

FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT

Employee Benefits Committee
October 3, 2012

MINUTES

Committee members present: Rhonda Crawford, Ana Simental, Chiara Galloway, Dan Anklam, Karen Knight, Leann Dessaussois, Richard Willis, Rob Thomas, Terri Ezaki, Michael Itkoff, and Sandy Connelly. Absent: Elena Cabrera, and Mary Ann Delleney

Welcome and Introductions (Crawford)

Rhonda Crawford welcomed the committee!

Open Enrollment Statistics (EPIC)

Chiara Galloway reviewed the enrollment statistics for the 2012-13 plan year from the Open Enrollment period held between May 1-24, 2012. The review included the number of employees enrolled in the various available health plans before and after July 1, 2012, for Health Net (status quo renewal), Western Health Advantage (status quo renewal), and Kaiser plans that were available before July 1, 2012 compared to the new Kaiser alternative plan. The summary included the enrollment shifts that took place between plans for the various unit members and notable changes.

Wellness Options (EPIC)

The Benefits Committee has discussed employee wellness on several occasions and the District has tried different strategies, however, with limited funding, has had minimal success. EPIC has done a number of things in this area, including looking at different vendors, return on investment, what can be done that's free and what will vendors pay for.

EPIC provided a handout entitled Four Wellness Program Approaches – General Aspects/Attributes. The approaches are, 1. Quality of Work/Life with focus on fun and environment; 2. Traditional General Population with focus on activities; 3. Comprehensive Health Promotion with focus on general health promotion; and 4. Population Health and Productivity Management with focus on measured productivity and health interventions. Other wellness articles included:

- More on Wellness Programs to Improve Health and Reduce Costs (Stephen Schimpff)
- Mr. Burd goes to Washington - Safeway CEO (The Wall Street Journal)
- Workplace Wellness: An Employer's Guide to Promoting Wellness at the Workplace (EPIC)
- Workplace Wellness: Low-Cost Wellness Strategies (EPIC)
- Workplace Wellness: Using Incentives in Wellness Programs (EPIC)

Discussion included:

- If there is a wellness program, there has to be management and leadership
- One chance to implement and if not championed, nothing will come of it
- Cultural change that takes a long-term plan, must do homework
- Education, awareness, and communication (i.e., eating right, exercise, incentives)
- Type of wellness program, timing of a program, costs, employee incentives, measurable outcomes
- Good opportunity for Employee Benefits Committee to explore before revamping the Wellness Committee (first step)
- Potential employee survey (second step)
- EPIC will bring to the next meeting a Wellness Strategy Discussion Guide as well as a sample survey
- SIA Wellness Division – potential partnering with them
- Liability issues?

- Other districts (Center Unified, Los Rios Community College) have partnered with health carriers

KP.org Statistics (EPIC)

- Kaiser's Website/New Report

Kaiser has a relatively new report that tracks membership logging in to KP.org. The report is specific to Folsom Cordova members. It measures general information such as subscribers and dependents covered by Kaiser, eligible member count, number registered on kp.org, sign-ons to kp.org, number of members signing on, number of online prescription refill orders, total prescription refills, number of members ordering prescriptions, prescription orders sent via US Mail, lab tests reviewed online, number of members viewing lab test results, number of email messages sent to health care providers and number of members sending emails. It is a quarterly report. There is a vast amount of information available online to Kaiser members. For other health care providers, there is still a large gap of data sharing between the medical group and the health plan in the HMO environment. Getting data from individual providers is through the medical group if available.

The Hartford (EPIC)

- New disability carrier for classified employees, confidential employees, and both management groups

The district is moving from American Fidelity and UNUM to The Hartford as the new disability carrier for classified employees and management/confidential employees. EPIC was able to get carriers to quote on all groups within the district ultimately selecting The Hartford. The change is effective November 1, 2012. Notification to employees will begin near the middle of October regarding the change and will include a benefit summary. This is a good change with eligibility now based on lower weekly work hours and higher maximum benefits payable to better match current salaries. The plan also carries more robust return-to-work features. It will be a census enrollment and the district will assist EPIC with the changeover. If an employee is currently covered by a claim, they will stay with the original carrier for the duration of their claim. Rick Willis indicated that the previous policy was woefully inadequate and complimented EPIC for their efforts. Ms. Ezaki thanked Mr. Willis and was complimentary to CSEA for bringing it up and asking for review of the policy plan. The teachers' disability carrier is The Standard sponsored by California Teachers Association (CTA).

Future Meeting Dates – 3:30 p.m. Education Services Center, 4th Floor, Room 401

Wednesday, November 28, 2012

Thursday, January 17, 2013