



College-Wide Benefits Committee

**Minutes of the Meeting
September 17, 2024**

I. Call to Order

The meeting was called to order at 1:02 p.m. via Zoom.

Committee Members

<u>CSEA</u>	<u>Faculty Association</u>	<u>Administration</u>
Barton, Willis	Martinez, Mario, Co-Chair	Bonvenuto, Chris
Green, Kennisha	McBride, Kymberlyn	Hall-Baker, Tre'Shawn
Ordaz, Cindy	Morse, Peter	Lee-Lewis, Sherri, Co-Chair

Resource Staff: Rodriguez, Demi – Employee Benefits Coordinator (WOC)
Rogers, Lugina – HR Analyst-Leaves & Benefits
Pennington, Diana – Administrative Assistant III-Confidential

Guest: Hauk, Kim – Alliant, Vice President & Benefits Consultant

Absent: None

II. Review and Approval from prior meeting
Minutes of February 20, 2024

Motion to Approve: Mario Martinez
Second to Approve: Chris Bonvenuto
Vote: Aye: 9
No: 0
Abstain: 0

III. New Business

- a. Life & Kaiser Renewal – Kim Hauk & Lugina Rogers
 - i. Overview
 - 1. Adjunct Kaiser Renewal – 3.9%
 - 2. Life and AD&D – Lincoln -10.1% decrease
 - 3. Annual Dollar Change – -\$49,764
 - 4. Annual Percentage – -1.02%
 - 5. Kaiser Renewal 5-Year Average
 - a. Renewal – 7.6%
 - b. California HMO Trend – 7.3%
 - 6. Life and AD&D Renewal
 - a. Renewal 2020-2023 – 1.7%

b. Renewal 2021-2024 – -0.3%

ii. Kaiser Renewal Insight

1. SMC was rated 90% utilization and 10% manual
2. PMPM increased by \$337.55
3. SMC had 5 HCC that accounted for 44.3% of all claim dollars.
There were 3 claims over the pooling.
4. The group benefited from a \$1.2M pooling credit.
5. SMC has a much older population than health pan.

iii. Kaiser Renewal Options

1. Physician Office visit – increased from \$10 to \$15
2. Specialist Copay – increased from \$10 to \$15
3. Outpatient Hospitalization – increased from \$10 to \$15
4. Emergency Room – increased from \$50 to \$200
5. Urgent Care – increased from \$10 to \$15
6. Infertility Services – increased from \$10 to 15
7. Prescription Drugs
 - a. Tier 2 – increased from \$10 to \$20
 - b. Tier 4 – increased from \$10 to 20%
8. Annual Dollar Change – -\$39,688
9. Annual Percent Change – -0.8%

iv. Life and AD&D – Lincoln

1. Annual Dollar Difference – -\$10,076
2. Annual Percent Difference – -10.1%

v. Kaiser Renewal – Maintain Current Plan for 2024-2025

Motion to Approve: Chris Bonvenuto

Second to Approve: Mario Martinez

Vote: Aye: 9

No: 0

Abstain: 0

b. Open Enrollment – Lugina Rogers

i. Two Enrollments Currently Going On

1. Adjunct Faculty Enrollment – September 9 to 18
2. All Other Staff Enrollment – September 16 to October 11
 - a. Major Changes – plan administrator PPO Blue Shield

ii. Voluntary Benefit Enrollment is ongoing

iii. Long-term Care will be offered to new employees only

IV. Old Business

V. Topics for Next/Future Meetings

a. Part-time Faculty Health Insurance

VI. Dates of Next Meeting

Pending

VII. Adjournment

Motion to Adjourn: Cindy Ordaz

Second to Approve: Chris Bonvenuto

Vote: Aye: 9

No: 0

Abstain: 0

The meeting was adjourned at 1:45 p.m.