

**Peralta Community College District  
Health Benefits Fringe Committee Meeting  
September 25, 2014**

Present: Nikki Washington, Rick Greenspan, Chanelle Whitaker, Selwyn Montgomery, Ava Lee-Pang, Calvin Madlock, Susan Rinne, Trudy Largent, Ronnie Roberts  
 Guests: Ralph Gowen, Keenan, Benefits Bridge  
 Peter Wantuch, PSW Benefits Resources  
 Facilitators: Jennifer Seibert

<b>Agenda Item and Presenter(s)</b>	<b>Discussion</b>	<b>Follow-up Action and Decisions</b>
Meeting Call	10:00 am	
<b>I. Introductions:</b> Jennifer Benford Seibert	Introductions. Human Resource Director- Nikki Washington Employee Relations Director- Chanelle Whittaker Agenda review	
<b>II. Progress Takes Time:</b> Jennifer Benford Seibert	Together as a committee we: <ol style="list-style-type: none"> <li>1. Implemented an enhanced Delta Dental PPO plus premier offering an increased plan limit. (Local 1021)</li> <li>2. Developed audience specific communication tools to promote the new benefit. (Local 39)</li> <li>3. Significantly reduced our cost by increasing Medicare Coordination campaigns. (Peralta Retiree's Organization)</li> <li>4. Used feedback for our constituents to develop our collective agenda.</li> <li>5. Incorporate the use of e-communications with our constituents (PFT &amp; PCCD Business Managers)</li> <li>6. Re- engaged employee-centered workshops on long term care (Local 1021)</li> </ol> Question from Rick: Are we discussing Flu shots today? Jennifer: Yes, we will be discussing Flu shots during today's meeting.	
<b>III. Online Electronic Enrollment</b> Ralph Gowen, Program Director, Vice President, and	Online Electronic Enrollment already exists for section 125 and 132 Plans since 2012. Possible for the 403 (b) and 457 (b) Plans. The District is migrating into electronic enrollment for medical and dental plans as well. <ul style="list-style-type: none"> <li>• First for new hires (October)</li> <li>• Life Events (November)</li> <li>• Deferred for part time hourly faculty and retirees as for now</li> </ul>	

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<p>Product Manager for Keenen</p>	<p>Jennifer holds up current New Hire Benefit packet and states we are moving towards electronic enrollment. 90% of employees apply for employment online. Discussion on new Benefit Bridge product that will allow employees to enroll online. Benefit Bridge will improve our business processes. Many public agencies are currently using Benefit Bridge. By using Benefit Bridge we will reduce our paper use and align ourselves for more automated compliance and improved record keeping. 5 or 10 minute process to enroll online. Benefit Bridge will allow users to compare all benefit plans. Retirement links are also included on the website. A Keenen representative will be available during business hours to assist all employees with enrollment matters. Question from Ava: Can address changes be made on Benefit Bridge? Jennifer: No, address changes will continue the same process. Please submit all address changes to Human Resources. Question from Rick: Is the 800 number on all of the screens? Ralph: The 800 number is on the home page only. Before submitting an acknowledgement and summary stamped with date and time will be available for printing.</p>	
<p><b>IV. Affordable Care Act</b></p> <p>Peter Wantuch, PCCD District Benefits Consultant</p>	<p>Pay or Play- PSW Benefits Resources This legislation applies to groups with 100 or more employees January 1, 2015. For groups of 50-99 employees, this legislation is effective January 1, 2016. Applies to employers who did not offer coverage to Substantially all full time employees and dependents working 30 + hours per week. 2015 Employers must offer coverage to 70% of full time employees; 2016 and beyond employer must offer coverage to 95% of full time employees. Employees contribution for employee only coverage cannot exceed 9.5 % of household income. Jennifer: We don't know the true number of employees who don't have insurance. Question Ava: Any concern regarding student workers? Jennifer: No, the government has excludes them. Question Rick: If we offering coverage at 100% buy is that considered offering? Jennifer: No, it is not affordable coverage if 100% if the premium exceeds the government threshold.</p>	

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	<p>Question Ava: How does the District come up with a plan to calculate hours and who is not enrolled into Health coverage?  Jennifer: Currently it is a work in progress.  Peter: Two of the most expensive states for Health care coverage is California and Massachusetts. There are two methods for determining full time status (listed in presentation notes from 9/25/14 Meeting)  Default enrollment: Applies to groups with 200 or more employees.  Employer must automatically enroll new full time employees in health plan (subject to waiting periods). Employee must opt out coverage.  Timeline has been pushed back due to effective 2014. Unknown effect date at this time.</p>	
<p><b>V. 2014- 2015 Final Budget</b>  Interim Vice Chancellor of Finance Rinne</p>	<p>Discussion about State budget. 4<sup>th</sup> Consecutive year the budget is passed on time. Includes a reserve of 1.4 billion. The Budget Bill contained the following community college provisions:  1. Access funds (growth) of 140.4 million (2.75%)  2. 70 million increase fort Student Equity Plans.  2013-14 Unrestricted General Fund Final Summary handouts included.  Question Rick: Has deferred maintenance been allocated to the District?  Susan: Yes, each college will get \$100,000.</p>	
<p><b>VI. CVS Caremark became CVS Health/Flu Shots</b>  Jennifer Benford Seibert</p>	<p>Question Rick: If we go to an out of network provider to obtain a Flu shot are we covered. We need consistency. Each time I have a different problem when I obtain a Flu shot at CVS.  Jennifer: We will have something in writing for our next meeting.  Minute Clinics- issues; out-of-network flu shot coverage. Injections are covered but when received out of network, then the reimbursement process is honorous.  Challenge to minimize the administrative burden to the employee.  Pursue getting Rite Aid, CVS, etc added to the Blue Cross network. Develop an internal claims reimbursement infrastructure.  Status Quo: pay up front, then get reimbursed from Coresource.</p>	<p>Benefits Office will prepare a FAQ; guidance on the reimbursement process for flu shots</p>
<p><b>VII. Since we last met</b></p>	<p>Dependent Audit Savings yielded approximately \$344k in savings.  Reviewed open enrollment glide paths.  Congratulations to our winners of the Fit, Fun and Fab Challenge.</p>	

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Jennifer Benford Seibert	Open enrollment for voluntary Life Insurance through Cigna. Part time Faculty open enrollment ended on Tuesday, September 23. (Changes in handout) ING/Relistar became Voya Financial Prepaid Legal became LegalShield.	
Adjournment:	11:50 am	
Next meeting:	October 16, 2014	
Upcoming meetings:	October 16, 2014, November 3, 2014	

Minutes taken by : LeKeisha Jones (510) 466-7229, staff assistant

Attachments:

- Benefit Fringe Committee Handout, 9.25.14
- 2014- 2015 Final Budget
- Fall Fiscal Fitness & Empowerment Series 2014 Post Card
- Peralta Benefits Everyone, August/September 2014