



**Medical Benefits Committee**

Minutes

Thursday, December 6, 2007

3:00 pm

Room 804A

Present: Pegi Ard, Debora Bone, Kate Hartzell, Cathleen Reno, Stephanie Stainback, Sue Torres, Kathie Welch.

Absent: Olivia Hand, Leah Hlavaty, Sue Holt, Cliff Nichols, Topsy Smalley

Guests: Pency Lee, Alliant and Kim Oliver, SISC

I. Call to Order

Pegi opened the meeting at 3:05 pm.

II. Agenda modifications:

EAP and prescription drug benefits clarifications and the cost for providing EAP benefits to non-benefited employees were requested for the next meeting.

III. Minutes

The committee approved the minutes of 11/16/06 unanimously (Reno/Bone).

IV. Pency Lee, Alliant and Kim Oliver, SISC

Pency distributed and reviewed information for plan renewals. Kim Oliver stated that the SISC Board passed a resolution that once there is a 300% reserve, reserves would be utilized. When member districts received refunds in the past, there were problems, so it was decided that rates would be lower rather than make refunds to districts. San Benito and Santa Cruz are in one risk area, but not Monterey. It may be beneficial that Monterey is not included in our risk group; CHOMP may be the most expensive hospital in California. Stephanie asked for 1) the risk factors for the areas in the entire state 2) what other entities are in our risk factor area and 3) All the factors that go into setting the rate.

SISC employees are classified employees and are not commission-driven; they receive no bonuses but a flat salary. Board meetings are open to the public, minutes are posted on the website and are subject to the Brown Act. 349 schools in 39 counties are represented. The motto is "Schools helping schools."

Medical renewal rates are released at the end of April along with the adjusted 'book plans' which are all of the plan choices available through SISC. Rates are projected based on current plans. The plan details were distributed and Cabrillo has the least

expensive options for each of the plans. Mail order prescriptions tiers are currently \$10/\$50; there is some variation with mail order options. Medco is the mail order prescription option on the high deductible PPO plan; Express Scripts is on the HMO. 90% and 80% PPO plans offer free generic prescription drugs through Costco except for narcotics. Kim from SISC will send an electronic flyer to emphasize the free benefit available to PPO members. The Health Net High Option plan mental health benefit was different from what the District had prior to moving the HMO plans under the SISC umbrella. Cabrillo absorbed that cost to keep the benefit the same for members of the Health Net High Option plan. Kim assured the District that this change will continue for next year; however, Pency will confirm that. Kim will get the rate for N2A-ZK. EAP renewal info will be available in April, as well.

In October, 2007 a Disease management program was initiated in the areas of diabetes, coronary artery disease, chronic pulmonary obstruction disease (COPD), and individuals are invited to participate in free voluntary programs to control the conditions rather than escalate claims.

Medco fills prescriptions with generic equivalents through the mail; mail order prescriptions cannot be returned or refunded. Doctor must write "no generics" or "fill as written." Committee members shared their difficulties with Express Scripts as well.

Timeline: renewal info will be released in April/May; open enrollment in May, June and August. The SISC Board approves rates at the March meeting.

Next meeting:  
End of February/early March.

The meeting was adjourned at 4:20 pm.