

**Peralta Community College District
Health Benefits Fringe Committee Meeting
January 21, 2016
9-10:30am**

Present: Rick Putz, Abigail Brewer, Ed Jaramillo, Rick Greenspan, Ranell Holmes, Tom Branca & Jerry Herman
Facilitator: Jennifer Seibert

Agenda Item and Presenter(s)	Discussion	Follow-up Action and Decisions
Meeting Call	9:15 am	
I. Introductions: Jennifer Seibert	Agenda discussions <ul style="list-style-type: none"> • Welcome and Introductions, Benefits Office • Review of Proposed Mission Statement • Employee and Retiree Survey 2016 • Legislative Updates <ul style="list-style-type: none"> • Affordable Care Act Update IRS Form • ICD 10 Transition FAQ (ICD=International Classification of Disease) • Year-to-date Budget Spending Review • Upcoming Workshops • Review of Open Enrollment Schedule 2016 <ul style="list-style-type: none"> • Why so many? 	
II. Employee and Retiree Interest Survey Jennifer Seibert	Survey went to active employees and retirees. Based on the feedback of committee members and feedback from others: <ul style="list-style-type: none"> • Peralta benefits website • health and wellness • employee activities Surveying since 2010; responses help us to study the “manners and mechanisms” Jennifer went over the survey in detail and also demonstrated how to access and complete the survey.	Remind your constituents to take the Employee/Retiree 2016 survey

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<p>III. Peralta Benefits Office website</p> <p>Jennifer Seibert Rick Greenspan</p>	<p>Rick Greenspan wanted to know if the new Consultants, Alliant, were going to continue to manage and update the website as PSW did in the past and where do retirees go for information on the web. Jennifer explained that the Benefits Office will continue to update the PCCD Benefits Office website and that Employees and retirees have access to the BenefitBridge portal to facilitate enrollment and to view documents weblinks and resources.</p>	<p>The Benefits Office will provide a link to benefit resources on the District's Benefits landing page</p>
<p>IV. Increase on Commuter Contributions</p> <p>Jennifer Seibert</p>	<p>The increase in commuter contributions were announce late in December 2015 just before the District closed for the holidays.</p>	
<p>V. Affordable Care Act Update</p> <p>Jennifer Seibert Rick Putz Jerry Herman</p>	<ul style="list-style-type: none"> • Affordable Care Act Update • Form 1095 is to be distributed by March 31, 2016 <ul style="list-style-type: none"> • Distribution of Form 1095 by Kaiser • Distribution of Form 1095 by Peralta for the Self-funded plan administered by CoreSource • Some tax-payers may receive more than one Form 1095 • See recommended template <p>Jennifer added that the Cadillac Tax Law implementation has been postponed to 2020 and Jerry Herman asked if the law applied to both active employees and retirees. Jennifer said that she couldn't comment at this time –after all there may be a change in government, presidential priorities, etc which may affect the execution of the regulations as proposed. Then again, the regulations may be repealed or may look something other than how they are proposed now. As it is now, it is proposed that the employer bear the tax and of course, this may change.</p>	

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<p>VI. International Classification Disease Codes Jennifer Seibert</p>	<p>In response to the inquiry regarding what changes have been implemented impacting the acquisition and delivery of medical services, Jennifer added that if providers do not use the correct codes claims can be delayed for payment. Jennifer Shared a document from CoreSource regarding the ICD codes.</p>	
<p>VII. Year-to-Date Spending Jennifer Seibert</p>	<p>Jennifer asked the committee if PCCD were to close it's doors how much do they think the liability will be on the Self-funded plan for claims incurred but not paid. One member had no idea and the other said \$ 500,000.00. Answer: 1.5 million</p>	<p>The District will provide an year-to-date expense report through January at the March 2016 Health Benefits Committee Meeting</p>

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<p>VIII. Upcoming Workshops & Open Enrollments</p> <p>Jennifer Seibert Rick Greenspan Jerry Herman</p>	<p>During the discussion on the upcoming workshops Jerry asked how many PCCD Retirees were not enrolled in Medicare but were eligible. Jennifer said there were about 50 and she would have the number for the next meeting. Rick asked if the Benefits Office keeps a record of Retirees called and notes as to whether they were reached and the outcome of the call. Rick also wanted to know if PRO was needed to assist in contacting members. Jennifer responded by saying the Benefits Office does keep records and at this time PRO's assistance is not needed due to privacy concerns. She also reminded the committee that Retirees need to apply for their Medicare A,B & D reimbursements in a timely manner and if not already enrolled, they can enroll in Medicare during the first quarter of the year or within 3 months of reaching age 65.</p>	<p>The Benefits Office will present data on non-coordinated Medicare population. Data will reflect retiree and/or eligible dependent.</p> <p>PRO was asked to remind its constituents to apply for reimbursement in a timely fashion and once enrolled in Medicare, stay enrolled in Medicare.</p>
<p>IX. Discussion on Tax Deferred Annuities</p> <p>Jennifer Seibert Rick Greenspan Abigail Brewer</p>	<p>There was a brief discussion on the 403(b) and 457(b) plans and how the Benefits Office picks the presenters for the workshops. Jennifer explained that the presenters Teachers Pension approached the Benefits Office and offers dinner meetings. During the presentation TP gives a broad spectrum/overview of the plans and the benefits of contributing. Abigail also asked if Teachers Pension presented plan comparisons and Jennifer confirmed that they did. Rick Greenspan wanted to know if JFK University was selected by the District and Jennifer said for the record JFK approached the District. Jennifer also demonstrated where the 403(b) and 457(b) plan information can be found on the PCCD Benefits Office webpage and also navigated to the TPA. Mid-America's website.</p>	<p>The Benefits Office will include weblinks on the benefits landing page. The benefits landing page is not password protected.</p>
<p>X. Final questions</p>	<p>Rick Greenspan wanted to know where members and their dependents can go if the information needed is not on the PCCD Benefits Office website. Jennifer said that the insurance cards have contact information and carrier websites which can be accessed.</p>	

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	Abigail wanted to know how many hospitals and providers are listed in-network for Anthem Blue Cross 2013 vs 2015. Jennifer said that she would gather that data for the next meeting.	The Benefits Office will try to obtain a California list of providers and hospitals as of 12/31/13 and 12/31/15
Adjournment:	10:05 am	
Next meeting:	March 24, 2016	
Upcoming meetings:	April 28, 2016	

Minutes taken: Ronnie Roberts-McCain
PCCD Benefits Office
Staff Assistant