

**Peralta Community College District
Health Benefits Fringe Committee Meeting Notes
January 29, 2015**

Present: Chanelle Whittaker, Rick Greenspan (RG), Matthew Goldstein, Debbie Weintraub, Ava Lee-Pang, Selwyn Montgomery
Guests:
Facilitator: Jennifer Seibert (JS), Employee and Retiree Benefits Manager
Notetaker: Nancy Koo, Special Assistant

Agenda Item And Presenter(s)	Discussion	Follow-up Action Decisions
Meeting Call Seibert	<p>10:10 a.m.</p> <p>Agenda Items opened for 2015: Healthcare reform, consultant update, transition resources, sixth annual Medicare enrollment campaign, and United Health Care Vision Plan</p> <p>1. Healthcare Reform: The District ACA Strategy Team formed to establish short-term and long-term collaboration with the district (IT, HR, Finance, & Payroll) to come up with strategies for new compliance. A new phase effective 1/1/15 called "Pay or Play" will be offered by PCCD for employees who work 30 hours or more or pay a penalty. Also, additional reporting to IRS will be required beginning in 2016 for 2015. We as a large employer will also be subject to shared responsibility requirements to the IRS. Finally, out-of-pocket maximum amount was discussed. American Fidelity to assist in analysis and record keeping requirements. Penalties A & B were discussed (pg. 6).</p>	
Lee-Pang Seibert Greenspan	<p>Are classified hourly most affected? Are they not covered? To what extent will we cover p/t classified/faculty? How will we calculate the penalty. P/T faculty summer must calculate hours. Classified would have to pay for it. PCCD offers it but employees have to pay for it. For instance, summer P/T counselor works for a month; cannot say this is the plan but must be negotiable with the PFT or with any other union.</p>	
Seibert	<p>Another challenge is to improve managing the workforce. We can keep costs down by keeping ratios down. Our active employee database needs to be purged for inactive records in order to perform accurate calculations. Reviewing best practices: Plan Design, Employee well-being, More advanced cost management strategies, on pg. 8 of agenda.</p>	
Seibert	<p>2. Consultant Update: I recently attended a conference sponsored by Mercer and focusing on emerging trends in best</p>	

Goldstein	<p>practices of benefits administration. Mercer was pitching it Marketplace as a jpa (joint power authority) that services many of its clients. What is the Mercer Marketplace? An international company that offers consultant services for employees...webinars and telecom are complimentary. Information is based on their client base. More information is on their website.</p> <p>The District is reviewing the Request for Proposal Process (Pg. 9)</p>	
Weintraub	<p>Read document from Marie "Best Value," how vendor is selected, etc. What is crucial is that whoever is on the committee, best value is ranked...committee was not involved in establishing the values and rankings before determination of vendors like Keenan or Alliant. Before request is sent out, the committee should review it first. Proposal process is from the Purchasing Department. Committee needs to come up with a criterion. In the last process, it did not happen.</p> <p>Set up meeting with Maria to discuss this?</p> <p>Suggested that an email may be sent to her about how much the overall process is impacted. Bargaining unit participation should be involved in creating criteria.</p>	
Lee-Pang Greenspan Seibert	<p>Brought Scope of Work to Benefits Committee and have received feedback. Commented that the committee did not weight category.</p>	
Seibert Goldstein		
Greenspan	<p>Board was to have a best value process.</p>	Committee to review before it goes out
Seibert	<p>3. <i>Transition – Communications (Pg. 10)</i> Sent out to employees Announcement information. Benefits Homepage continually updated.</p> <p>Transition — PCCD Benefits Homepage PCCD BenefitBridge website: We are moving from paper to electronic information to keep tract of life events, online enrollment and online resources. Portal login info--Username: peralta1; password: Benefits1!</p> <p>Is the AG/HDAD coverage resolved? Yes, as well as immunizations. Coresource is completing the project; and hopefully, it will be out next week.</p>	
Lee-Pang Seibert		

	<p>4. <i>Sixth Annual Medicare Campaign</i> (Pg. 16) February 4, 2015, Wednesday, Boardroom, onsite enrollment assistance, answer questions, etc. Medicare, Kaiser Sr. Advantage, Coresource, Pension Dynamics, and Delta Dental representatives will be here.</p> <p>5. <i>United Health Care Vision</i> (Pg. 18). Footnote: all Peralta's vendors and partners are becoming more sensitive to HIPPA privacy compliance. For instance, if an email was not read within a week, it is deleted. There have been extra layers of security clearances. Employee ID's were discussed. Seibert informed the committee that all employees including retirees have an employee ID per OPED funding.</p>
Next Meeting	March 26, 2015, 10 a.m. District Board Room.
Weintraub	<p><i>Other Topics:</i> PRO Issue: read "language reflected in spirit of all three Collective Bargaining Agreements."</p>
Lee-Pang	Pay or Play 2015: Wants more information to understand the 30-hour work week: if district offers plan to them; would district help pay upfront? (No.) Employees who return annually, continuous temps under poverty line...if buy it...Obama Care kicks in...how this works.
Adjourned	11:15 a.m.
Rick	Budget: add to agenda
	Seibert asked Debbie to write the statement to the representatives of all four unions.