

ESCONDIDO UNION SCHOOL DISTRICT
Human Resources Division
INSURANCE COMMITTEE MEETING MINUTES
August 25, 2014

Present: Wendy Threatt (EEEE), Cindy Bruemmer (CSEA), Julie Hoppe (Confidential), Jim Scott (Management), Linda Woods, Joan Gardner (Board), Luis Rankins-Ibarra (Superintendent), Amy Lawton, Kevin Rubow (District), Cathie Swoboda (Benefits Technician), Ivette Robinson, John Reiter (Gallagher Consultants).

Cathie reminded the committee members that our committee provides information on our insurance plans and issues and does not make decisions. Members should take the information discussed at meetings and review them with their appropriate bargaining unit members. In addition she reminded the members to keep any employee names or situations that may be discussed (regarding their insurance issues) confidential as we adhere to strict HIPAA rules.

The remainder of the meeting was devoted to reviewing the VEBA medical plan designs and the rates for all medical, dental, vision, and life insurance plans.

The Fringe Benefit Consortium Delta PPO dental rate and the Vision Service Plan rates will remain as-is with no increase for 2015. Deltacare will experience an approximately 2% increase. The FBC has gone out to bid for their life insurance plan and we have been informed that the rate will not increase from the current \$6.90/tenthly rate, but may actually be reduced.

The medical plans through VEBA plan designs did not change for 2015 except for some out of pocket maximums in relation to prescriptions that are mandated by the Health Care Reform laws. It was recommended that we keep our plan designs as they currently are, however no decisions were finalized. Cathie and Ivette reminded the bargaining unit representatives that their presidents must sign off on the VEBA Schedule C, as well as Kevin Rubow must sign off for the district. This document confirms with VEBA our plans for 2015. Once this is completed then open enrollment materials and rates are ordered and confirmed.

The overall medical insurance premiums for all plans increased by 1.3%. This represents the total overall percentage of change. Each individual plan's rate increase was specific to that plan. The committee was pleased with the rates. Our utilization and membership statistics with the VEBA plans has remained positive and our district has moved from VEBA's rate tier 2 to 5, therefore providing us with better overall rates. For our next meeting our Gallagher consultants will discuss different district and employee contributions.

The open enrollment timeline was discussed and members were reminded of the short time periods we experience due to County payroll and VEBA deadlines.

The next meeting is scheduled for Monday, September 8, 2014 at 3:30 p.m. in the Palm room.