 23, 2018

Motion to Approve: Peter Morse

Second to Approve: Kymberlyn McBride

Vote: Aye: 8

No: 0

Abstain: 1

IV. Old Business

a. Health and Welfare Benefit Options

i. Conference Call with Lisa Norman-Chief HR Officer at Palomar-used to be at Pasadena City College

1. Comparisons. Be careful what you compare.
2. Plan Design. Each "ask" has a cost.
3. Competition. RFP every 5 years ensures competition. Tendency towards complacency if there is a lack of competition.
4. Look at full scope, the details.
 - a. Direct providers may be inside a JPA (Joint Power Authority).
 - b. First year may show large savings. What happens in year 2, 3, etc.?

- c. How many districts in our geographic area contract with the JPA? Are services available locally?
5. Step Therapy – Pharmaceutical cost containment. To get beyond the generic you must go through the generic and/or be approved by the JPA.
6. Beware of cost to plan with the JPA.
 - a. In a JPA, District utilization information may not be available, but may affect future rates.
7. By going direct, you might see District utilization information. However, what is the cost in financial and political terms of direct/district administration?
8. RFP – use an independent broker, not one with a relationship to the District (i.e., Bright Path).
 - a. 8 month process at a minimum
 - b. Hold monthly meetings with the broker
 - c. Hold educational workshops with all employee groups
 - d. Review as a group the recommended proposals
 - e. Select 3-4 groups to interview
 - f. Top groups-interview, and negotiate further. “What more can they give us?”
9. Demographic data- look at it.
 - a. Balance of new hires vs retirement age. How does that affect our rates?
 - b. Review longitudinal data re: premiums over time in our area against the demographic data
10. Once in contract, can individual years be renegotiated?
 - a. Plan design?
 - b. Costs?
11. CalPERS – safe, not too radical. Plans will not disappear over night, or rates jump 40%.
12. JPA – Reliance on internal leadership and staff. What is the cost?
 - a. Monthly meetings w/ management and staf
13. Negotiating power
 - a. CalPERS – about 1,000,000 lives
 - b. SISK – about 150,000 lives
 - c. SMC – about 2,000 lives

V. New Business

- a. Open Enrollment Status
 - i. Adjunct faculty open enrollment closed last week.

- ii. CalPERS open enrollment closes Oct 5.
- iii. Section 125 closes Oct. 11
- b. Non PERS Kaiser for Part-time Faculty and Project Managers
 - i. Renewal for calendar year 2019 –7% rate increase
 - ii. Average renewal rate increase for Southern California is 2.5%
 - iii. Utilization of prescription medicine has increased
 - iv. Committee discussion: Committee reviewed the Kaiser HMO current plan and options, and decided to continue with the current plan’s renewal as outlined in the handout.

VI. Agenda for Next Meeting

- a. Invite Bright Path to discuss medical plan options
 - i. Mario Martinez will contact Bright Path

VII. Dates for Next Meetings

Wednesday, October 24, 2018	1:00 p.m. – 3:00 p.m.	HSS 301 (Confirmed)
Wednesday, November 14, 2018	1:00 p.m. – 3:00 p.m.	HSS 301 (Confirmed)
Wednesday, December 12, 2018	1:00 p.m. – 3:00 p.m.	HSS 301 (Confirmed)

VIII. Adjournment

Motion to Approve: Peter Morse
Second to Approve: Tre’Shawn Hall-Baker
Vote: Aye: 9
No: 0
Abstain: 0

Meeting adjourned at 2:40 pm