



HR Committee Minutes

Committee/Team/Dept.: HR Committee	Human Resources COMMITTEE	Date/Time: October 17, 2022 3:45 pm	Location: Faculty Dining Room (FDR)
Meeting Facilitator: M. Fishler	Note Taker: C. Wallace	Background materials, texts, resources: September 2022 Minutes	

Call to Order/Roll call		Presenter:
Background / information presented: None		
Discussion:	Meeting called to order at 3:49 pm Present: M. Fishler, A. Dresser, E. Hawthorne, C. Wallace, P. Sierer, D. Avila, A. Bennett, N. Hernandez, K. Torres, and A. Martinez Absent: G. Flores Visitors: Matt DeFronzo and Tris Carpenter (CEU Classified)	
	Approval of Minutes	Presenter:
Background / information presented: None		
Discussion:	Minutes: September minutes reviewed Motion to approve minutes with changes: Michael Fishler Seconded by: Peggie Sierer Action: September minutes approved	

	Open Communications	Presenter:
Background / information presented:		
	Open Communications: 1) M. Fishler: Reviewed catastrophic leave bank with Board. One Board member against it. Other Board member in favor if faculty is in favor of it. They were adamant about having a bank if not used. The current program is the best option. They are saying we do not need it. Will put a survey out and present results to the Board. Please e-mail M. Fishler questions for survey. 2) N. Hernandez: are there any updates the approved leave program? 3) M. Fishler: We are following Ed Code, and will add to agenda for next meeting 4) T. Carpenter: please ensure classified staff are included	
	Discussion Items	Presenter:
Background / information presented:		
Discussion:		
<u>Medical Insurance Updates:</u>	1) A. Bennett: Anthem not happy with multiple quotes via various brokers. Montage best option, big idea similar to prior year. Changes that are out of our control. Premiums, out of pocket costs.	

- 2) A. Dresser: docs handed out. Current premium and future plan details. Things that we cannot control, large scale of items that come with increase.
- 3) N. Hernandez: confirming that no more EPO, how will she get a referral that already had
- 4) A. Dresser: doctor can re-refer you via portal, faster referral process since referral on record. Describing PPO vs HMO. Will communicate to staff the difference between the two.
- 5) N. Hernandez: is EPO on the table?
- 6) A. Dresser: unfortunately, not. Broker stated we are not eligible for EPO plan. We were in a large group pool/ requested slice quote. Smaller pool 270-280. Hitting out of pocket max costs example 7,000. Likely that it won't impact anyone
- 7) T. Carpenter: what is the difference between HMO and EPO
- 8) A. Dresser: must see doctors under bubble, cannot see doctors outside of bubble, PPO can see doctors in bubble but can go out of bubble.
- 9) M. Fishler: where are you sending those who want were on EPO
- 10) A. Dresser: HMO but will communicate to staff with EPO. Will educate on current plan to new plan options. During process goal is to be transparent. Need to finalize the details for open enrollment.
- 11) M. Fishler: EPO disappears, is there a reduction in costs.
- 12) A. Dresser/K. Torres: catching up to last 2 year of frozen rates. With proposal with Montage. PPO out of pocket costs, the school will cover. January to June.
- 13) A. Dresser: Montage brings a lot to the table. Lots of communications and hands on. Broker is there to help and navigate issue if any. They are offering services, HIPAA compliant.
- 14) T. Carpenter: when will we get rates?
- 15) K. Torres: tonight
- 16) A. Dresser: utilize benefits now if you can (EPO). A lot of members understand
- 17) M. Fishler: does our kaiser plan has advantage over LAUSD Kaiser plan
- 18) A. Dresser: recommends looking at explanation of benefits, can have dual coverage as well.
- 19) M. DeFronzo: still Anthem
- 20) A. Dresser: will have HMO, Anthem Low PPO and High PPO
- 21) M. Fishler: vision plan
- 22) A. Dresser: not many issues with vision or dental. If we start putting in more, could break things up.
- 23) A. Bennett: letter from CharterLIFE confirming benefits end 12/31/22
- 24) A. Dresser: broker will start marketing rates in May/June for 2024. We then would have time to ask for 3 more dental rates. This broker was able to solidify the 2 plans (kaiser and Anthem) others was one or the other. Direct linkage with carriers, able to modify if we do not like the broker. Help us with day to day, and rate.
- 25) D. Avila: is open enrollment in a few weeks?
- 26) A. Dresser: Yes. The Broker has been working on all comps and open enrollment free of charge at this point.
- 27) A. Bennett: prescriptions?
- 28) A. Dresser: directly with Anthem, list of scriptlets, fluctuates, partner with another company for better rate.

	<p>29) A. Bennett: side letters, MOU to move forward. Need to contract with Montage for final rates. Going to hold any increases for the first 6 months (end of this SY). January negotiates health rates. Hold for the rate they are at.</p> <p>30) M. Fishler: is committee in agreement, 5 voted (unanimously) to move forward</p> <p>31) M. Fishler: this takes a lot off HR's plate</p> <p>32) A. Dresser: we will have someone to come do open enrollment with new employees</p> <p>33) M. Fishler: will add staff lounge back to the radar and wellness center.</p>
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	Adjournment	Presenter:
Background / information presented:	<p>Adjournment: Michael Fishler</p> <p>Meeting ended at 4:32 p.m.</p> <p>Next meeting: November 14, 2022</p>	