

# EMPLOYEE BENEFITS COMMITTEE MEETING

January 28, 2009

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**Members Present:** Dan Anklam, Debbie Bettencourt, MaryAnn Delleney, Leean Dessaussois, Terri Ezaki, Steve Hanson, Michele Metaxas, Jo Anne Peterson, Cathy Runnels, Paul Schiele, Mark Schultz, and Ana Simental

1. Wellness
  - a. Debbie did not have a Wellness proposal ready due to other District obligations.
  - b. Ana and Jo Anne met with California Family Fitness.
    - i. They have a proposal for a District wide fitness challenge, ways to reduce gym membership costs, and possibly help with wellness screenings.
  - c. There are also some employees who have proposals to offer.
  - d. We will try to have a Wellness proposal ready for next month
2. Vision renewals
  - a. VRT presented the cost of a renewal with same coverage and various other options
  - b. Superior Vision has not been recovering their costs with our current premium
  - c. Superior Vision is proposing an increase to \$24.14 (from \$22.88) a month per employee
    - i. An increase of 5.51% or \$23,451.12 per year overall to District
  - d. Only 350 have taken advantage of the second pair of glasses and by eliminating that benefit, the District could save \$42,000 per year
  - e. It would be unfair to ask VSP to meet Superior premiums if we are not willing to change anyway due to the more limited providers
    - i. Bargaining groups will ask their membership about a possible change
  - f. Becoming self insured is not financially advantageous
  - g. Terri will ask VSP not for a full quote, but if they think matching our current level of service for the same price is possible
3. Medical Renewals
  - a. VRT announced they are merging with EPIC and will be relocating to the Folsom office of Epic which currently has over 200 employees
  - b. Kaiser announced that they will give FCUSD a "rate increase pass" for 2009-2010
    - i. Because of Kaiser "trend decrease"
    - ii. Shift of enrollments (fewer members from FCUSD)

- iii. Lower utilization (less expensive claims and fewer visits)
- c. VRT will ask Kaiser to offer us some additional services like Wellness to continue our downward usage trend
- d. Health Net and WHA should have their proposals in next meeting
- e. Rates should be available from CVT and SISC, their open enrollment period is later than ours
  - i. Until we have all the rate facts bargaining units cannot make a decision about eliminating CIL
- f. If there is a decision to change the benefit level and that results in a savings in premium that saves the District money, it will be reflected in an increased cap.
- g. No decision is made on the two vs. three tier discussion within the bargaining groups
  - i. This is a big decision because of the increase to families
- h. Ana will resend the CIL letter to the 120 non respondents. Most of those that responded do have other coverage.
- i. CTA is against HDHP, we will still ask for proposals.
  - i. CTA concern is that HDHP will end up being the standard instead of an option

#### 4. Newsletter Topic????