



FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT
EMPLOYEE BENEFITS COMMITTEE
Tuesday, April 9, 2024, 3:45 p.m.

Meeting notes:

In Attendance:

X	Sean Martin	X	Liz	X	Jeannette Sansenbach	X	Lorena Venzon
X	Linda Thurlo	X	Annie Deland	X	Tony Ruiz		
X	Don Ogden		Kate Hazarian	X	Leean Dessaussois		
X	Kerri Kay	X	Rob Corn	X	Wesley Carson		
X	Brooke Knight		Joel Rogers	X	Laura Daughterty		
X	Jenyn Warren	X	Ryan Hubbell	X	Tracy Suter		

Start time: 3:50 p.m.

➤ **Welcome/Introductions**

➤ **Notes:**

- **EPIC –**
 - Provided 3-Tier Medical Rates for the following 4 options below for Certificated (10thly), Classified (monthly), and Mgmt/Confidential (monthly) from Kaiser, Sutter Health Plus (SHP), and Western Health Advantage (WHA). This includes new options selected by the District/Committee for 2024-2025. The 1:2:2.6 ratio (Employee Only, Employee+1, Employee + 2 or more) was used which is the same as CalPERS.
 - Comparison to current 2-Tier using current contributions.
 - 4 illustration options were provided and All illustrations redistribute the current two-tier CAPS into three-tier. All provides a contribution analysis.
 - A. Option 1 – All Units have the same contribution and provide a Contribution Analysis of how many employees are enrolled and the contribution for each.
 - B. Option 2 – Provides an Increased Classified contribution based on the same percentage as current differential
 - C. Option 3 – Uses excess dollars from singles. Single contributions were isolated to keep employee only contribution as close to current as possible.
 - D. Option 4 – Uses excess dollars from singles and bases contribution on the lowest cost plan

Questions/Comments:

1. Do we want to do a model with 1 plan and use it as a base plan? (Sean)
2. Do we want to offer a plan that covers 100%. At \$30 - 50 dollar monthly plan? (Sean)
3. What if we choose the Lowest plan available for singles and use it as our anchor to tie our initial plan back? (Sean)
4. When recruiting we need to keep one (1) plan that is negligible. (Jeannette)
5. Can we agree to a base level or CAP and ratios and go back to groups (based off of pay and hours)? (Sean)
6. How do you want the model plan? (EPIC)
7. The out-of-pocket cost for a less expensive plan is no more than \$50 or \$100.
8. Sean and Wesley brought up a plan option for the district to discuss in the future.

➤ **Next Meeting:** Thursday, April 25, 2024 – will begin at 3:00 p.m.

- EPIC will provide numbers for the WHA Option 4 - High deductible plan