



BENEFITS COMMITTEE MINUTES

December 5, 2018

A. Call to Order

Dr. Lisa Norman called the meeting to order at 3:02 p.m, and welcomed the committee members.

B. Roll Call

Members Present: Barbara Baer, Lesley Blankenship-Williams, Lerina Chmura, Mary Jayne Conway, Mike Dimmick, Judy Dolan, Roberta Johnson, Teresa Laughlin, Tsung Lee, Becky McCluskey, Leann Pell, Steve Spear,
Ex-Officio Members Present: Wendy Corbin

Members Absent: Cheryl Ashour, Ruth Barnaba, Jenny Fererro, Bernard Sena, Ralph Johnson

Ex-Officio Members Absent: None

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

C. Edit of Minutes

November 7, 2018: Reference to "Teachers Week" was changed to "Retired Teachers Week". In section D, Old Business, the following sentence was added. In addition to Armando Cabrera and Wendy Corbin our employees/retirees can use Veronica Sadowski as a point of contact. In section F, Other, the title of Vice President of SISC was added to Nicole Henry's name.

D. Old Business

It was proposed that the following items be added to a Benefits Committee webpage: BrightPath Newsletters, a fillable feedback form. The feedback form would allow employees and retirees to inform the District of challenges with services and what is working well. This will provide qualitative data to identify trends. Increasing the number of employees attending their annual check-ups will be a priority. In a pool environment District specific data is not available, other ways must be used to promote Anthem Blue Cross and Kaiser Benefits and identify internal trends. Michael Muheisen suggested the possibility of using the old FBC data regarding chronic conditions, and reaching out to the current vendors for support in providing incentives. PACRA suggested creating a FAQ for Medicare first retirees, and providing information on telemedicine versus a minute clinic. Michael Muheisen will ask SISC if they can demo the MDLive benefit. A telemedicine in-service for the committee was suggested. Dr. Norman will try to obtain a link so that the committee can preview the information. CCE suggested that the committee seek feedback about the new plans, and increase education at the centers. A CCE member stated that they moved to the new Anthem HMO and received a referral for specialist office visits but that required allergy shots were not approved. Dr. Norman expressed a need for continuing education workshops for the new plans so that people can educate themselves before the Open Enrollment rush. Providing an overview of plan designs and members can hear others questions and experiences. CCE stressed that the education should not just be for medical but instead for all benefits, like the previously offered "Know Your Benefits" workshop. PFF suggested a Fall Plenary workshop. Dr. Norman agreed that it would be a good idea to add a Know Your Benefits workshop to the PD portal. Explain the prescription experience and create a general draft of a feedback form. A push for the need for education was emphasized due to the complicated nature of the health plans. PFF stressed that educational workshops should be provided during Fall Plenary and All Plenary. Dr. Norman recapped the identified goals: increase annual check-up participation, find a way to create incentives. Wellness Plan; online portal, assign points for action taken and move up in points as you have more healthy habits. Process should be confidential/HIPAA protected, with a focus on simplicity and a clear path to incentives. Create stronger connections to TEAM Life, cooking demos, Palomar "drive", trying to reach 100% annual check-up participation. Raffle at the end, but it would have to be the honor system. PFF suggested a different approach since there are already so many emails. Create communication ¾ times per year stressing the importance of the annual check-up which is endorsed by the President, bargaining unit leadership, and Dr. Norman. Employees will be more likely to read this type of communication. The importance of inclusion and the perspective of part time employees was raised and needs to be considered as this effort moves forward. Start with email, pick strategic times during the year, use the Benefits/TEAM Life website for prevention/biometrics/MDLive/Mental Health. Goal is to increase participation in all age levels.

E. New Business

No new business

F. Other

On the next agenda we will explore ways to advocate and share information about mental health.

G. Adjournment

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

Next Meeting: February 6th, 2019