

**Peralta Community College District
Health Benefits Fringe Committee Meeting
December 5, 2013**

Present: Tom Wong, Natasha Spivey, Ava LeePang, Mary Beth Benvenetti, Abigail Brewer, Debra Wintraub, Diana Lava

Guests: Peter Wantuch

Facilitators: Jennifer Seibert

Agenda Item and Presenter(s)	Discussion	Follow-up Action and Decisions
Meeting Call	10:00am	
I. Introductions: Jennifer Seibert	Introductions Benefit Fringe Committee Meeting Agenda	
II. Announcements: Jennifer Seibert	Outreach efforts- Save the Dates, PPCD Affordable Care Act Update Enrollment and Spending Comparison, PCCD Benefits Budget and Expense Review, PSW Benefit Resource Dependent Audit, PCCD Benefits Medicare Campaign 2014, PCCD Benefit Health and Wellness Campaign Development, PCCD Benefits Agenda Items for February Meeting	
III. Save the Date- Outreach Jennifer Seibert	January 7,8,9, 14-15- Employee Empowerment Workshops February 5, 2014- Medicare Open Enrollment Campaign February 20, 2014 - Spring Open Enrollment for hourly faculty ends January 25- April 30, 2014- Dependent Audit May 1 – 31, 2014 Open Enrollment for full time benefit eligible employees Tentative Schedule for January and February handout included	
IV. Affordable Care Update Peter Wantuch	Existing Compliance W2 reporting for retirees who return to work Covering dependents to age 26 Eliminating pre-existing conditions for newborns Distributions of model notice of Health Exchange to current and new employees. Publication of Meaningful Notice	New Benefit amendment to Mental Health Parity Law. Unlimited Mental Health Appointments. Please contact Peter with any questions you have regarding Covered

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		California.
V. Expense to Budget Review: 2013 – 2014: Peter Wantuch	2013-2014 Final Budget (dated September 10, 2013) Expenses (restricted and unrestricted) through October 31, 2013 Medical and Dental Only Active and Retirees *Graphs shows Premiums and payments	Announced to employees through email.
VI. Budget and Expense Review, PSW Benefit Resources: Peter Wantuch	Discussion on the following topics: Dental Enrollment Census as of November 1, 2013 Delta Dental Paid Claims Report- Graph includes Subscribers, Dependents and Retirees on Cobra United Health Dental ING Stop Loss Analysis- District responsible for claims up to 200,000. Any amount over 200,000 is refunded back to the District Excess Risk Experience- Monthly ING Medical Excess Risk Experience graph Internet activity- Graph indicates number of times people visited	
VII. Dependent Audit 2014: January through April Jennifer Seibert	Discussion: The purpose of the Dependent Audit is to purge records or ineligible dependents and re-validate eligible dependents. The last dependent audit was conducted by Coresource in 2010. Rendered the District 800k in savings; reduced our OPED (Other Post Employment Benefits) cost as well. Considerations: Projected savings \$500,000 – 930,000 National Annual Average Medical Dependent Cost \$4000 4-1 Return on Investment (ROI) Time of Completion of Audit- January through April Partner: Coresource, a Trustmark Company. PCCD will also send out a required documentation matrix along with the letter that has the required supporting documents needed for the audit.	When will the results be completed? The Audit will be completed at the end of April. Letter that will be sent out to employees with dependents located on the Peralta website. Projected savings will return back to the Medical budget. We looked at other options regarding companies to Partner. If employees do not have dependents no action will be required.
VIII. Medicare Campaign 2014 January through March	Annual Opportunity sponsored by: Kaiser Senior Advantage Programs – Medicare The District Benefits Office held on Wednesday, February 5, 2014	There will be small presentations during this workshop.

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<p>Open Enrollment:</p> <p>Jennifer Seibert</p>	<p>9-noon at the District and in the Atrium. This is our fifth annual event. Purpose of the Medicare Campaign: Providing retirees and eligible dependents the opportunity to enroll in Medicare Programs A&B on the spot with the assistance of our business partners Kaiser, Medicare, and District Staff. The Audience: retirees, dependents, and caretakers Current Statistics: Graphs includes Retirees/Dependednts age 65+ non coordinated with Medicare as of 11/1/2013 Kaiser (Non Coordinated Members) 21 Self Funded PPO (Non Coordinated Members) 46</p>	<p>Linda Japzon and Jay Quesada will continue to support outreach efforts making outgoing calls, mailings, and other workshop support.</p>
<p>IX. Medicare Campaign 2014</p> <p>Exemptions:</p> <p>Jennifer Seibert</p>	<p>Discussion: Why don't people Coordinate with Medicare? Other Primary coverage exists Medicare mandate did not exist based on retirement date and/or then current affiliation. Medicare coordination did not exist Currently enrolls in Kaiser out of area plan Reside out of the country and therefore ineligible for Medicare enrollment</p>	<p>The Districts encourages retirees to enroll in Medicare A&B Programs.</p>
<p>X. Medicare Mandate:</p>	<p>Discussion: How far we have come since the Medicare Mandate The Medicare Mandate has decreased the premium payout by the District tremendously. Graphs indicates the rate payout from 2011 to 2013.</p>	
<p>XI. Wellness Review:</p>	<p>Discussion on top chronic conditions facing Peralta. Kaiser: Chronic Conditions High Blood Pressure Asthma related Diabetes High Cholesterol Self Funded: Hypertension (High Blood Pressure) Osteoarthritis Diabetes</p>	<p>Suggestions: Manadatory Wellnes Workshops Changing vending machines through out the campus Offer preventative classes through out the year Ongoing Wellness Support Campus vs Campus walking competition</p>

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	<p>Coronary Artery Disease Asthma Based on analysis of Wellness review: Past success with Sutter as partners Review of our chronic conditions Request from the campus Feedback from the committee The District will change its approach and is actively working with our consultants to develop a customized and long term integrated wellness plan. Synergize District resources: Food Matters Program Provide pedometers to Laney Sutter- Live Well for Life Kaiser Integrate social media and technology</p>	<p>Offer gift card for those who take a health risk assessment. Take test during out on site visits to campus events. Develop support around on community based event – Bay 2 Breakers Kaiser offers 6 Wellness workshops conducted by professionals that will come out to the campus. Kaiser just needs to know how many participants.</p>
Upcoming meetings:	Revisit the Summary Plan Description and update on other option other than UHC	
Adjournment:	11:30 AM	
Next Meeting:	February 20, 2014	

Minutes taken: LeKeisha Jones (510) 466-7229

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Attachments:

- 2013 Meaningful Notices Manual
- PBIM Summit
- Health Benefits Committee Meeting Power point presentation
- Active/Retiree Insure Carrier Mobile Application list