



**Medical Benefits Committee**

Minutes

Wednesday, September 27, 2006

3:00 pm

Room 804A

Present: Pegi Ard, Debora Bone, Kate Hartzell, Leah Hlavaty, Sue Holt, Cliff Nichols, Cathleen Reno, Stephanie Stainback, Sue Torres. Guests Pency Lee and Chris Kerns

Absent: Olivia Hand, Michele Rivard, Topsy Smalley, Kathie Welch

The committee approved the minutes of 4/20 and 4/24 unanimously (Holt/Nichols).

I. Pency Lee/Chris Kerns, Alliant

Chris explained that Driver changed the company name to Alliant, but she and Pency Lee still work in the Driver Specialty Group. Chris and Pency reviewed contracts with Blue Shield and HealthNet and discussed the possibility of aligning the renewal dates with a 15 month contract with HealthNet and a 10/1 start date. A handout with breakdown of employees on each plan was distributed. Pegi requested percentages to evaluate the chart more easily.

Chris explained that they discovered that Cabrillos had coverage for the Employee Assistance Program (EAP) under Blue Cross but not HealthNet. The SCCSHIG JPA had dropped the EAP program the previous year. It was decided to pay the additional premium so that all employees are covered by the EAP program. SISC uses PacifiCare for the Mental Health Network. A PacifiCare representative will be invited to a meeting.

Chris and Pency asked for feedback on the calendar year deductible. So far it seemed to be working well for people. Sue Torres gave positive feedback on working with SISC.

Adding chiropractic/acupuncture coverage would increase rates substantially. Discounts on acupuncture are available through the wellness program. Chiropractic copayments are \$15/30 visits per year.

Goals:

1. Incorporate adjunct employees into the medical and dental plan offerings
2. Align renewal dates
3. Health Fair in the first quarter of next year
4. Alternative care, chiropractic/acupuncture
5. Educate employees on wellness programs available.

The committee asked if another HMO offering is possible other than HealthNet. Pency indicated that the current rate structure is based on Health Net being the sole HMO carrier. To add another HMO in particular or change to the Blue Cross California Care HMO would limit the provider network to just Physicians Medical Group and exclude SCMC.

Based on timing of rates (mid to late April), Alliant wasn't sure if a May open enrollment period would work. In addition, it is unclear if enrollees would be comfortable making a decision in May for an October enrollment. Further discussion on this topic will be needed.

The committee also suggested having a Flex week activity on open enrollment with educational component. Pency will adjust the open enrollment in May—it was based on 10/1 and 7/1.

Agenda for the next meeting:

- Health Fair--What would that look like?

- Education campaign for all employees

- PacifiCare representative to discuss Mental Health coverage/EAP

The next meeting will be on Thursday, 11/16 at 3:00 pm.

The meeting was adjourned at 4:00 pm.