



BENEFITS COMMITTEE MINUTES

March 4, 2020

A. Call to Order

Linda Beam called the meeting to order at 3:03 p.m.

B. Roll Call

Members Present: Barbara Baer, Ruth Barnaba, Lerina Chmura, Diane Cummins, Mike Dimmick, Tricia Frady, Anel Gonzalez, Ping Lee, Becky McCluskey, Steve Spear,

Ex-Officio Members Present: Wendy Corbin

Members Absent: Mary Jayne Conway, Judy Dolan, Jenny Fererro, Aaron Holmes, Teresa Laughlin, Melissa Molek, Jennie Vastola, Lesley Williams, VP/F&AS Designee

Ex-Officio Members Absent: None

Guest: PACRA; Michael Muheisen, BrightPath Consulting Services, Inc.

C. Edit of Minutes

Review of February 5, 2020 minutes, no edits were suggested.

D. Discussion Items

The District is evaluating 2 vendors to perform a District wide dependent audit. A decision will be made very soon. The services will be provided digitally and by mail. The cost of the audit will be approximately \$25,000. The scope of work will be to verify the eligibility of dependents covered on the insurance plans in accordance with federal, state, and insurance plan guidelines. Tax documentation, marriage certificates, birth certificates, and other official dependent documentation will be submitted to the vendor. There will be a telephone hotline for support. This audit was a part of the best practices that were identified by FCMAT in their findings. New Domestic Partnerships are now required to have an official state domestic partnership in order to be covered by the insurance plans. Employees who currently cover a Domestic Partner will be notified of the eligibility change and the action that must be taken before October 1, 2020. The District has authorized the second employer funded Health Savings Account deposit to be given on the March payroll check. Very few employees appear to be impacted by the fact that the deductible and out of pocket maximum reset effective January 1, 2020. People should reach out to the Benefit Office if they are impacted by the January 1, 2020 deductible and out of pocket maximum resetting. The reports that were received from SISC indicated that there are 10 people on the Anthem plan and 6 people on the Kaiser plan who had medical expenses from October 1 through December 31, 2020. CCE indicated that they have a member who has already exceeded \$6,000 in medical expenses. Linda Beam asked CCE to have the member contact HR. The retiree Hyatt Legal benefits have been finalized. The retiree must go onto the Hyatt website in order to enroll in this benefit each year. BrightPath Consulting Services will reach out to the retirees to provide them with the enrollment information. The District is looking at plan modifications, so a sub-committee was formed, they will look at lots of options and pricing. PFF is polling its' members for feedback. CCE will also be polling their members. SISC has very specific plans, the subcommittee will narrow down the options and bring the final product back to the Benefits Committee and the bargaining table. The retirees indicated that the reimbursements were received and thanked the HR team. A question was asked regarding the status of fund 69 since this is being used to help the budget this year. This information was not readily available at the meeting.

F. Adjournment

The meeting was adjourned at 4:05 p.m.

Next Meeting: April 1, 2020