



BENEFITS COMMITTEE MINUTES

April 7, 2021

A. Call to Order

Christine Winterle called the Zoom meeting to order at 3:03 p.m.

B. Roll Call

Members Present: Christine Winterle, Judy Dolan, Teresa Laughlin, Barbara Baer, Mary Jayne Conway, Mike Dimmick, Ping Lee, Ruth Barnaba, Lesley Blankenship Williams, Michelle Fifield, Loran Green, Becky McCluskey, Wendy Corbin, Guest Judy Cater

Ex-Officio Members Present: Veronica Sadowski

Members Absent: Tricia Frady, Ambur Borth, Jenny Fererro, Steve Spear, Anel Gonzalez

Ex-Officio Members Absent: None

Guest: Brent Crane, BrightPath Consulting Services, Inc.

Christine Winterle welcomed the group and explained that she would be leading the meeting for VPHRS David Montoya, she asked if anyone had any other items to bring up. Mary Jayne Conway asked to add open enrollment dates. Becky McCluskey mentioned David Montoya was to bring information on fund 69 and analysis of savings for reimbursement on EGWP. Barbara Baer asked about a list of pediatric dentist for Delta HMO as members have said they cannot find them.

C. Review of Minutes

1. Review meeting minutes March 3, 2021. No edits were suggested.

D. Discussion Items

Discussion Item A: DeltaCare USA Workshops – Brent Crane from BrightPath started the discussion by explaining that this dental plan is similar to an Anthem HMO. Member selects or is assigned a dentist. Benefits are more robust and member is locked-in with one dental provider. We talked to Delta and they are excited about presenting. Christine Winterle stated that the District would like to do a campus-wide training and would recommend at least two workshops. Lesley Blankenship Williams stated that orthodontia is more beneficial but dental providers are limited. She asked if in-house recommendations could be provided. Christine Winterle stated that this can be explored as part of the workshop but the District would not endorse providers. If other employees wanted to share their recommendations during the workshop it would be okay as the HMO is very different and that is why we want to do the workshop. The workshop will help employees understand what the network is and what the steps are. Christine asked Brent to coordinate with Wendy to get some dates on the calendar before the end of the semester. Brent Crane agreed and agreed with Christine; we can't endorse one provider but we can ask DeltaCare to find out who is signed up with whom or maybe find out how many dentists are within a zip code. During the workshop we can have a discussion on how to get referrals. Brent explained that reimbursement to the HMO dentist is very different than the PPO. HMO dentist gets a flat amount of funds for each individual signed up and then they provide services. During the workshop we can review the referral and plan design process. Wendy Corbin stated that she, Brent and Michael were hoping to schedule the third week in April or the last week of April and first week of May. In regards to pediatric dentist, there is a referral process for this service. They monitor the child's age and it only goes up to a certain age. Pediatric dental offices are not listed on the DeltaCare website as the dental office would refer the child to a pediatric dental office. Christine Winterle stated that the HMO plan is very different and the HMO plan is really good if a member has a lot of dental work that needs to be done. Workshop would be addressing some of those questions. Barbara Baer recommended that workshop address both plans so that they can make a better informed decision during open enrollment. Christine Winterle stated she would prefer that the workshop address only the HMO.

Discussion Item B: PT Faculty Open Enrollment – Wendy Corbin lead the discussion and stated that open enrollment for part-time faculty was complete. Enrollment is as follows: 25 participants in the medical plan, 31 participants in dental plan and 23 participants in vision plan. Some of those participants may have dental & vision but that was our overall enrollment. The numbers are not big and we did have some people drop off due to changes in their contract along with some who joined. Medical is down a few participants. Leslie Blankenship Williams asked if the District has any idea how close are we to that cap? Barbara Baer responded stating we

should be below it. We figured about 42 participants but this year part-time members are low compared to last year due to classes being cut. If numbers go up in fall it will give us some wiggle room. Christine Winterle mentioned that the remaining balance carries forward in the contract as well. Barbara Baer stated that she can provide exact numbers.

Discussion Item C: PT Faculty Website EAP Resources – Wendy Corbin pulled up the PT faculty website and stated that she added a link in the chat for the budget presentation which addresses Fund 69. Last month it was requested to add the EAP to the PT faculty benefits website. The EAP has been added. Barbara Baer responded, thank you for taking care of that I appreciate it.

Discussion Item D: EGWP Part D Reimbursement Fixed Costs – Christine Winterle lead the discussion by stating that operating costs have not been calculated, we are very busy in the benefits office. We do have fixed costs of what has been submitted for reimbursement. Wendy Corbin stated the savings over the past 15 months is net savings is \$543,000. Average time spent to process is 20-40 hours per quarter. That salary and soft costs are not going to put a dent in this savings at all. Any questions? Mary Jayne Conway asked, in the EGWP premium saving, how many group 1 retirees are addressed in that number? Wendy Corbin responded, from Oct 2019 – Dec 2020 Single enrollment the difference between non-EGWP gives us the number here. Judy Cater asked if it would be possible to send this out to us. Mary Jayne Conway stated she was asking, does this compare to the other Navitus program that we were in if we stayed in the other Navitus. Christine Winterle asked what do you mean compare? Mary Jayne Conway responded, to move a person from a Navitus PPO to a medicare D and then have to reimburse them every month, those total costs. A lot of the soft costs aren't there. Maybe David was still working on that for us? This is a great start. Christine Winterle responded, the soft costs is probably not a significant dent in a work week of a salaried employee. Medicare does not charge if you make under a certain amount of money and there isn't an expense there. You can come back and email specific questions.

Christine Winterle asked Brent Crane if he had benefit rate information for this year. Brent responded stating they are waiting for SISC to come out with the announcement on the 6th. Single digit around 4%, nationally we are around 8-10% increase. This is both plans. Christine Winterle stated that we want to make sure we have solid numbers before we send out information. We heard rumors that it would be higher due to all the claims. Brent Crane mentioned COVID is the wild card in all this. A lot of non-emergency services have been delayed.

Discussion Item E: Retiree Benefit Comments – Judy Cater stated she wanted to acknowledge that members of the PACRA board were able to meet with VP Montoya. We very much appreciated his time. He listened to our concerns and he's committed to doing some research about some of the concerns we talked about. I wanted to acknowledge that and say thank you. Christine Winterle asked if there were any other retiree benefit comments or concerns? Becky McClusky mentioned that Steve Spear had sent in a notice in advance but it's not on the agenda. Christine Winterle responded that David Montoya will address that with you all and asked if there was anything else? Mary Jayne Conway asked about the other things you wanted under other? Christine Winterle mentioned fund 69, we just have the budget presentation that Wendy sent in Chat. Open enrollment will be the same timeframe as last year. Wendy Corbin stated that we have to follow the requirements of SISC, We must submit all changes by 9/1/21. Our open enrollment will be the month of August because our faculty are not here for most of the month of August. We usually do the open enrollment workshops during plenary or when faculty are returning for the new semester. The whole month of August is when changes can be made and the effective date will be October 1, 2021. Going forward that will be the way open enrollment runs. The only thing we have not set is the workshops. Mary Jayne Conway asked, for open enrollment are you expecting retirees to already know eBenefits? We weren't in the one last August. We want to make sure retirees know what to do. Christine Winterle stated that she would like to meet with PACRA outside of this meeting to strategize the communication and use of eBenefits. Maybe if PACRA can select a few folks we can work with to make sure we cover our retirees. Becky McClusky asked about the people who are retiring now, are they also in Part D? Christine Winterle responded yes. Mary Jayne Conway stated, Fund 69 at board meeting they mentioned a 4 year payback. Wendy Corbin stated that fiscal is not something the benefits office handles. That board meeting or budget meeting will be your best source for that information. Becky McClusky stated that she was told by Jack that it was going to be paid back all at one time. Christine Winterle stated this is a fiscal question. Judy Dolin stated she had one question regarding the use of gas or novacaine and asked if this could be addressed during the dental workshop. Brent Crane responded that it will be added that to the list. Christine Winterle stated the next meeting may be dedicated to reviewing the rate increases. We don't expect plan design changes at this time. Ping Lee stated that according to FCMAT report we have to meet the requirement for salary and benefits. Do you have any idea how we are gonna approach that in regards to benefits? That 5% is still a big number for us to save. From benefit point of view how are we going to achieve that? Christine Winterle responded by saying

there are many ways to approach it. Cost sharing is a negotiable item. In terms of the Benefits Committee and sub-committee, we can look at plan design but I think we did that 2 years ago and we know that SISC is one of the lowest. It then leads us into the plan options. We did a full network HMO, we could look at a lower network but it is negotiable. With FCMAT report, they are using our current costs, assuming it goes up 4%, we'll need to look at that. It will also go up for employees. I encourage you to talk about it with your union colleagues to collaboratively discuss.

Guest Comments -

Meeting adjourned at 3:54 pm

Next Meeting: May 5, 2021