



College-Wide Benefits Committee

Minutes of the Meeting
April 25, 2018

I. Call to Order/Introductions

The meeting was called to order at 1:33 pm, in HSS 301.

II. Committee Members

| CSEA | Faculty Association | Administration |
|--------------------|---------------------------|-----------------------------|
| Barton, Willis | Martinez, Mario, Co-Chair | Lee-Lewis, Sherri, Co-Chair |
| Villanueva, Robert | McBride, Kymberlyn | Hall-Baker, Tre'Shawn |
| Roberts, Mike | Morse, Peter | Spalding, Carla |

Guest: Chris Bonvenuto, Administration Alternate
Kim Hauk, Alliant

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

III. Review and Approval of Minutes from Prior Meeting

Minutes of February 28, 2018

Motion to Approve: Mario Martinez
Second to Approve: Kymberlyn McBride
Vote: Aye: 8
No: 0
Abstain: 1

IV. New Business

- a. Health Care Plan Option Presentation by Kim Hauk, Alliant
 - i. Important to committee:
 - 1. Maintain quality of plan, or improve
 - 2. Contain costs to District/staff
 - ii. CalPERS-all out, or all in. Cannot separate the different populations (i.e., adjunct faculty vs program managers)
 - iii. New options.
 - 1. Accountable Care Organization. Similar to an HMO
 - a. Alliance of medical group/hospital/insurance carrier

- b. Separate contracts with surgical and health maintenance providers
- c. "Centers of Excellence"
 - i. Medical centers focused on a specialty, i.e., surgical
 - ii. UCLA and Cedars are NOT available to this option
- 2. Fully Insured vs Self-Funded. Who is holding the Risk?
 - a. Self-Funded is the highest risk. The District would manage its own self-funded pool.
 - b. Fully insured is recommended (lowest risk).
 - i. SISC – Self Insured Schools of California
 - ii. ASCIP
 - iii. SCS-LBA
- 3. Plan Design Control. Each piece of the plan can be designed/cost incurred
- iv. Alliant will vet top 2 or 3 Insurers.
- v. Timeline to withdraw from CalPERS is **STRICT**.
 - 1. CalPERS releases rates; then 60 days to make decision and notify CalPERS of withdrawal. Five (5) year waiting period to go **BACK** to CalPERS after pulling out.
 - a. Vetting period 2018-2019
 - b. Projected withdrawal date: 2020;

Discussion:

Faculty Association has been thinking about the process to make a big shift. Concern that Alliant has 'skin in the game', and is considering contracting with a neutral third party for analysis and recommendations.

Next meeting: Additional discussion needed.

V. Old Business

- a. Quorum – Must have 7 of 9 committee members

VI. Dates for Next Meetings

Wednesday, May 23, 2018 1:30 p.m. – 2:45 p.m. HSS 301 (Confirmed)

VII. Adjournment

Meeting adjourned at 3:10 pm