

EL CAMINO COLLEGE
Insurance Benefits Committee Meeting Notes
November 26, 2013

MEMBERS AND ALTERNATES PRESENT:

Beam, Linda	Chairperson
Jeffrey, Valerie	President's Appointee
Hayden, Diane	President's Appointee (Alternate)
Leiby, Mary Ann	ECCFT
Newton, Michael	President's Appointee
Sutton, Philip	President's Appointee
Turano, Debbie	ECCE

MEMBERS AND ALTERNATES ABSENT:

Chambers-Salazar, Polli	ECCFT (Alternate)
Cohen, Jeffrey	ECCFT
DeSanto, Michael	POA (Alternate)
Elliott, Momi	ECCE
Higdon, Jo Ann	Co-Chairperson
Lindberg, Lynn	President's Appointee (Alternate)
Miranda, Gloria	President's Appointee
Robertson, Gary	POA
Suekawa, Lori	ECCFT
Trevis, Michael	President's Appointee

ALSO ATTENDING:

Tonia Wilson, Keenan & Associates

Open Meeting and Introductions/Roll Call

The meeting was called to order at 1:05 pm by Linda Beam.

Linda asked if there were any comments or corrections to the meeting notes.

Comments on the meeting notes – a question was asked about Open Enrollment for the Flexible Spending Account. Valerie explained that the American Fidelity Section 125 Open Enrollment was going on as of the time of the meeting. The Open Enrollment has been extended to December 6th for those who have not been able to sign up. The representatives were not onsite the week of November 25th – November 29th, but they will return the following week. Valerie advised if anyone has not been able to schedule an appointment, they should contact her and that she will assist. Valerie sends out a hard copy e-mail in October and continues to follow-up to assist.

Approval of Minutes – October 29, 2013

The minutes from the October 29, 2013 meeting were reviewed and approved.

Roll Call and Introductions were completed.

Diane Hayden has graciously volunteered to join the committee this year.
Tonia Wilson is the representative from Keenan & Associates.
Nina Velasquez is the representative in Mary Ann Leiby's stead.

Premium and Claims Reports

Dental Expense Loss Ratio from October 2011 through September 2012 was 92.50%.
Dental Expense Loss Ratio from October 2012 through September 2013 was 90.75%.

Tonia stated that the District's dental Expense Loss Ratio has improved from last year and she explained how the loss ratio works to the committee.

Michael stated that he believed the optimal loss ratio would be below 90%. Tonia agreed and explained that a loss ratio below 90% would be preferred, but in comparing the overall numbers to last year, it does appear to be going down; hopefully it will continue to do so and the District can realize a small rate increase or possibly a rate pass at the next renewal.

The Committee was reminded that the District's benefit plan year starts January 1, 2014.

Tonia mentioned how important it is for the membership to be prudent consumers when utilizing the dental benefits.

Debbie expressed a concern about receiving notices from dentists to obtain services that are not covered by the dental insurance.

Linda reminded the group to make sure the services being sought are covered.

Vision Paid Loss Ratio from October 2011 through September 2012 was 82.61%.
Vision Paid Loss Ratio from October 2012 through September 2013 was 79.85%.

Tonia stated that the number of enrollees for the District's vision plan have decreased slightly when compared to the previous year. She went on to state that the loss ratio can be viewed in a "favorable" light.

Medical, Dental & Vision Updates

Valerie discussed the American Fidelity Open Enrollment update. She mentioned that the two American Fidelity representatives had been out meeting with everyone and there was a really good response. They were on campus for one additional week. Notices were sent to the employees who were on sabbatical or who were out ill, to let them know of their option to meet with the American Fidelity representatives.

Valerie said if any committee members knew anyone who had been unable to get in to see an American Fidelity representative to let her know and she would assist with scheduling an appointment for them.

Linda mentioned the carrier transition from MetLife to Hartford Life for the District's Life/AD&D Insurance program and asked Keenan for more details/explanation as to what exactly transpired.

Tonia explained that the MetLife policy was switched to Hartford as a result of a better deal being offered by Hartford for the entire pool of groups to move over. This move was a result of renewal rate increases being given. Tonia expressed that the benefits for the most part are the same. There are a few enhancements to the new policy, but overall, the benefit is not being changed. She went on to mention that the rate guarantee is now 3 years with the Hartford Life policy.

Linda mentioned that this was an opportunity to equalize the rates for an extended amount of time.

Valerie stated that she will get the necessary forms for those employees who would like to change their beneficiaries. The District has maintained all the old paperwork from prior life policies.

Linda recommended having all employees review and update their beneficiary forms. This will be a project for the District to put online for the Spring.

New Business

Linda stated that the District's Open Enrollment has been completed.

Linda stated the revocation deadline for any changes during Open Enrollment is Dec 12th. If anyone changed plans, but would like to go back to what they originally had, they have until Dec 12, 2013 to do so. After that, the new rates will take effect January 1, 2014.

Per Linda, the Open Enrollment went very well. The District saw a transition in enrollment from Pers Choice to PersCare because the rates decreased substantially for the PersCare program.

There was no other New Business.

Legislative Updates

Tonia provided the following Legislative Updates to the IBC, which the members were encouraged to read:

- California Legislative Update for Bills Related to Health and Disability Insurance

- Health Flexible Spending Arrangements \$500 Carryover and More
- 2014 Benefit Limits for Health & Welfare Plans

Linda mentioned that the FSA plan has a maximum of \$2500, which they are supposed to use by Dec 31st, but if they have expenditures in January, the members are able to use that. The rationale for the District not switching to the new provision allows the employees to use the “grace period” for expenditures that are incurred in January.

Tonia explained the “use or lose it” policy provision of the Health FSA plan.

Linda reminded the committee that it is important for employees to know how much they need to contribute to their FSA for benefits throughout the year, as it truly is a “Use or Lose It” benefit.

Agenda Items for Next Meeting

Please send your agenda items to Linda Beam.

Meeting Adjourned

The meeting was adjourned at 1:37 pm. The next meeting will be held on January 28, 2014 at 1:00 pm at El Camino College in the Library, Room 202.