<u>√Members Present:</u> Recorder: Mary Carter

√John Lau, VP for Business Services

√Travis Gregory, Associate Dean of HR Resources

√Carlos Fletes, Director of Fiscal Services

_ Frances Beope, CTA Representative

√Suzanne Gretz, CTA Representative

Lorrainne Mazeroll, CTA Representative

Consultants: Julie Revoir, Keenan and Associates; Mary Bell, Payroll/Benefits Coordinator

✓ Gail Parish, CSEA Representative
 Zula Hartfield, CMCA Representative
 ✓ Jim Pendley, Certificated Retiree Representative
 ✓ Shirley Hofer-Bell, Classified Retiree Rep

√Chris Mays, CSEA Representative

√ Marilyn Boyle, CSEA Representative

Call to order: The regularly scheduled meeting of the Insurance Committee was called to order at 1:30 p.m. in the Transfer Center, by John Lau, committee chair.

Approval of minutes: M/S/C Boyle/Fletes to approve the minutes of the April 28, 2008 meeting as presented. (Note: the meeting scheduled for June 23 was cancelled).

Report by Keenan

Julie Revoir, Keenan and Associates Account Manager reviewed accomplishments and challenges from the past year, and goals and planning for the upcoming year.

- The mini Health Fair was very well attended.
- There is increased 125 Plan participation, both in the dollar amount and the number of participants, although it continues to be underutilized.
- Medicare D transition, effective July 1: An error on the co-pay amounts has been corrected and affected retirees can get a refund if they were overcharged. The RX plan specifies a 34 day supply or 100 units, whichever is greater. Some pharmacies interpreted this as a 90 day supply, but that was not the intent of the plan. Some retirees felt that the plan had changed because they were no longer able to get a 90 day supply from their pharmacy. The transition to Medicare D brought this issue to the forefront, but it is not a plan change. A letter is being prepared for retirees that will state the facts and explain what to do if they were overcharged on their co-pays and how to use the mail order program. Heat sensitive drugs such as insulin can be sent next day delivery at no extra cost by the mail order program.
- The 2008-09 renewal was a 9% increase (\$314,572 increase on active employees) versus a 12% industry average
- Marketing results: SISC is interested in bidding, but needs an October 1 renewal date; other carriers such as Aetna and Pacific Care have network issues in the Valley.
- The PPO dental plan overlay was put in place; 23% of IVC participants already use a PPO provider; PPO dentist usually charge from 5% to 10% less.
- Communication: Issues that have been communicated include "use generics", use the Keenan "Personal Choices" web portal and Anthem Blue Cross name change.
- The committee felt that employees, especially new hires, need clarification on who to call on specific issues (i.e. enrollment, eligibility, claims issues); a FAQ list was suggested and a monthly or quarterly bulletin on benefit issues.
- An employee benefits survey was conducted by HR.
- Total compensation letters were sent to employees by HR.
- There were administrative changes to the 403b (tax sheltered annuity) program and 457 plan due to increased IRS compliance requirements.
- Wellness program: Jim Pendley stated the overall health of the staff needs to be addressed; a
 wellness program is needed; Julie Revoir stated that a wellness program needs a champion at
 the College. Marilyn Boyle stated that she and Betty Kakiuchi are offering free exercise classes
 for staff, 4 days a week.

Next meeting: Mike Davis, the underwriter for Keenan will give a utilization report for last year.