



## BENEFITS COMMITTEE MINUTES

March 9, 2005

A meeting of the Benefits Committee was held on Wednesday, March 9, 2005, at 3:30 p.m., in AA-109.

**A. Call to Order**

Nancy Horio called the meeting to order at 3:30 p.m.

**B. Roll Call**

**Members Present:** Yvonne Anderson, Ruth Barnaba, Mike Barber, Dave Forsyth, John Goldsworthy, Sherry Gordon, Nancy Horio, Cheryl McCarron, Shirley Morgan, Joe Newmyer, Peggy Richardson, Jean Ruff, and Dr. Omar Scheidt

**Ex-Officio Members Present:** Brian Vivian, (JPA), Victoria de La Torre (JPA), Lucy Nelson

**Guests Present:** Jo Anne Giese, Kelly Hudson-MacIsaac

**Members Absent:** Dr. Roy Archer, Jim Bowen, Mike Hill, Dr. Jack Miyamoto

**C. Minutes**

Minutes from the February 9, 2005 meeting were approved.

**D. Special Presentation**

Jo Anne Giese and Kelly Hudson-MacIsaac, representing the Palomar College Wellness Committee, introduced themselves as the "remnants of a once-active group" and explained the history of the committee and its focus. They would like to start up again, providing wellness activities to the staff. Although Health Services sponsors similar activities, theirs is primarily for students, with a charge-back to the District for staff use. JoAnne and Kelly discussed "Longevity, Inc.", a program similar to the Body Scan discussed at last month's meeting. This program has a lower cost than the Body Scan, and does not require a minimum participation level. Discussion followed on the merits and comparison of both plans. A motion was seconded and passed to provide both plans to the employees. Committee members still need to follow-up with their constituent groups.

The question was posed regarding governance over the Wellness Committee, and it was decided that the Wellness Committee would come under the HRSPC.

**E. Reports**

Brian Vivian (JPA) passed out the "Rolling 12's" Report to the committee members. The County was closed during the last week of December, so claims processing was at a lower level than usual, affecting January numbers. Brian also mentioned that the system glitch in Delta Dental resulted in a temporary suspension of claims processing, and we can expect February to be higher than usual.

There was another discussion on the stop-loss benefit. The JPA self-insures all districts for the first level of stop loss, but each district chooses its own level. Joe Newmyer asked for figures on buying stop loss coverage in the open market. Brian indicated that any surplus in the stop-loss pool is returned to the school districts. In response to a question about changing the level of stop-loss, Brian responded that a higher stop-loss would result in a decrease in premium, but that the cost of claims up to the

higher stop-loss would likely be much higher. An analysis of Palomar's stop-loss claims and recoveries in 2003-2004 was included in the handouts.

The question was posed on how our claims compare to other districts. Victoria said they were about the same. Brian said some districts are now coming out of big claims.

Brian discussed cafeteria plans as requested last month. A brief explanation of a cafeteria plan and sample enrollment forms from other school districts were also included in the handouts. Joe Newmyer asked if surplus in an employee's account could be directed to a 403(b) account. Brian said he would check on that. Discussion followed on the pros and cons of implementing such a plan. It was agreed that Committee members would get input from their constituent groups before doing a survey. Brian will provide tiered rates for a cafeteria plan, and Joe Newmyer will draft a written proposal. However, it would be necessary to bargain any changes to the contracts currently in place before implementation.

A question was raised regarding the HIPAA mailing done by the FBC recently. It was explained that the initial notification went out in 2003, and is required to be done annually.

F. **Adjournment**

There being no further business, the meeting was adjourned at 4:45 p.m.

**Next Meeting: April 13, 2005 (AA-109)**