

**EL CAMINO COLLEGE**  
**Insurance Benefits Committee Meeting Notes**  
**May 26, 2015**

**MEMBERS AND ALTERNATES PRESENT:**

Beam, Linda	Chairperson
Elliott, Momi	ECCE
Hayden, Diane	President's Appointee (Alternate)
Miranda, Gloria	President's Appointee
Newton, Michael	President's Appointee
Leiby, Mary Ann	ECCFT
Lindberg, Lynn	President's Appointee (Alternate)
Stanojevich, Diana	ECCE
Starkey, Dean (for Gary Robertson)	POA
Sutton, Philip	President's Appointee
Turano, Debbie	ECCE

**MEMBERS AND ALTERNATES ABSENT:**

Brown, Donald	ECCFT
Chambers-Salazar, Polli	ECCFT (Alternate)
Cohen, Jeffrey	ECCFT
Higdon, Jo Ann	Co-Chairperson
Jeffrey, Valerie	President's Appointee
Solorzano, Erika	POA (Alternate)
Trevis, Michael	President's Appointee

**ALSO ATTENDING:**

Sharen Stanek-Lowe, Keenan & Associates

**Open Meeting, Introductions & Roll Call**

Linda Beam called the meeting to order at 1:05 pm.

**Review / Approval of March 24, 2015 Meeting Notes**

Linda asked the group if anyone had changes on the meeting minutes from the last meeting.

No modifications were noted and meeting notes were accepted as presented.

Linda noted that the notes from February were revised, and Tonia advised that a new item was included in the notes from Anthem providing clarity on the cyber attacks of their system.

### **Premium and Claims Reports (Delta Dental & VSP)**

Tonia reviewed the April 2013 - March 2014 compared to April 2014 - March 2015 Dental Premium and Claims reports for the District.

The 2013/2014 Dental Expense Loss Ratio was 85.76% for the 12 month total compared to 2014/2015, which is at 91.88%. It's slightly up, but still under 100%. The membership numbers were compared to the same period from last year and it looks like the membership has dropped slightly which would cause some of the increase. There are less people to spread the cost amongst. Also, there were a few more months of high utilization of the plan. For example, in the month of January the loss ratio was 127.59%.

Lynn noted that the high utilization in January is probably inclusive of services being obtained at the end of the year when school was out and members simply trying to get services prior to the end of the year.

Tonia noted that you would typically see spikes in claims following the times when members were not in school for holiday or school breaks.

There were no other questions asked about the dental premium and claims reports.

Tonia then presented the Vision Premium and Claims reports for the same period as the dental.

Tonia noted that the loss ratio for the period of April 2013 – March 2014 was 81.18%. It was noted that this was a good loss ratio as the average that a carrier would expect to see would be 85% in order to consider it a “break even” year.

The current year loss ratio, 75.95%, was then compared to the loss ratio for last year. It was then suggested that if the experience continues to run this well that the group may receive a rate pass, a decrease, or a minimal increase to the program at the time of the next renewal.

Linda reminded the group that the last renewal included a small increase of about \$.25 a month or something. She stated that it was a really small increase the last time.

No additional questions or comments were made about the vision program.

### **2015 – 2016 IBC Meeting Calendar**

Linda stated that the College is trying to establish the IBC meeting calendar for the next school year. She stated that the meetings have primarily been the fourth Tuesday of the month at 1:00pm to work around the faculty colleagues and noted that there were pros and cons to this schedule. She acknowledged that college hour on campus is currently scheduled on Tuesdays and Thursdays at 1:00pm but unfortunately, there are always conflicts.

She asked if the time currently scheduled for these meetings will work for everyone. She acknowledged that some of the faculty staff was not there, but wanted to check to see if there was a need to change. She went on further to state if there was not a great opposition to the time of the meetings it would remain the same time and location for the next year for now.

She asked for any suggestions or any additional comments on the meeting calendar.

None were provided.

### **New Business**

Linda stated that there was not a lot of new business to discuss at this moment. She went on to say that we are heading into the summer. She mentioned that the new premium rates would not come out until around middle of June to the middle of July. She indicated that once those rates were received that they would then be disseminated to the membership to make sure that everyone was made aware of any changes to the rates.

She reminded everyone that the new premiums would not go into effect until January 1<sup>st</sup>, 2016. Open Enrollment this year will be sometime in September.

Tonia said that she believed that Open Enrollment would be the 23<sup>rd</sup> – 27<sup>th</sup> of September.

Linda reiterated that information will be sent to all the committee members as well as Union leaders and ultimately to all of the College membership as soon as it had been received.

Linda asked if there was any other new business or questions which needed to be addressed by the Committee at this time.

### **Legislative Updates**

Tonia went over the Legislative updates. She mentioned the one update which discussed how the summary of benefit and coverage changes for the upcoming year needed to be reflected in literature provided to the membership. She went on further to state that this is something that the government has put our mandates dictating that the carriers put out certain language in certain formats in their SBC's. The update simply afforded the carrier instructions on the various templates they could use for the document. She noted that this change does not affect the plan design.

Lynn asked if this is something CalPERS would generate and send to all enrolled members. Tonia replied that CalPERS is responsible for getting this information out. She went on further to state that each carrier would get their SBC over to CalPERS and CalPERS would then make this information available to the membership.

Tonia also stated that although CalPERS will post the SBC's, the College should also make the document available at their Open Enrollment / Health Fair meetings.

Linda asked if there were any questions. There were none.

### **Agenda Items for Next Meeting**

Momi wanted to include in the agenda for the next meeting the purpose of this meeting. She stated that she was having a hard time understanding what it is the members of the committee were supposed to do. She provided the example of the dissemination of information regarding benefits. She mentioned that she was uncertain if it was supposed to come from HR or were they supposed to get the information out to their membership.

Linda stated that she realized that many of the members of the committee may have a lot of longevity on this particular committee and have seen how it has evolved over several years. She noted that the committee is very different than what it was several years ago. She mentioned that she felt it was a good dialogue for the record that the language about the Insurance Committee is included in each one of the collectible bargaining agreements. So as such, the group meets as it is a discussion item in the contracts. She further noted that Momi had a good point and maybe the group could begin to have a good discussion about what is the purpose of the meetings.

Lynn asked if there were concerns about the College being hit with the Cadillac Tax. Linda stated that it was a part of the legislative updates and how it addressed the fact that the Cadillac Tax is coming. Depending on the nature of the plan, with some employers providing very rich plans that some employers will be assessed a Cadillac Tax because of the high end benefits been provided to employees.

Lynn asked if the tax was to be paid by the carrier. Tonia explained and stated that the tax would actually be paid by the employer through their benefit programs and ultimately some employer groups would end up either having to change their plan designs or pass along the cost to their employees.

Lynn noted that this could be an issue for the College in 2018 when this tax will be imposed.

### **Meeting Adjourned**

The meeting was adjourned at 1:37 pm. The next meeting will be held on September 22, 2015 at 1:00 pm at El Camino College in the Library, Room 202.