

**Peralta Community College District
Benefit Fringe Meeting Minutes
April 11, 2013**

Present: Jennifer Seibert, Matthew Goldstein, Rick Putz, Diana Lara, Eva Lee-Pang, Bob Frost, Rick Greenspan, Tae-Soon Park, P. Dudley, Abigail Brewer, Ron Gerhard, Roxanne Epstein, David Betts, Bruce Jacobs
 Guests: Peter Wantuch (PSW)
 Facilitators: Jennifer Seibert

Agenda Item and Presenter(s)	Discussion	Follow-up Action and Decisions
Meeting Called to Order	10:00 a.m.	
I. Introductions & Announcements	Jennifer Seibert Review of materials and agenda Open enrollment begins – Benefits Office available for union meetings Last meeting of the semester?	
II. Employee and Retiree Survey Results	Results from nine questions, 200 respondents identified highest percentages for activities involving estate planning, wellness activities, long-term care and special events such as picnics and Bay Area cruising. Ideas involving health, wellness, communications and points of interest included a newsletter which would regularly feature the personal accomplishments of Peralta community members as well include narrative covering well-selected points of interest.	
III. Update on Health Care Reforms	Affordable Health Care Act: Reform in place: <ul style="list-style-type: none"> • 2012 earnings reported on W’2’s or employer cost of benefits • Elimination of plan benefits limit on non-grandfathered plans • Elimination of office visit co-pays for wellness exams on non-grandfathered plans Question (Bruce): “Is grandfathering” beneficial to PCCD District and/or retirees and active employees?” Debbie: “Grandfathering really affects the District, grandfathering doesn’t affect retirees.”	

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	<p>Peter: “All non-retiree plans will eventually become non-grandfathered.”</p> <p>PHI/HIPAA Reforms: Establishing a higher security for protecting health information (PHI); moving to a higher compliance realm for protecting health information:</p> <ul style="list-style-type: none"> • Encrypting software, using passwords and User IDs • Will introduce additional controls and forms • Introduction of Health Exchanges • Minimal essential benefits for part-time employees effective January 1, 2014 (part-time defined as anyone working an average of 30 hrs. per week for a defined period of time) • Affordable Care Act provides the standard measurement of “stability periods” which determine benefit eligibility 	
<p>IV. OPEB Overview – Ron Gerhardt:</p>	<p>GASB 45 requires actuarial study performed in 2010 results indicated liability of \$221M which was reduced by a later study to \$121M.</p> <ul style="list-style-type: none"> • Drivers of the liability reduction-introduction of PPO Lite Plan • Reduction of liability; sustainable budgetary impacts • Actuarially liability determination satisfied • 2010 – 2012 actuarial studies show reduction in participants, reduction in dependants, due to attrition (people have left PCCD) 	
<p>V. Rate Development Update Peter Wantuch</p>	<p>Peter Wantuch – PSW</p> <ul style="list-style-type: none"> • Drivers: claims experience + Medicare Coordination 	

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	<ul style="list-style-type: none"> • Final rates for self-funded plan pending stop loss review • Movement to Joint Administrative Agreement on track for July 1, 2013 effective date <p>Question (Bruce): How can we increase Medicare participation? Can the outreach be started earlier, say in January?</p> <p>Answer: Medicare outreach is an on-going effort, and part of the PCCD regular benefits administrative cycle. The Medicare drive does not stop, there are always newly eligibles who need to be tracked and notified.</p> <p>Numbers for non-coordinated Medicare members for PPO and Kaiser are forthcoming</p> <p>2013-2014 Rate Table distributed by the benefits Office with the understanding that the Self-funded rates are incomplete and the rate table as of the date of this meeting includes the following rates: Kaiser, Dental, EAP, LTD, Life</p>	<p>Medicare Enrollment numbers</p> <p>PCCD Benefits Office will upload the complete 2013-2014 Rate Matrix once completed</p>
Reminder:	None	
Adjournment:	1:45am	
Next meeting:	Not determined	
Upcoming meetings:	Not determined	

Note taker: Helane Carpenter 587-7898 benefits@peralta.edu