



Medical Benefits Committee

Minutes

Thursday, November 16, 2006

3:00 pm

Room 1040

Present: Pegi Ard, Debora Bone, Olivia Hand, Leah Hlavaty, Cliff Nichols, Cathleen Reno, Topsy Smalley, Stephanie Stainback, Sue Torres.

Guests: Pency Lee and Kris Kerns, Alliant Insurance

Absent: Kate Hartzell, Sue Holt, Kathie Welch

Guest: Ann Lewis

I. Call to Order

Pegi opened the meeting at 3:05 pm.

Ann Lewis, Alliant Insurance, was introduced to the group.

II. Minutes

The committee approved the minutes of 9/27/06 unanimously (Stainback/Torres).

III. Pency Lee/Kris Kerns, Alliant

Pency distributed material for the upcoming Wellness Fair and employee education campaign.

Employee Assistance Program: As of December 1, 2006, all employees have access to PacifiCare Behavior Health EAP. HealthNet enrollees will have same coverage as Blue Shield enrollees. Any household member can call an 800 number and receive 6 visits per incident. People usually associate an EAP with mental health and substance abuse referrals, but other services include wellness services, legal assistance, resources for seniors, and balancing work and life. Pency will send Sue the brochure to post online.

Wellness Fair: Wednesday, January 31, 2007. There will be open tables in the cafeteria with vendors and several interactive vendors such as blood pressure monitoring, fat and skin testing and massage stations. Employees will have the opportunity to sign up for workshops to be held throughout the spring. Sue, Leah, Cathleen and Debra will select 5 topics by December 15th. Tatiana will send Francine a description for the flex week activities calendar.

HealthNet and Blue Shield “Wellness kits”. Both plans offer a wellness kit that includes information and resources for health care decision-making, including access to a health coach/nurse and informational videos on various treatments for the same condition, and discount programs for chiropractic care, acupuncture and eye care services and supplies. If a percentage of members utilize the wellness programs, there may be a reduction in the annual renewal rate.

It was suggested to build an employee education campaign with workshops and monthly emails on a specific topic, so that employees can become better consumers of healthcare.

Health plan renewals: Currently, the HealthNet renewal is slated a July start date, but the Blue Shield plans start in October. Driver is in negotiations with HealthNet to hold rates for 15 months to have both plans renew on an October annual cycle. Alliant distributed materials comparing Cabrillo’s HMO and PPO plans compared to similar community colleges, including office and prescription copays and deductibles. Minor plan modifications could produce some cost savings. For example, a \$20 copay instead of \$10 would bring the rate down. HealthNet is targeted for a 15% renewal increase.

Pency reviewed the timeline for renewal activity. SISC has 400 plan designs available, and a decision would be made by April 27th. Renewal information would be available by April 15th.

Next meeting: Tuesday, January 23, 2007 at 3:00 pm in room 804A.