Medical Benefits Committee
Minutes
Tuesday, July 17, 2012
2:00 pm
Room H&W 1119

Present: Debora Bone, Diane Goody, Jennifer Lee, Victoria Lewis, Loree McCawley, Graciano Mendoza, Stephanie Stainback, Sue Torres, Jim Weckler, Kathie Welch

Alliant: Christine Kerns, Leah Ledda

Absent: Dale Attias, Maya Bendotoff, Doug Deaver, Leah Hlavaty, Anne Lucero

Victoria opened the meeting at 2:10 pm.

I. **Introductions:** None.

II. **Agenda Modifications:** None

III. **Approval of Minutes, May 24, 2012:** The minutes were approved. (Welch/Stainback)

IV. **Review Action Items, May 24, 2012**

Alliant distributed an action item list from the 5/24/12 meeting and a new spreadsheet with of plan enrollments. Debora Bone noted that one additional step is needed to understand which component is funded by whom; that step is to come from the District. This info will be distributed to the committee and posted on the benefits webpage.

V. **Feedback on 2012-13 Medical Benefit rates and plan options and Projected benefit increases by employee group:**

- Plan offerings for 2012-13: There is a maximum of six plans to choose from. The original proposal was to eliminate the high PPO plan, replace it with a medium plan and add a new low HMO plan. The committee discussed the short timeframe, impact on retirees, and options for implementing such changes. It was noted that
  - a decrease in the level of service is not desirable
  - those who are paying out of pocket are willing to pay for the richer plans
  - the cost sharing idea is being considered among managers, confidentials and faculty.
  - It is possible to offer six plans; Cabrillo offers more options than most groups of this size
• The committee agreed to:
  o keep plan designs the same for 2012-13
  o do more education about potential options if there is interest in that for 2013-14
  o To begin the education process early using a 10% price increase for illustrative purposes

VI. Review benefits cost sharing models:
  • Graciano distributed a spreadsheet of costs of the 2011-12 benefit stipend, the 2012-13 benefit costs, a 1% salary increase and the stipend increase as a percentage of salary. The net increase, $315,060, can fluctuate. It was noted that the percentage increase is higher when salary is lower and vice versa. More information will be presented at the next committee meeting.
  • These examples are on the website (http://www.cabrillo.edu/internal/adminservices/budgetcenter/benefits-docs.html).
  • There was discussion of which forum is the right one for this discussion and it was noted that the proposal to deal with each unit individually is probably the best option.
  • Open enrollment will be the last two weeks of August; SISC deadline is September 1.
  • CCFT timeline: even if a bargaining unit makes the decision to cost share it would not be ratified until mid-late Sept; the share of cost would not be available for decision making. Send the open enrollment timeline (8/20-8/31/12) to committee. If the ratification date is 9/14/12, open enrollment could be 9/15-30/12 to get to SISC on 10/1/12 for a plan effective date of 11/1/12.
  • CCEU timeline: Even if there is a Tentative Agreement (TA), it may not be ratified. Can the deadline be pushed back?
  • Alliant will check whether SISC will hold a special enrollment period of those who want to make changes.

VII. Next meeting date: TBD

Action Items: Email the following to the committee:

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<tbody>
<tr>
<td>1.</td>
<td>Alliant to send updated documents</td>
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<td>2.</td>
<td>Send link to cost sharing models online to committee</td>
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<td>3.</td>
<td>Timeline for open enrollment</td>
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<td>4.</td>
<td>Determine if a special enrollment period is possible</td>
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<td></td>
<td>Tatiana</td>
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<td>Tatiana (both sent 7/30/12)</td>
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<td>Sue Torres</td>
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<td>Alliant</td>
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The meeting was adjourned at 2:50 pm.

Respectfully submitted,
Tatiana Bachuretz
http://go.cabrillo.edu/benefits