



FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT
EMPLOYEE BENEFITS COMMITTEE NOTES
Wednesday, October 30, 2024, 3:45 p.m.

Meeting notes:

In Attendance:

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

Start time: 3:50 p.m.

➤ **Welcome/Introductions**

➤ **Notes:**

The meeting began at 3:45 p.m.

Kaiser Permanente (KP) 2025 Coverage changes for GLP-1 drugs and anti-obesity medications were shared with the group. KP is excluding anti-obesity medications (AOMs) beginning January 1, 2025. KP will begin outreach to impacted members by email by November 21, 2024. This does not affect the Nonstop plan.

EPIC shared the following 3-Tier Evaluation information that the District and Committee requested. This information was only an estimation. This will allow us to see the adjustments to the CAPS and start looking at negotiation options. We will bring this forward to the bargaining units in December.

- Additional employee contribution strategies showing estimated 2025 renewal increases from Kaiser Permanente, Sutter Health Plus (SHP), and Western Health Advantage (WHA).
- Strategy - eliminating the copay plans, including the 3 Nonstop plans with Kaiser, Sutter Health Plus, and Western Health Advantage that the District offers.
- Calculations of single coverage for the WHA Nontsop plan at the employee contribution were shared.
- EPIC explained the breakdown of the District's contribution if the District were to eliminate the copay plans and maintain just the Nonstop plans.

Questions/Comments:

1. The committee discussed the cost savings for single employee, single +1, and family.
2. A look at comparisons with other districts was requested.
3. Jenyn shared that some employees wished they would have changed medical plans and asked when can they enroll in the Nonstop plan.
4. Tracy shared the Benefits Health Care Survey (draft). Sean asked to meet with EPIC next week to review/discuss the Benefits Survey before it is presented to the employees. The results will be shared at the November 20 meeting.

Next meeting discussion (11/20/24):

- CAP adjustments and Benefit Survey results

Future items/discussions:

- Kaiser Permanente numbers (December)
- Final Decision of 3-Tier Ratios (January)
- Wellness and Dental Plans

➤ **Next Meeting:** December 4, 2024