

Health Benefits Committee Meeting Minutes

January 31, 2024

3:30-5:00 pm

1. Committee Members
 - a. Active employees: John Campbell, ~~Maria De Leon~~, Katie Herrick-Jasper, Blair Howard, Laura Juanitas, Victor Lagunes, Carrie McCloud, Tim McCormick, Sande Royval, Tara Salaices, Julianna Sikes, Vanessa Tonn
 - b. Retirees: Laurel Clumpner, Judy Stafford, Cathy Haskell
 - c. Keenan Consultants: ~~Debra DeSpain~~
2. Public Comment - 15 minutes
 - a. Three public comments
3. Rumors - questions from group
 - a. none
4. Committee Norms
 - a. Raise hand to speak
 - b. Hard on the idea and not the person
 - c. Allow all voices to be heard
 - d. Assume positive intent
 - e. Allow space for all perspectives
 - f. Have parking lot list for ideas that are off topic
 - g. Be willing to speak up without judgment from others
 - h. Have an open mind to the process and not advocate one point of view
 - i. Receive agenda and handouts as early as possible
5. Feedback gathered by committee members
 - a. DTA
 - i. Information from research into other associations who left CalPERS for medical
 - ii. Victor reached out to school districts (certificated union president) that left CalPERS- one responded. Sequoia (bay area) Left due to cost of plans in CalPERS. They are in second year out of CalPERS, with CSIG. Went through similar process as ours. No big problems were brought to the union's attention. Retiree voice was most active in the process - Sequoia had retiree plans available to those members. Plans came in under the cap so removed the need to bargain for a higher cap. Rates went up second year but similar to their neighboring districts.
 - iii. Spoke to Yolo County certificated leaders: comparison of district contribution- Davis contributes as much as other neighboring districts but premiums are higher, their rates are going up as well but caps cover lower premium cost plans that are not offered by CalPERS.

- iv. Would like to contract with CHKRS moving forward to see if they find the same rates that were presented by Keenan.
 - b. Retirees - Information gathered regarding retiree plans
 - i. Cathy provided a summary of questions and answers to Keenan questions.
 - 1. Medicare vs. medicare advantage pros and cons.
 - 2. Clarifying on medicare vs medicare advantage options.
 - c. CSEA - Information gathered from members
 - i. Not a lot of information given out to members at large, only in individual conversations because 75% of CSEA members do not take insurance because they work less than full time or it's too expensive.
 - ii. A few have voiced concern about the budget forecast and the unknown. Don't want to risk the unknown right now.
 - iii. Those that don't take district insurance are on Medi-cal or Covered California- some were bumped from that because of raises last year.
- 6. Discussion on future of committee
 - a. Committee discussed whether we should take a vote about continuing the committee
 - i. DTA - continue committee to look beyond just health insurance (dental); if leave CalPERS, need a committee; pause and reconvene in the fall with possibly a new consultant.
 - ii. CSEA - wants to do more research on overall insurance plans
 - iii. Administrator - question on whether the purpose of this committee is to decide whether we move forward with leave or not, is that right? Hesitate to go through another year of the same process.
 - iv. Propose next meeting in early May to discuss further after elections are done.
- 7. Question: Is report from CECHCR available that was done years ago? Yes, will be shared.
- 8. Is there an app that the district can get to help manage our own benefits if we stay with CalPERS? Cost of Benefit Bridge is \$50,000/year.
- 9. For May meeting, committee would like to look at the cost of a benefit support app and what it would provide.
 - a. What are the free apps that are available (American Fidelity)?
- 10. Schedule next meeting in May.