

**Peralta Community College District  
Health Benefits Fringe Committee Meeting Notes  
March 26, 2015**

Present: Chanelle Whittaker (MGMIT), Rick Greenspan (PFT), Matthew Goldstein (PFT), Abigail Brewer (1021), Ava Lee-Pang (1021), Selwyn Montgomery (39)  
 Guests: Marie Hampton, Purchasing Director  
 Facilitator: Jennifer Seibert (JS), Employee and Retiree Benefits Manager  
 Notetaker: Constance Koo, Staff Assistant

Agenda Item And Presenter(s)	Discussion	Follow-up Action Decisions
Meeting Call	9:12AM	
Seibert	<p>Agenda Items: RFP for Benefit consulting services review, budget preview 2015-2016, other updates and announcements, next committee meeting.</p> <p>1. <i>RFP for Benefit Consulting Services Review, Project Manager &amp; Purchasing Director</i>            Selection committee will be composed of District employees and retirees, "constituents" including those representing Local 39, 1021, PFT, Retirees Organization, Peralta Managers and Confidentials. Provide names of your selected individual evaluators by March 31<sup>st</sup>. They should be available for the two meeting dates announced: April 2<sup>nd</sup> (pre-panel interview meeting for the selection committee) and May 20<sup>th</sup> (Interviews for the top 2 candidates).</p>	Provide Benefits Manager selection committee representative name by March 31
Lee-Pang Goldstein	There is a scheduling conflict on April 2 <sup>nd</sup> . COA is holding an all-staff activity Thinks scheduling should be determined by those selected/serving on the committee so that everyone can be available at their choosing.	
Greenspan	Why limit ourselves to top two finalists? Why not top three, if the third is close to the second?	
Hampton	In following with the procurement process, we will only consider the third if their score is tied with second. There is no shared governance within the committee, they are independent evaluators only. While the Fringe Committee will ensure the scope of the	

Seibert	<p>work is validated, Purchasing is responsible for the RFP process and reference checking, and the project manager will decide if the candidate has all the qualities necessary since constituents will not be the one interacting directly with the vendor. ("interaction" defined as interaction at the higher level.)</p> <p>Members interact directly with Peralta.</p>	
Greenspan Hampton	<p>Are there other Peralta service-related contracts of this value? Do they go through this RFP process?</p> <p>Yes, several. They follow the same procedure – there is always a panel of a selection committee (evaluators) who evaluates and makes their decision based on individual review. Regarding selecting insurance brokers, they are exempt from the bidding process and Peralta has never done it this way before. JS is choosing this process to ensure the committee has a voice and input. She wants the stakeholders involved. This process is in compliance with Purchasing bid policy in order to follow all the steps subject to audit.</p>	
Seibert	<p>2. <i>Budget: Preliminary renewals results for 2015-2016</i></p> <p>2014-2015 projections including percentage of change (increase or decrease) for 2015-2016 yields estimates for 2015-2016.</p>	
Greenspan	<p>Who did negotiations with Kaiser pre-broker? (JS) 2014-2015 costs were lower than projected (ie: 12%, not 23%) - does the spare money go towards Health in the future or go back to general fund?</p>	
Seibert	<p>Yes, but in absence of VC Rinne, I am not prepared to respond. There is a 12-month run-out period for claims incurred, but not yet paid.</p> <p>Stop Loss analysis – carrier will want the most recent information; the 12% may go up or down. If stop loss goes down, then everything else goes down (don't know attrition trends); some plans have a 2 or 3 year guarantee, not as expensive/costly to the district. The reality is, those who are in the plan use the plan, thus driving up costs.</p>	
Brewer	<p>Can Peralta negotiate something with Delta, since a majority of the members are with them? Will that allow for a better rate if we put everyone on Delta?</p>	

<p>Seibert</p>	<p>Delta does not offer adult orthodontia, United Healthcare does. Peralta tries to offer a balance of options. Delta is self-funded like CoreSource. United Healthcare offered a plan design offering 0% increase to PCCD, but it would increase the co-pays in other areas, we want to keep the same plan designs for now. Our self-funded medical plans are an "a la carte" bundle of benefit providers.</p> <p>Based on employee feedback, there has been expressed interest in VSP vision plan, not sponsored with employer dollars, fully employee funded. While some VSP features may be a cut above those of UHC, we are not going to swap out United Health Care vision at this time.</p> <p>Because of expressed employee interest, we are exploring the possibility of offering a free standing vision program, VSP.</p> <p>To voluntarily participate in this plan, the employee will need to pay for this vision plan themselves. There is no coordination of benefits with this and the other existing plans with Kaiser or UHC. We have a 3-year contract with United, I believe, and it would cost PCCD more to replace UHC with VSP. But we are happy to offer it if people are okay purchasing on their own. These are early discussions about introducing supplemental vision plans fully paid by the employee.</p> <p>Did you receive the announcement I left for you to attend the forum on April 2? (A <b>public Sector Symposium Examining Consequences, Causes and Solutions – hosted at the Association of Bay Area Governments-ABAG</b>)</p> <p>Thank you for the invite. I was copied several times. I will attend the event on April 2.</p> <p>In response to more employee requests, there is also a possibility of adding the TrustMark family of voluntary benefits including long-term care. JS is finding employees want more options and choices.</p> <ul style="list-style-type: none"> <li>• Benefits bridge: used it on part time faculty as a pilot group</li> <li>• Increasingly more commonplace is that technology is the way to go.</li> </ul>
<p>Brewer</p>	
<p>Seibert</p>	

	<p>What about our dependent audits where do the cost savings go?</p> <p>Well, we perform the <b>Dependent Audit</b> every two years in preparation of the Other Post Employment Benefits (OPEB) Actuarial study. To answer your question, money not spent remains in account. We are also working on an audit of our self-funded plan.</p>	
Seibert	<p>3. <i>Other updates and announcements:</i>  Self-funded plan/Plan documents will be arriving via post.  Laney College Sustainability Fair is on April 28<sup>th</sup>.  Lag report (slide 6): Report showing how long it takes to pay a claim; most are paid in ten days.  Save the date: Open enrollment is Thursday, May 7. Notify Jennifer if you would like to staff a table.  Has had problems getting his claim paid: terrible customer service experience – seems like no one knows what they are doing.</p>	<p>Let me know by May 5 if your union would like to staff a table at the annual Benefits Fair</p>
Greenspan		
Next Meeting	<p>April 23, 2015, 10 a.m. District Board Room.</p> <p>Next Agenda Items:  committee statement,  update on consultant RFP,  newsletter,  VSP Update &amp; other voluntary benefits</p>	
Adjourned	<p>10:08 a.m.</p>	