



Employee Benefit Review Committee Meeting Agenda

January 17, 2023, 2:00 pm

[Join Meeting](#)

Meeting ID: **884 6993 9519**

Passcode: **025736**

Purpose of Employee Benefit Review Committee:

The EBRC shall participate in the formation, deletion, and changes of any insurance policies relating to health and welfare. Projects include development of new medical, dental and vision plans; revisions to existing plans, and preparation of communications to SIG members. The EBRC encourages continuous and varied participation from active and retired SIG members.

- 1. Call to Order**
- 2. AB361 Compliant Statement** "The state of emergency continues to directly impact the ability of the members to meet safely in person, therefore meetings with a virtual component will be held until the state of emergency is lifted or conditions improve for in-person meetings."
- 3. Roll call** to establish a quorum
- 4. Public Comments** (this time is scheduled for comments from members of the public concerning subjects that do not specifically appear as items elsewhere on the agenda.)
- 5. Approval of the agendas** for the November 7, 2022 and January 17, 2023
- 6. Review and approve minutes** of September 12, 2022 and November 7, 2022 meetings
- 7. Introduction**
- 8. Updates** from District Representatives
- 9. Follow Up** from November meeting
 - Delta Dental network
 - Kaiser Urgent Care
 - Sutter HP HMO Chiro refund
 - Meeting Summary
- 10. Preliminary Marketing Results** and data overview
- 11. For the Good of the Order**

Next meeting will be **Tuesday, February 21, 2023**



Employee Benefit Review Committee

Meeting Agenda

November 7, 2022, 2:00 pm

[Join Meeting](#)

Meeting ID: 875 7456 3880 Passcode: 225128

1. **Call to Order**
2. **Roll call to establish a quorum**
3. **Public Comments** (this time is scheduled for comments from members of the public concerning subjects that do not specifically appear as items elsewhere on the agenda.)
4. **AB361 Compliant “The state of emergency continues to directly impact the ability to the ability of the members to meet safely in person”**
5. **Approval of the agenda for November 7, 2022**
6. **Review and approve Minutes of September 12, 2022 meeting**
7. **Updates from District Representatives and Member Introduction**
8. **ComPsych Resources & Communications Calendar by Lexi Stahler**
9. **Sutter HP HMO – ACN Premium Rebate Letter – Gallagher**
10. **2022-2023 Renewal Timeline - Gallagher**
11. **UHC Medicare Advantage Open Enrollment Update - Kelley**
12. **Optum Financial HSA Education Series Update - Kelley**
13. **Brainstorming session – harness the power of teamwork – Tina & Marea**
14. **For the Good of the Order**

Next meeting will be Monday, January 17, 2023



Employee Benefit Review Committee Meeting

September 12, 2022

EBRC Members Present:

Brandy Pratt- Pleasant Ridge
Dave Johnson- Placer Hills Union School District
Lisa Ennis-Panganiban- PCOE
Karen Kettenhofen- Dry Creek Joint Elementary School District
Marea Filmer – NCSOS
Mark Williams-PCOE
Rosalinda Ledesma-Loomis Union School District
Sara Cory- NCSOS
Sarah Harris- Rocklin Unified School District
Susan Pierson- Roseville Joint Unified High School District

Staff Present:

Amy Gonnella, Member Services & Wellness Manager
Kelley Henry, Accounting/Benefit Analyst
Melissa Gianopulos, Benefits Coordinator
Kirstie Miller, Administrative Assistant

Consultants and Guests Present:

Jessica Athanacio – Arthur J. Gallagher & Co

- 1. Call to Order** Marea Filmer called the meeting to order at 2:04 p.m.
- 2. Wellness Burst**
- 3. Approval of the agenda for September 12, 2022**
Motion: by Sara Cory and seconded by Sarah Harris.
Motion passed unanimously.
- 4. Review and approve Minutes of May 16, 2022 Meeting**
Motion: by Susan Pierson and seconded by Sara Cory.
Motion passed unanimously.
- 5. Member Introductions and Updates from District Representatives**
Introduced and welcomed new members.
- 6. District Verification of voting members** (Request to Participate Form)
Forms were sent with the agenda packet, also available at the meeting.
Request that each member completes a form in order for us to know who is representing each district.
- 7. Delta Dental to discuss PPO and Premier Networks**
Ryan Neese with Delta Dental spoke about local support and

services in Nevada and Placer County and that all of their contracts are direct with the provider. They work directly with each dental office provider and continue to maintain both the largest and most cost-effective network of dental providers.

8. Open Enrollment Recap and Plan Data

Melissa Gianopulos with SIG spoke about enrollment and plan data.

9. UnitedHealthcare Medicare Advantage Renewal

Jessica Athanacio with Gallagher spoke about UHC Medicare Advantage Renewal which will be effective January 1, 2023, with the first increase of rates in the past two years of only 2.48% and minimal changes to benefits.

10. Resources from Members – EAP, Grokker, Prudential

Amy Gonnella with SIG spoke about different available recourses to Members:

- Employee Assistant Program
- Grokker which is available for all employees and retirees will be offering a 10-day BURST Classic to district offices and school sites involved.
- Kicking off the CALM app by offering a 6-week pilot program. Offers sleep stories and music to use with easy access from your phone. If you are interested in the pilot program let Amy know as the program will start in October.
- Health carriers are offering educational workshops and special events, and SIG is always available to work with districts.

11. Wellness Update

Amy Gonnella with SIG reviewed wellness updates.

12. Meeting Format: virtual, hybrid, or in-person for 2022/2023

This is our first in-person meeting since COVID and would like to have everyone's input for future meetings. After a discussion feel that we would like to hold meetings in-person with the option of hybrid.

13. Meeting Time:

Discussed changing the meeting time, however, feel as a group 2:00 works best-allowing members to attend by not having to request a sub for coverage.

14. For the Good of the Order

Marea asked for feedback and how important it is to hear from our members.

Meeting Adjourned at 3:12 p.m.

The next meeting will be Monday, November 7, 2022



UNAPPROVED

Employee Benefit Review Committee Meeting

November 7, 2022

EBRC Members Present:

Kindell Tygart-Clear Creek
Janice Cartagena-Eureka
Steve Foster-Eureka
Karen Kettenhofen- Dry Creek Joint Elementary School District
Linda Smith-Dry Creek Joint Elementary School District
Rhonda Clephane-Loomis Union School District
Marea Filmer – NCSOS
Sara Cory- NCSOS
Darby Talbot-Nevada City
Jenn Pack-Nevada City
Janet Jabusch – Newcastle Elementary School District
Lisa Ennis Panganiban-PCOE
Sue Gorges – Placer Hills USD
Brandie Pratt- Pleasant Ridge
Roxanne Fleenor – Pleasant Ridge
Tina Base-Placer Union High School District
Susan Pierson- Roseville Joint Unified High School District
Kim Boundy-Union Hill

Staff Present:

Amy Gonnella, Member Services & Wellness Manager
Kelley Henry, Accounting/Benefit Analyst
Kelli Hanson, Interim Executive Director
Kirstie Miller, Administrative Assistant
Tuesday Taylor, Administrative Analyst

Consultants and Guests Present:

Jessica Athanacio – Arthur J. Gallagher & Co
Lexi Stahler- ComPsych

- 1. Call to Order** called the meeting to order at 2:05 p.m.
- 2. Roll Call to establish a quorum**
Not enough members were present to establish a quorum for this meeting. Approval of the agenda and minutes will need to be moved until the next meeting taking place on January 17, 2023.
- 3. Public Comments**
No public comment.

4. AB361 Compliant

5. Approval of the agenda for November 7, 2022

Did not establish a quorum - item will be moved to the January 17, 2023 EBRC meeting.

6. Review and approve Minutes of September 12, 2022 Meeting

Did not establish a quorum - item will be moved to the January 17, 2023 EBRC meeting.

7. Updates from District Representatives and Member Introductions

Introduced and welcomed new members. Roxanne Fleenor is replacing Angela Allmon with the Pleasant Ridge School District. Roxanne spoke about how dentists in Nevada County are dropping Delta Dental.

Jessica Athanacio with Gallagher discussed Delta Dental and that many of the different providers in the area are not renewing their PPO contracts with Delta Dental. There are 3 different types of networks Delta Dental offers and Gallagher is monitoring who is dropping out. Jessica will ask for an updated provider list to see how many dentists are staying and leaving.

Sara Cory with NCSOS talked about having Cypress Dental and that she has not received a bill. Jessica explained that Cypress is more of a local carrier.

The topic was brought up on Facebook that Granite Bay Urgent Care is rumored to accept Kaiser patients and did not know if that was true. Gallagher to verify and get back to the committee.

8. ComPsych Resources & Communications Calendar

Lexi Stahler from ComPsych provided an overview of the many different programs offered to SIG members as well as anyone living within the household of a SIG member. There are also GuidanceResources Online and GuidanceNow apps available on the Apple App Store or Google Play Store. Up-and-coming resources will be held on November 15th with a Walking for Mental Health Webinar.

The 2023 calendar will be released in January with a list of 10-15 new training topics.

Marea asked about offering an EAP training which can be in person or a live webinar that can be recorded and shared. Lexi discussed that they ask for 30 days notice, that the training can be available between the hours of 7:00 a.m. to 7:00 p.m. and that the overview session takes 30-60 minutes depending on the number of questions asked.

Marea asked for a list of all EBRC members to be sure they are receiving access to the many different resources ComPsych offers.

9. Sutter HP HMO-ACN Premium Rebate Letter

Jessica spoke about the chiro/ACN letter that was sent out and that we do not have a date yet as far as the rebates which may be used to reduce future premiums.

10. 2022-2023 Renewal Timeline

Jessica spoke about the renewal timeline and some of the activities that have already taken place at this point. All of this information is gathered and will be presented at our next EBRC meeting in January and the final decisions are made on March 29th at the Joint Powers Board meeting. This gives us time to prep and asked questions regarding open enrollment.

Jessica is encouraging engagement from districts.

The Businessolver timeline has been set. Rates will be finalized in late March. SIG and districts need to meet for training and testing and sign off before open enrollment begins.

Reviewed deadlines of what needs to be done and finalized beginning in February to be ready for open enrollment by end of April.

Tina Base asked about potential changes, and Jessica spoke that there are no discussions of carrier change this time. We are always looking for different options. Tina asked about Delta Dental and Jessica stated that we are part of a larger pool and this is how we get our different rates.

11. UHC Medicare Advantage Open Enrollment Update

Kelley Henry with SIG spoke that we have started the UHC open enrollment, that information is available online for benefit coordinators. There have been a few requests for changes however nothing significant.

12. Optum Financial HSA Education Series Update

Kelley Henry with SIG spoke about having a series of virtual meetings with 4 different dates and times available. We have already had 2 virtual meetings and have 2 more meetings scheduled for November 9th and November 15th.

13. Brainstorming Session

EBRC Co-Chairs Tina Base and Marea Filmer spoke of harnessing the power of teamwork. Marea stated that we are trying to connect and explain the purpose of EBRC and read the policy and opened the room to discussion and that if we do not have enough members in attendance such as today we will not be able to conduct business.

The discussion at EBRC meetings does not stop here, it only begins with the information to be relayed to employees in your district. Tina spoke that the input of their employees is so important because without input and participation there are not going to be any changes.

Rhonda Clephane spoke that a few years ago SIG would offer a summary that could be sent out ahead of time and create more of a discussion for members to attend and be present. Also asked if the PowerPoint presentations could be sent out.

Have a voice, ask questions and provide feedback!!!

One participant asked about the retiree rates and differentials. Jessica spoke about Kaiser who gives a standard 150% benchmark rate for retirees under 65 versus 110% previously set by SIG. Jessica stated that a 5% increase per year

was approved by the Executive Committee for 3 years totaling 125% of the active rates by FY2024-25.

The topic was brought up about the Nevada County Task Force and how beneficial it was for those in the county. They feel this was great as they were able to meet and talk about issues within their county along with hospital administrators etc.

Marea spoke about creating a ComPsych meeting and offering it to members of her district during lunch. Jessica asked if this is done, please let Gallagher know as they need to record the number of people that attend.

14. For the Good of the Order

Next meeting: *Tuesday, January 17, 2023*

Meeting Adjourned at 3:21 p.m.

Employee Benefits Review Committee Employee Benefit Trust

1. **Purpose**

The purpose of the Employee Benefits Review Committee (EBRC) is to encourage continuous and varied participation from SIG members. The Committee in no way wishes to restrict the number of employees who attend from member districts. The EBRC actively encourages discussion from all employees and retirees who attend.

The EBRC shall participate in the formation, deletion, and changes of any insurance policies relating to health and welfare. Projects will include development of new medical, dental and vision plans; revisions to existing plans, and preparation of communications to SIG members.

2. **Membership on Committee**

Members of the EBRC should be selected by the groups they represent. SIG recommends that each group choose its representative. Each district will have a maximum of **three voting members** on the Committee. SIG feels it is important that all groups are represented on the EBRC from each district. SIG recommends that the three voting members be as follows: one certificated, one classified and one retiree. Other possible participation could include: confidential, classified/management, certificated/management, etc.

The EBRC encourages each district to grant release time for employee representatives.

Selected voting representatives will lose their voting privileges if they miss two consecutive meetings. The loss of voting privileges will only extend to the first meeting attended after the missed consecutive meetings.

3. **Executive Board Representation**

The EBRC will elect **two (2) representatives (advisory seats)** to act as liaison to the Executive Committee. These advisory seats shall be elected for a one-year term. The EBRC recommends that there be one representative from Placer County and one representative from Nevada County. The election process will be discussed at the next-to-last meeting of the school year (usually April) and a vote will be taken at the last meeting (usually May). If one of the advisory seats becomes vacant during the fiscal year, the EBRC can elect a representative to complete the term of the vacant seat.

4. **Meetings**

Meetings shall be conducted not less than bi-monthly during the school year. Meetings may be held at locations accessible to members, who may meet in sub-groups or in a central location as a Committee of the whole.

5. Minutes

A written report from each EBRC meeting (Minutes) shall be delivered at the next Executive Board meeting and contain:

1. Voting members attending
2. Non-voting members attending
3. Subject of votes taken (number of ayes and number of nays)

6. Communications

Communication between EBRC/Executive Board may be done through SIG personnel. EBRC's informal communication may be done through the EBRC's two advisory seats.