Medical Benefits Committee
Minutes
Friday, March 30, 2012
10:00 am
Room 2030

Present: Dale Attias, Debora Bone, Diane Goody, Leah Hlavaty, Jennifer Lee, Victoria Lewis, Ann Lucero, Loree McCawley, Graciano Mendoza, Stephanie Stainback, Sue Torres,

Absent: Doug Deaver, Kathie Welch

Victoria opened the meeting at 10:02 am. The committee introduced themselves.

I. Agenda modifications: None.

II. Approval of Minutes, October 27, 2011: The minutes were approved. (Goody/Lucero)

III. Review Action Items, October 27, 2011:

IV. Alliant Presentation re: medical benefit trends:
   - Chris distributed and reviewed a packet of renewal information with the committee for active employees and retirees.
   - Chris noted that Santa Cruz County is a little below the 6% SISC rate increase trend. Dental rate increase trend is between 5-7%.
   - Options to consider are on pages 12-13 for the HMO plans and on page 14 for the PPO plans.
   - Page 17 shows a summary of SISC updates.
   - Chris described another option commonly referred to as “bend the trend” plan which encourages participants to become better consumers.
   - Stephanie asked what percentage was used in the mid-case budget planning parameter for benefits increases: 10%.
   - There is a small window of time to make decision for any plan changes. Corrections to the presentation will be made by Alliant and emailed to the District to post online.
V. Cost sharing model simulations:
- The bargaining units will explore the possibility of having a joint bargaining meeting to negotiate benefits compensation.
- Planning parameters will be updated to reflect personnel changes, etc.
- Column and step increases have been updated to better reflect cost estimates.
- The February budget planning assumptions reflected benefit increases at 10% or $575,000. These numbers will continue to change as budget reduction plans are implemented. There are a lot of variables and time periods impact that projected number.
- The committee discussed how benefit costs can be shared differently. Bargaining unit representatives requested more information on:
  - new out of pocket expenses
  - a break out of costs for 10 and 12 month employees
  - actual costs to the District on 7/1/12

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<thead>
<tr>
<th>Action Items</th>
<th>Responsible Party</th>
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<tbody>
<tr>
<td>1. Send link to actuarial summary and retiree summary and the Alliant presentation</td>
<td>Tatiana done 3/30/12</td>
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<td>2. Revise cost sharing models; will do a projection of model rather than paper copies</td>
<td>Graciano</td>
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<td>3. Review Overview document to revisit some topics</td>
<td>Committee</td>
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The committee will meet next on May 18 and 24, 2012 from 10:00-12:00.

Agenda:
- Review rates
- Projected benefit increases by employee group
- Cost sharing models

The meeting was adjourned at 11:40 am.

Respectfully submitted,
Tatiana Bachuretz

http://go.cabrillo.edu/benefits