



BENEFITS COMMITTEE MINUTES

October 3, 2018

A. Call to Order

Dr. Lisa Norman called the meeting to order at 3:02 p.m.

B. Roll Call

Members Present: Ruth Barnaba, Colleen Bixler, Lerina Chmura, Mary Jayne Conway, Mike Dimmick, Judy Dolan, Jenny Fererro, Roberta Johnson, Teresa Laughlin, Tsung Lee, Becky McCluskey, Leann Pell, Jean Ruff, Bernard Sena, Steve Spear,

Ex-Officio Members Present: Wendy Corbin

Members Absent: Lesley Blankenship-Williams, Ralph Johnson, Lorraine Lopez,

Ex-Officio Members Absent: None

Guest: Michael Muheisen, BrightPath Consulting Services, Inc., Christine Winterle

C. Approval of Minutes

March 22, 2018, April 4, 2018, April 27, 2018, and May 2, 2018 Minutes were on the agenda for approval.

Judy Dolan requested that the meeting agenda and minutes be emailed earlier so that there is time to review the material. Steve Spear stated that according to parliamentary procedure there is no requirement to formally approve the minutes. Dr. Lisa Norman asked if the Benefit Committee Members supported that suggestion, the committee unanimously agreed. Becky McCluskey stated that there was fund 69 discussion about vision for retirees. Mike Dimmick stated that the committee had asked for compare/contrast between SISC and Cigna coverage. The committee members were to submit their edits to Wendy Corbin, and updated minutes would be provided in November.

D. Old Business

PACRA members asked that an "Old Business" item be added to the agenda. Concern over the Medicare Part D prescription drug coverage communication with SISC was expressed. It was stated that this requirement can never be implemented, Steve Spear will provide all legal language pertaining to this item. Dr. Norman explained that the Part D notice from SISC was a surprise to the District. Any future changes would be transparent and discussed. Regulations and procedures will always be followed, no changes have been made. Judy Dolan clarified that the District letter to retirees incorrectly referenced Medicare Part B instead of Medicare Part D. Michael Muheisen explained the SISC changes to Medicare Part D, and the fact that all of the Districts that they do business with, except two, moved to this new program. Palomar was one of the two Districts who did not switch to the new SISC EGWP program. Coverage problems should be brought to the attention of Wendy Corbin or Veronica Sadowski. Dr. Norman added that Armando Cabrera with SISC also offered to serve as a point of contact.

E. New Business

Dr. Norman expressed her desire to use goal setting to identify improvements, and focus the efforts of the committee for the upcoming academic year. Jean Ruff asked if all members would receive new dental cards. Michael Muheisen stated that the members would not receive new cards, and that there are not any changes. The move was to provide rate security from a pool, but the billing will change. Mike Dimmick suggested a payroll stuffer indicating whether enrollment would be required. Christine Winterle stated that people would only need to take action if they wanted to switch or add dependents. Teresa Laughlin stated that there would be no change at the dental office. Christine Winterle stated that EyeMed benefits and providers will change, information will be presented. Becky McCluskey asked if retirees can now buy vision insurance. Dr. Norman stated that there was not enough time to do the analysis, this subject will be revisited with EyeMed. Jean Ruff asked if it would be revisited this year, and Dr. Norman stated that it would not be until next year. Wendy Corbin stated that we have an approximate 8% migration in medical plan enrollment. Approximately 35 people moved to the new HDHP plans, 12 people moved to the new Anthem HMO, and a few members switched between the traditional medical plans. Jenny Fererro recommended that the District provide personal statements from willing employees regarding their experience with the switch to a new plan. Teresa Laughlin stated that when you crunch the numbers there is still approximately a \$2,500 financial risk for the employee, we need to do a better job explaining that to the employees. Wendy Corbin explained the structure of the Out of Pocket maximum and that it would be

difficult for two people in the family to hit that figure. Becky McCluskey stated that no open enrollment materials were received by some retirees. Wendy Corbin explained that the District did mail postcards to all members, but a new list was used. PACRA and the Benefits Office will work on ensuring the accuracy of the retiree mailing list prior to the next mass mailing. Teresa Laughlin stated that if each member of a 5 person family each had \$1,000 in medical bills then they would never hit their deductible or Out of Pocket maximum. Christine Winterle agreed that the HDHP is not for everyone, but now people have a better awareness, and we will strive for more communication. Dr. Norman moved the conversation to goal setting on subjects such as: plan design communication, mailing problems, SISC communication, and creating a how to/who to call communication. Michael Muheisen stated that SISC meetings are Brown Act meetings so they are open to the public so it may be helpful to have someone attend. There are trainings that BrightPath can provide such as Medicare 101 and Wellness Training. Wendy Corbin also suggested the HIPAA training and the importance of identifying key stakeholders who would benefit from receiving this training. Wendy Corbin was notified that SISC is not able to provide regional data for chronic conditions, they only have data for the entire pool. Wendy Corbin provided a Team Life update regarding the programs, classes, and activities that are scheduled. Dr. Norman stressed the importance of connecting benefits to wellness more intimately. Health relates directly to benefits, wellness news letters will be shared with the committee.

F. Other
None

G. Adjournment
The meeting was adjourned at 4:00 p.m.

Next Meeting: November 7th, 2018