

FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT

Employee Benefits Committee

February 6, 2012

MINUTES

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

Ms. Ezaki opened the meeting by indicating that EPIC had received the Kaiser and WHA renewals. WHA has an initial 9.1% increase, no indicator for Health Net, and had yet to review in depth Kaiser's proposal. Information has been sent to Self Insured Schools of California (SISC). There was no rate change for DeltaCare and Delta Dental will not be known until April.

DeltaCare/Vision Presentation

EPIC provided a summary for DeltaCare/Vision Renewal and Marketing Analysis. Six options, three each for Superior and Vision Service Plan were presented and discussed. Superior Vision's initial renewal was an 11.43% increase with a 3-year rate guarantee due to a negative loss ratio for the past four years. Due to competitive information, the adjusted renewal is a rate pass with no increase and guaranteed for four years. Polycarbonate lenses for children to age 19 at no charge were added. Vision Service Plan's (VSP) proposal that is the closest match to the current District plan is 1.08% lower. It comes with a four-year rate guarantee and includes a Primary Eye Care rider that allows members to seek care from their eye care provider rather than their primary care physician at a \$5 copay for a number of symptoms and conditions including a Diabetic Eyecare Program. VSP is also offering an improved retail frame allowance of \$150, improved member discounts for non-covered options, fully covered polycarbonate lenses for children, and Costco can be included as an affiliate provider, with initial set up information needed. The goal with the vision was to free up dollars that could be applied toward medical benefits. Any dollars saved will be up to the bargaining units to decide at the table.

The committee is leaning toward Option 4 with VSP, which is a base plan, 100% employer paid and includes an employee-paid buy-up option at \$7.97/mo. Option 3 would keep Superior Vision with a base 100% employer paid plan and would include an employee-paid buy-up option at \$27.08/mo. Both base plans would save approximately \$87,000 over the current benefit based on census of 1,402 employees. Option 4 with VSP over Option 3 with Superior is more preferable because of Superior's cost for the buy-up option. A final decision will need to be made at the February 29, 2012, meeting for 2012-13.

With much discussion over the past years and current year, the committee has put 3-Tier rates to rest.

A final decision for medical benefit renewals will need to be made by March 26, for the 2012-13 year.

Open Enrollment

Ms. Simental presented proposed open enrollment fairs/educational meeting dates and times. Open Enrollment is scheduled from Tuesday, May 1 through Thursday, May 24, 2012.

Future Meeting Dates, 3:00 PM, Education Services Center, 4th Floor, Room 401 (appointments have been sent to the committee via GroupWise.)

- Monday, February 6, 2012
- Wednesday, February 29, 2012
- Wednesday, March 14, 2012
- Monday, March 26, 2012
- Monday, April 9, 2012 (Last day of spring break – Reschedule if needed)