



BENEFITS COMMITTEE MINUTES

November 7, 2018

A. Call to Order

Dr. Lisa Norman called the meeting to order at 3:00 p.m. Judy Dolan announced that it is "Teachers Week" and invited members of the group to join the CalRTA. Dr. Norman added an agenda item in regard to the Palomar conversations with SISC. Dr. Norman also advised the Benefits Committee that the SISC Board Agenda and Minutes would be included with the committee materials. Mary Jayne Conway asked if SISC had remote access to their meetings, such as video streaming. Jenny Fererro asked that plan questions also be added to the meeting agenda, along with the SISC update, under "other".

B. Roll Call

Members Present: Cheryl Ashour, 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: Ruth Barnaba, Lesley Blankenship-Williams, Ralph Johnson

Ex-Officio Members Absent: None

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

C. Edit of Minutes

March 22, 2018: Clarify that Palomar College over age 65 retirees comprise greater than 20% of the total covered members on the health plan, which resulted in Blue Shield declining to quote.

May 2, 2018: Clarify that the Benefit Committee voted to move the Palomar Community College District dental benefits to ACSIG with the same level of as the current benefits. Mary Jayne Conway stated that her medical plan vote should have stated, remain with SISC and increase customer service or go with Cigna.

October 3, 2018: The word Medicare was added in all areas that referenced Medicare Part D. Clarification was made that Palomar did not switch to the new SISC EGWP Program. Language was changed to indicate that retirees were interested in buying vision insurance.

D. Old Business

Dr. Norman opened discussion to set Benefit Committee goals for the year. Items suggested were: wellness, educational opportunities, communication of committee efforts, website/portal resource, summary of meetings, coordinate with TEAM Life regarding wellness newsletter. Dr. Norman suggested creating a fillable question and feedback form to compile data and create a feedback loop. Roberta Johnson suggested creating annual exam incentives. Christine Winterle suggested training for utilization of benefits. Jean Ruff suggested creating a bridge between active employees and retirees for TEAM Life. After the discussion Dr. Norman stated from what she heard the top priorities for goals are: utilize/create website, create a fillable form for feedback, increase employee attendance of annual check-ups, and highlight prevention and wellness. The HIPAA training will be scheduled in the Spring Semester the key stakeholders that were identified are: academic department assistants, chairs/directors, supervisors/managers, Benefit Committee members, and Union leadership. Dr. Norman suggested campus wide training for the new plans in the late winter early spring which is focused on the new high deductible health plans, the Anthem HMO, and also the health savings accounts. We should schedule a workshop for plenary and then again during open enrollment. Perhaps even sooner for current enrollees in the new plans.

E. New Business

No new business

F. Other

Wendy Corbin stated that the TEAM Life Committee was hosting an employee fitness center orientation so that employees could familiarize themselves with the facility and the various types of exercise equipment. TEAM Life is also trying to set up wellness workshops in December and during the next semester. Jenny Fererro stated that it appears that the new vision plans coverage is worse than the old plan. Lens coverage is worse, specialty lens coverage will cost more out of pocket. Jenny Fererro asked that a one page comparison between the two plans

be created. Dr. Norman advised the committee that the District hosted a meeting with SISC on 11/6/18. During this meeting we were informed that there was a glitch in the Kaiser system during open enrollment which complicated the enrollment process. The SISC leadership stated that the responsiveness to problem solving was not up to their own expectations, this was created by a mistake on their end. The individual who is second in command at SISC came onsite for this meeting. The District stressed the importance that SISC communicate transparently when they are experiencing issues, and they need to be more responsive when issues arise. The goal is to identify and catch things early. Nicole Henry is going to address the concerns with the SISC program and schedule a follow up meeting to review the progress in different areas.

G. Adjournment

The meeting was adjourned at 4:13 p.m.

Next Meeting: December 5th, 2018