



BENEFITS COMMITTEE MINUTES

April 13, 2005

A meeting of the Benefits Committee was held on Wednesday, April 13, 2005, at 3:30 p.m., in AA-109.

A. Call to Order

Dr. Miyamoto called the meeting to order at 3:35 p.m.

B. Roll Call

Members Present: Yvonne Anderson, Ruth Barnaba, Mike Barber, Dave Forsyth, Sherry Gordon, Dr. Jack Miyamoto, Shirley Morgan, Jean Ruff, and Dr. Omar Scheidt

Ex-Officio Members Present: Brian Vivian, (JPA), Lucy Nelson

Guests Present: Becky McCluskey

Members Absent: Dr. Roy Archer, Jim Bowen, John Goldsworthy, Mike Hill, Nancy Horio, Cheryl McCarron, Joe Newmyer, Peggy Richardson

Ex-Officio Members Absent: Victoria de la Torre, (JPA)

C. Minutes

Minutes from the March 9, 2005 meeting were approved.

D. Old Business

Dr. Miyamoto distributed copies of a draft proposal prepared by Joe Newmyer, outlining how a proposed cafeteria plan might be set up. Discussion followed on various points of the plan. It was agreed that we should obtain demographics of the benefits-eligible employees, such as hire date, which would give an idea of the number of future retirees in Group I, II and III. Brian will obtain as much information as possible from the claims system, such as the level of enrollment (i.e., single, family), with other data being provided from PeopleSoft.

Regarding the information on the body scan presented last month, it was reported that the PFF is interested in this program.

E. Reports

Brian Vivian (JPA) passed out the "Rolling 12's" Report to the committee members. The February and March numbers look very good. The dental claims were higher than usual, likely due to recovering from the computer glitch that shut down the system in December.

As requested last month, Brian had figures on the stop loss premiums and claims paid for the last two years. Premiums in '02/'03 were \$684,412.02 while claims were \$1,444,512. Premiums for '03/'04 were \$993,023.24 against claims of \$786,427. It is clear that claims, overall, are exceeding premium for this benefit.

F. Discussion

A question was raised on HMO's and PPO panels for retirees who move out of state. Kaiser does have facilities in other areas, but not necessarily as wide spread as needed for retirees. The JPA does not have panels outside of California, although benefits are still available as out of network (80% of UCR).

Brian brought up the issue of new Medicare Part D which will become effective January 1, 2006. Enrollment for this benefit is scheduled to begin in November. Brian indicated that since our prescription drug benefit for our Group I retirees is greater than that proposed in Part D, our retirees should NOT enroll in this benefit. This will then allow our plans to receive a federal rebate which will assist with the premiums paid by the District. Accordingly, we will send out notices to all affected retirees.

A question was brought up regarding catastrophic leave banks. Dr. Miyamoto explained that an application is not automatically approved. Rather it is sent to the appropriate committee (classified or faculty) for approval as each group has its own bank of sick hours.

G. Adjournment

There being no further business, the meeting was adjourned at 4:20 p.m.