



**FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT  
EMPLOYEE BENEFITS COMMITTEE  
Tuesday, November 14, 2023, 3:45 p.m.**

Meeting notes:

In Attendance:

X	Sean Martin	X	Nicole Buvert	X	Ryan Hubbell	X	Laura Daughterty
X	Linda Thurlo		Liz Ely	X	Jeannette Sansenbach	X	Lorena Venzon
X	Don Ogden		Kerri Kaye	X	Tony Ruiz		
	Shannon Diaz	X	Kate Hazarian	X	Terri Ezaki		
X	Brooke Knight		Dominic Gualco	X	Leean Dessaussois		
X	Jenyn Warren	X	Rob Corn	X	Wesley Carson		

Start time: 3:53p

- **Introductions**
- **Notes:**

**EPIC**

- Reviewed with the committee
  - A snapshot of enrollment as of October 5, 2023
  - Rates from the carriers based on the current plan year (September 1, 2023 – August 31, 2024)
  - Decision to study the 3-Tier alternative
    - 3 Tier (Employee Only, Employee +1, Employee +2 or more)
      - A. 1:2:2.6 (same as CalPERS)
  - Contribution calculations based on FTE% based on the following 1.0 FTE contributions of
    - Classified, Certificated, Management & Confidential, and Calculated District monthly contribution equals for Exceptional Employee (EE) and Family for Sutter Health Plus (SHP), Western Health Advantage (WHA), and Kaiser.
  - New Iteration:
    - There was an additional request from the Committee from the October 25<sup>th</sup> meeting to -
      - A. Adjust single contribution to be the lowest cost option
        - Sutter Health Plus (SHP) HDHP at \$627.00/month

The information provided for Kaiser, SHP, and WHA are the results for the 3 Tier Rates for actives only using SHP single rate of \$627 for all EE only from the 2023/2024 renewal rates. This is not projecting forward to 2024/2025 yet. It is tenthly.

We reviewed EE contribution projected rates for 2023/2024 certificated (10thly), classified (monthly), and mgmt./confidential (monthly).

- B. Redistribute any “excess” funds to EE + 1 and EE + 2 or more
  - Calculation is based on -
    - A. Isolated single enrollment and applied a contribution of \$627 per month
    - B. “Excess” funds = \$48,316 per month
    - C. Maintained ratio of 2:2.6 for EE + 1 and EE + 2 or more
  - 2024-2025 Plan Year Estimated Increases (Tier Evaluation – Actives Medical)
    - Inflated current (2023-2024) 2 and 3 Tier rates as follows:
      - A. Kaiser: 15%
      - B. SHP: 8%
      - C. WHA: 8%
  - Contribution Analysis summary provided by 2 Tier and 3 Tier rates for Kaiser, SHP, and WHA. This provides just the employee costs without FCUSD contribution.
  - Comparison of the estimated 3 Tier employee contributions for Kaiser, SHP, and WHA

➤ **Questions/Comments:**

- Sean asked the committee to start sharing information with their bargaining units.
- The cost is going up for medication.
- We need to continue this process and what we want to present.
- Sean asked –
  - Where are we as a group?
  - Is 3-Tier something we want to go with?
    - Tony feels 3-Tier is the right thing to do.
    - Jeannette – SHS and WHA with zero cost or low-cost option with HD employee only
    - Rob - 3-Tier
    - Ryan - 3-Tier
- Sean – next steps –
  - Begin discussion, plus work on CAP numbers.
  - What is going to be our communication?
  - Continue our outreach.
  - What is our marketing campaign?
  - Plus remember the 25/26 increase.
- The committee agreed to cancel the December meeting and wait for January and bring in Delta Dental.
- Sean would be interested in meeting with bargaining units.

➤ **Next Meeting:** January 16, 2024