



College-Wide Benefits Committee

Minutes of the Meeting November 14, 2018

I. Call to Order/Introductions

The meeting was called to order at 1:08 pm, in HSS 301.

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
Romano, Martha

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 September 26, 2018

Motion to Approve: Kymberlyn McBride

Second to Approve: Mario Martinez

Vote: Aye: 7

No: 0

Abstain: 0

IV. Old Business

a. Health Plan Open Enrollment

- i. Processing changes. Full report will be presented at first spring 2019 meeting.

b. Health and Welfare Benefit Options –

- i. Presentation by BrightPath Consulting Services: Michael Muheisen, Senior Vice President, and Cindy Arita, Executive Account Manager.

- 1. Consulting fees come directly from the district:

The following costs are approximate:

- a. Marketing of RFP: \$20,000 (health plan only)
- b. Marketing of RFP: \$40,000 (health + dental + vision)
- c. Broker/Consultant fees: \$65,000

2. Suggests to do an RFP every 5 years due to market variability
 - a. i.e., SISC (Self-Insured Schools of California)-very competitive over the past 5 years
 - b. CalPERS rates vary depending on what their long-term goals are in moving people from one plan to another.
3. GEO Access – providers within a geographic area. BrightPath suggests using only 2 providers (i.e., Kaiser + one other provider/carrier).
 - a. Rating
 - b. Long-term relationship
4. Goals
 - a. Voice in the design of the plan
 - b. Benefit design
 - c. Rate savings
5. Communication to district employees is critical
 - a. Notices of change provided to district employees must be timely – overseen by Department of Labor
6. Leaving CalPERS – 5 year commitment
 - a. Pool- more stability (CalPERS has 1.2 million members vs SISC with 308,000 members)
 - b. Direct carrier/provider – less stability (possible 2-3 year rate guarantee?)
 - c. Look at the physician network and geographic locations
7. BrightPath
 - a. Current work load – 6 districts
 - i. History of districts leaving CalPERS- One district left CalPERS 7 years ago- went to Blue Shield for 5 years, Aetna for 2 years. Then they had 4 large claims and they went back to CalPERS.
 - b. Historical Marketing efforts- 2 stayed with CalPERS, 3 moved out of CalPERS

V. New Business

- a. Dental/Vision Plans
 - i. Vision Plan-frame allowance has increased to \$150 annually
- b. Long-term Care Insurance
 - i. Committee wanted to know if the new enrollment is for new hires only or also existing faculty and staff; and if only new hires, should we wait another year?

VI. Agenda for Next Meeting

- a. Long-term Care Insurance – re-enrollment for Spring 2019 option

b. Voluntary benefits

VII. Dates for Next Meetings

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: Mario Martinez

Vote: Aye: 7

No: 0

Abstain: 0

Meeting adjourned at 2:41 pm