



FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT
EMPLOYEE BENEFITS COMMITTEE
Thursday, January 26, 2023, 3:45 p.m.

Meeting notes:

In Attendance:

Sean Martin, Kate Hazarian, Brooke Knight, Jenyn Warren, Nicole Buvert, Liz Ely, Rob Thomas, Rob Corn, Anthony Ruiz, Terri Ezaki, Wesley Carson, Leean Dessaussois, Kerri Kaye, Shannon Diaz, Angelica Miklos, Lorena Venzon

Start time: 3:50p

➤ **Introductions**

➤ **Notes**

- The marketing of the medical plans was initiated by EPIC to all available commercial markets (AETNA, Anthem, Blue Shield, Cigna, Health Net, and United Health Care) and various state-wide school pools (CVT, SISC and VEBA) - all declined to provide a quote.
- An enrollment summary by bargaining unit and the following carriers (Kaiser, SHP, and WHA) for 2-Tier, 3-Tier and 4-Tier was provided based on the 11/10/22 Census.
- Renewals -
 - Medical
 - As previously discussed, two tier alternatives requested
 - 3-tier (Employee Only, Employee +1, Employee +2 or more) - 1:2:2.6
 - 4-tier (Employee Only, Employee + Spouse, Employee + child(ren), Employee + Family) – 1:1.94:1.83:2.77
 - Kaiser/SHP/WHA – renewals due mid-April
 - Dental
 - PPO released by SIA by mid-April
 - DHMO on rate guarantee until 9/1/2024
 - VSP
 - On rate guarantee until 9/1/2024
 - Unum – Life/Disability
 - Renewal expected early March
 - Employee Assistance Plan (EAP)
 - District purchases through SIA
 - 7 counseling sessions/ incident/year
 - Includes training hours and critical incident support
 - MHN, current vendor is exiting the market 7/1/2023
 - SIA is reviewing alternative vendors

➤ **Questions/Comments:**

- The Preliminary results for the marketing results - must have Kaiser - High Deductible and therefore PERS is not an option.
- Jenyn said that the nonelected employees that have a .5 FTE or greater and do not receive cash-in-lieu are benefit eligible and employees that “waived” medical benefits are eligible and continue to receive cash-in-lieu.
- What is the timeline for the next enrollment?
 - Recommendation – for this to be effective 24/25 to be able to have time to negotiate with our groups
 - Timeline – options will be provided next month (EPIC)
 - Decisions to be made by April
 - Going to 3-4 tier, is it a district decision? By the total district – the information sent to carriers is “submit a census to the incumbent and ask to quote the tiers separately”.
 - The rates that we have received will change and the premium collected will be equivalent.
- EPIC will obtain reports with # of claims (network vs. non-network)
- EPIC to obtain more information on dental for initial renewals
- Next meeting tentative topics - Look at rates, open enrollment, and language going out for 2023/2024 enrollment.
- **Next Meeting:** February 9, 2023