Medical Benefits Subcommittee
Minutes
Wednesday, August 11, 2010
2:00 pm
Room 804A

Present:  Debora Bone, Leah Hlavaty (for Stephanie Stainback), Victoria Lewis, Loree McCawley, Graciano Mendoza, Sue Torres, Kathie Welch.

Victoria opened the meeting at 2:10pm and introduced Graciano Mendoza. The committee reviewed and corrected the subcommittee minutes for July 26, 2010.

Goals:
Education Plan and timeline
Develop cost sharing models—will be available next week.

Blue Shield has info online. Sue reviewed what info new employees receive: Blue Shield HMO Evidence of Coverage, the benefit plan summary. Health Smarts Program through SISC, coaching for health care strategies. Individual wellness. Plan summary, claims info, all available online. SISC/Alliant, get them to go through labs and log in id.

Education Plan components
1. **Overview of 5 year trends and future projections**—Total cost to District (active employees and retirees)  Evaluate a baseline plan
   a. Cost of benefits and compensation package
   b. Breakdown 87% salary/benefits
   c. Why are health care costs rising? May 6, 2010 Alliant presentation pages 3-7 (rate of increase, if food were healthcare, cost drivers), Renewal history PPO pg. 11; HMO pg. 18
   d. Percentage increase benefits comprise of compensation—Label the page District contribution to benefits package cost. Add retirees.
   e. Communicate District goals: Sustainability, stabilize coverage, and cost containment
2. **Educate community on various plan designs** (components, costs)
   a. What does it mean to make plan changes (options: Rx change-savings, copay savings, etc.)
   b. If the lowest HMO plan design changes, should the high HMO plan change?
      i. If HMO and PPO cost increase such that out of pocket costs becomes “unaffordable”, then reevaluate PPO plan design.
   c. What is cost sharing? Variability—goal is to not change baseline plan design every year.
d. Present the SISC Blue Shield 2010-11 Plan Alt 2 for consideration as baseline plan to minimize cost increases. Assumptions based on 2010-11 indicate that cost to employee in a cost sharing model would be reduced.

3. **Personal Use Pattern and Associated Costs**—Hold SISC workshops? (ongoing, open enrollment)
   a. How to maximize benefits to stay healthy and prevent illness
   b. How to navigate the plan website

4. **Actuarial report**—not easily understood. Actuary could talk to bargaining units. (Board, CPC, Bargaining unit boards)

5. **Employee Survey**
   a. **Goals:**
      i. clarify and reinforce the information presented
      ii. input/feedback on baseline plan changes
         1. should other plan designs be modified
      iii. feedback on cost sharing options (% tiers)
      iv. Do you need more information?
      v. Market personal usage workshops
      vi. Get feedback about workshops
   b. **When?** After education campaign.
   c. **Questions:**
      i. Are employees are willing to pay for higher plan (no hospital copay)
      ii. What other info would be helpful to have to make a decision about benefits.

**Action items**
1. Sue will ask Pency when employee workshops could be held on personal usage and website navigation.
2. Sue will review Hartford, CalPERS and STRS life insurance info; bring info to next meeting.
3. Invite Craig/Judy to a meeting to develop survey questions.
4. Leah will distribute previous survey questions and subcommittee members will bring questions to next meeting.
5. Change meeting time to 1 ½ hours each—email committee. Ask committee to read minutes and handouts before.

The meeting was adjourned at 4:07 pm. The following meetings will take place in 804A:
Aug 19th 1:00-2:30  Review all recommendations and status of goals
Aug 19th 2:30-3:30  Benefits committee meeting
Aug 19th 3:30-4:00  Subcommittee reconvene for survey questions