



## BENEFITS COMMITTEE MINUTES

June 2, 2010

A meeting of the Benefits Committee was held on Wednesday, June 2, 2010, at 3:00 p.m., in MB-6.

**A. Call to Order**

John Tortarolo called the meeting to order at 3:07 p.m.

**B. Roll Call**

**Members Present:** Sheila Atkins, Jayne Conway, Judy Dolan (for Sherry Gordon), John Goldsworthy, Lisa Hornsby, Phyllis Laderman, Jean Ruff, Dr. Omar Scheidt, Josie Silva, Shayla Sivert, Dr. F. Perry Snyder, John Tortarolo

**Ex-Officio Members Present:** Lucy Nelson, Tammy Reed (JPA)

**Members Absent:** Dr. Andrea Bell, Jim Bowen, Dr. Ken Burns, Dr. Bonnie Dowd, Dave Forsyth, Lee Hoffmann, Cheryl McCarron, Becky McCluskey

**Ex-Officio Members Absent:** None

**Guests:** None

**C. Minutes**

The May 19, 2010 meeting minutes were approved.

**D. Old Business**

None.

**E. New Business**

1. John Tortarolo informed the committee that he met with Tammy Reed, Maggie Beauchamp and Brian Vivian of the JPA, and informed them of our intent to seek the services of a benefits consultant. They have agreed to work with the consultant on plan design changes and subsequent implementation.

2. Tammy updated the committee on the risk pooling plan. Three more districts have indicated a higher level of interest in participating in the pool, although only seven are committed at this time. The actuary is reworking the figures, but the plan design and stop-loss levels will remain the same. This plan will begin either October 1, 2010 or January 1, 2011, depending on the participating district. The committee reiterated that we are now only interested in changes to our current plan design and do not intend to participate in the proposed risk pool.

3. John discussed a meeting earlier in the day with the task force who will be interviewing prospective benefits consultants. This meeting was to determine the questions that will be asked in the interviews. A list was developed which will be presented to the interviewees in advance, along with reference materials including demographics and Summary Plan Descriptions of both the PPO plan and the Kaiser plan. This will help them to be prepared to answer the questions posed by the task force. Four firms have indicated their willingness to participate in this process: AON Consulting, Hewitt Associates,

Keenan Associates and PriceWaterhouseCoopers. A fifth firm, TowersWatson, has declined to participate.

John asked the committee for their input regarding the list of questions and other items to be presented to the interviewees. Several were discussed, including the effects of health care reform on our plans; tiered rates; a cafeteria plan; and whether Student Health Services can provide wellness programs or in other ways incentivize employees to better health and therefore cost savings to the plans. It was also suggested that the consultants be asked to describe creative approaches they might propose toward cost savings, and what advantages there might be for the District in health care reform.

**F. Adjournment**

There being no further business, the meeting was adjourned at 4:25 p.m.

**Next Meeting: Wednesday, July 14, 2010 (MB-6)**