



BENEFITS COMMITTEE MINUTES

February 5, 2020

A. Call to Order

Linda Beam called the meeting to order at 3:00 p.m.

B. Roll Call

Members Present: Barbara Baer, Ruth Barnaba, Lerina Chmura, Mary Jayne Conway, Diane Cummins, Mike Dimmick, Judy Dolan, Bryan Hilton, Teresa Laughlin, Becky McCluskey, Leann Pell, Steve Spear, Lesley Williams
Ex-Officio Members Present: Wendy Corbin

Members Absent: Jenny Fererro, Melissa Molek, Veronica Sadowski, Jennie Vastola, VP/F&AS Designee

Ex-Officio Members Absent: None

Guest: Judy Cater, PACRA; Michael Muheisen, BrightPath Consulting Services, Inc., MD Live Representative

C. Edit of Minutes

Review of October 2, 2019 minutes, no edits were suggested. Review of December 4, 2019 minutes, no edits were suggested.

D. Discussion Items

The District will conduct a dependent audit during the Spring 2020 for all active and retired insurance participants. This was a recommendation in the FCMAT report which requires a response. California updated their Domestic Partner definition to include opposite sex couples under the age of 62. Moving forward our insurance will require all employees with a Domestic Partner to provide a state Domestic Partner Certificate. For employees who currently cover a Domestic Partner, they will have until October 1, 2020 to provide the Domestic Partner Certificate or the dependent will be terminated. The District has experienced increased participation in the HDHP medical plan, with HSA incentive. The District has become aware that the annual deductible and annual out of pocket max run on a calendar year, so employees may incur a deductible twice in one plan year, which runs from October to September. The goal of this program was not in disadvantage any employees financially. The District is looking at options to address the possible consequences. One option may be to give the second portion of the district incentive early. Concern was expressed in regard to an employee possibly exceeding the entire incentive amount. The District is looking at the possible exposure, the broker is pulling together data. The immediate remedy is likely to advance the incentive early to all HDHP members. Retirees who would like to continue on the Hyatt Legal Plan can now pay for their benefit directly through Hyatt. BrightPath will be providing the enrollment information to the retirees who were previously participating through the FBC Hyatt plan. A sub-committee was formed to look at the various plans available through SISC. The efforts of this sub-committee are focused on benefits for active employees. Recommendations will be made and passed along to the negotiations teams. Results will be brought back to the full Benefits Committee. The FCMAT report identified the cost of Palomar compensation and benefits as an area of concern. Any issues pertaining to retiree benefits would be handled separately. The PACRA members offered feedback regarding the new retiree resource page and the Medicare Part D communication. When assistance is needed the fastest way to find a remedy is by calling the numbers listed on the medical cards, if that effort fails the members should call the Palomar Benefits Office. It was requested to have a standing agenda item for retiree benefits.

F. Adjournment

The meeting was adjourned at 4:15 p.m.

Next Meeting: March 4, 2020