

## EMPLOYEE BENEFITS COMMITTEE MEETING

March 4, 2009

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Present: Debbie Bettencourt, Ana Simental, Jo Anne Peterson, Michele Metaxas, Steve Hanson, Dan Anklam, Mark Schulz, Cathy Runnels, Terri Ezaki, Leean Dessaussois

### 1. Revised Vision Summary

- a. Scenarios with VSP offered at \$22.75 per month with 3 year rate guarantee
  - i. Glass wearer – Exam is \$5 and first pair is paid in full (frames under allowance-no lens enhancements) second plain pair \$50 copay (frames under allowance-no lens enhancements)
  - ii. Glass and Contact wearer – Exam \$5, plain glasses paid, \$350 contact allowance
  - iii. Contacts only – Exam \$5 – up to a total of \$480 towards contacts (using first and second benefit levels)
- b. Scenarios with Superior offered at \$24.14 with 3 year rate guarantee
  - i. Everything the same except \$50 copay for second glasses or contacts and \$50 copay for first pair of contacts
  - ii. To obtain a rate similar to VSP, must choose Option 1 which increases copays and lowers contact allowance or Option 2 which eliminates second pair of glasses
- c. VSP does not include Walmart or Lenscrafters In Network - Superior does
  - i. Walmart and Lenscrafters would be paid at the non-network allowances
- d. FCEA does not have room in its Agenda on March 17<sup>th</sup> for VRT to review options.
  - i. Terri/Leean will prepare charts for both bargaining units to use at their next meetings
- e. Decision needs to be made by April 1 to insure a smooth transition.

### 2. Medical renewals

- a. Aetna, Blue Cross, Blue Shield and SISC declined to bid

- b. Kaiser (who did not increase our rate this year) has decided they did not have funds available for District Wellness Programs
- c. Health Net lowered their annual premium increase from 10.76 to 9.26%
- d. PacifiCare/United Healthcare did quote
  - i. Wishes to replace WHA
  - ii. Rates were not competitive with WHA
- e. Miscellaneous
  - i. We will retain the Health Net PPO plan as long as they will offer it (only 10 participants)
  - ii. CSEA has chosen to continue 2 tier rates at this time
- f. HDHP
  - i. An option for people who currently have CIL or wish to manage their health care in a different manner than we have done traditionally in this District
  - ii. WHA is offering an attractive HDHP, Kaiser would like to offer theirs also if we present WHA
  - iii. If we choose this as an option, we should require an informational class prior to enrollment
  - iv. CTA and FCEA continue to be concerned about initialing HDHP, having seen that become the norm. This is not a direction they want to go
- g. CVT
  - i. We cannot join until CIL issue is resolved
  - ii. Once we start phasing out CIL, that money will be banked to help with increased District cost associated with membership requirements
  - iii. There is interest in CVT for their good benefit design and out of state options
  - iv. There is interest in having CVT make a presentation to the Committee with a possible implementation date of 7/1/2010

### Future Meeting Dates for Employee Benefits Committee

MEETING DATE	TOPIC	NEWSLETTER DATE
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March 18, 2009	Renewals	
April 1, 2009	Renewals	
April 15, 2009	Renewals	
May 27, 2009	Future Planning	