

El Camino College - Compton Center
Health & Benefits Committee
Meeting Minutes

June 15, 2016 Human Resources Department - Conference Room
12:00 p.m.

Members Present:

- Angela Boyer Kayla Ellis Reuben James
 Robert Joiner Mohammad Khalilzadeh Rashid Yahye

Members Absent

- Jose Villalobos

I. Health Benefits Committee Member Restructuring

- A. The Health Benefits Committee meeting opened 12:00 p.m. Committee chair, Rachele Sasser, notified that two previous committee members, Christopher Halligan and Andy Florimon, have will no longer be able to serve on the Health & Benefits Committee. Ms. Sasser informed that Mr. Halligan provided an e-mail on April 26, 2016 resigning from the committee and requesting that he be removed from committee service due to a combination of campus responsibilities. Ms. Sasser will look into securing replacement representatives.
- B. Ms. Sasser informed that she has been directed to appoint a co-chair for the Health & Benefits Committee. Ms. Sasser informed that the co-chair must be a faculty member, and that the Academic Senate will be responsible for appointing the co-chair to the committee

II. Committee Goals and Objectives

Ms. Sasser advised that by year-end last year's goals, objectives, assessment, achievements and outcomes must be completed and posted. Ms. Sasser informed of the following committee timelines, mechanisms and requirements related in accomplishing this task:

- A. A survey must be completed before June 30, 2016.
1. Ms. Ellis inquired of how the survey will be completed.
 2. Ms. Sasser advised that she will contact Joshua Meadors and get the survey rolling. She stated that we are not certain if we will use an online survey approach or not, but she will see what the best method will be after she speaks with Josh.
 3. Ms. Sasser informed that all copies of meeting minutes should be posted on the web link. She inquired if Ms. Ellis was aware of the processing for accomplishing this task.
 4. Ms. Ellis advised that she posts minutes on myecc. Ms. Ellis stated that she will check to make certain that none are missing, and ensure that all meetings that have occurred have minutes properly posted.

B. Employee Health Fair - 2016

The committee will revisit the goal of continuing to establish an employee health fair for the campus. Ms. Sasser informed that we will be preparing for another health fair covering the 2016 academic school year, and noted that the last health fair met with some campus challenges. While we certainly planned for and anticipated a successful event our first time around, she explained that some of the impediments were at the time unavoidable.

1. Ms. Sasser stated that there were too many campus events overlapping one another on the day 2015 health fair occurred that detracted and severely impacted employee attendance.

2. She also noted that the individual who had been contracted to provide vendors for the event ran into some unexpected life events, and things had to be shifted around causing expected vendors not to materialize.
3. Some of the problem, she continued, was that there were vendors unfamiliar with the Compton area who seemed to have had reservations about coming the City of Compton.
4. The committee, under the direction of Ms. Sasser, will review the campus calendar of events to see at what point and time the 2016 Employee Health Fair would take place.
5. Ms. Boyer commented that employees who actually came to the event were looking for blood pressure checks and some things more related to health at the fair.
 - (a) Ms. Ellis commented that in time past, when the Compton nursing department structured a health fair on campus, they provided nursing students to handle blood pressure and glucose checks. She noted that because there was an individual involved who was to orchestrate supplying the vendors and health representational needs of the fair, we did not entertain the construction of utilizing nursing students to perform certain general health screenings. Ms. Ellis recommended that the Compton Center Nursing Department participate in the next employee health fair.
 - (b) Ms. Sasser commented that this would be a good ideal, and recommended that Ms. Ellis facilitate including nursing students at our next employee health fair.

III. Review and Analysis of Health Care Plan Alternatives

- A. The Benefits Committee will be looking at different health insurance vendors. Keenan & Associated will provide information on what we have; we will also receive quotes from other vendors.
 1. Ms. Sasser advised that she had her staff send a profile to ASCIP for review.
 2. Kaiser has already submitted renewals.
 3. Ms. Sasser informed that she contacted PERS so that their information could be reviewed. She stated that the union had reached out to PERS on their own and information was forwarded to Professor Rashid Yahye. It was not until she contacted PERS for the information that she learned that Mr. Yahye had obtained this information. PERS sent to Ms. Sasser what they sent to Professor Yahye.
 - (a) Ms. Sasser informed that although the rates appear to be lower, what is up for question is whether or not the plans offer similar coverage.
 - (b) The committee is charged with reviewing and making recommendations after an analysis between the coverages have been completed.
 4. Ms. Sasser commented that we need to analyze comparability between plan offerings to determine if what is being offered competes with our current plan offerings. She informed that we are looking at the following vendors: Anthem HMO, Kaiser, HealthNet, Antehm Blue Cross, Blue Shield of California, United Health Care, Signa, and HealthNet Smart Care.
 5. Ms. Sasser noted that the family coverage cost is still high, and that we need to determine if what is being offered matches what the District offers.
 6. Ms. Sasser informed that the majority of District employees currently take the single coverage with the District; clarifying that about 25% of District employees purchase insurance under the single, not family, health plan.
 - (a) Ms. Ellis noted that if we look closely, we may find that affordability in an overall general sense may be the trigger for those employees who opt away from the family plan whenever and wherever possible in an effort to maintain and/or manage spending requirements in this area.

- (b) Ms. Ellis also commented that there is some concern with United Health Care, as this agency has publically announced that they will be pulling out of the California market altogether, according to recent reports. In that light, we also need to review the viability of selecting companies who can handle the growing expense of marketing health care in California. Whether this information concerning operating in California reflects the California Care public marketplace or companies, we certainly need to investigate this information first-hand. We don't want to recommend a company that will pull out in two or three years, because we will be faced with the dilemma of making an appropriate replacement for members who have signed-on with a company.
 - (c) Ms. Sasser informed that ASCIP provides input from United Health Care, and that HR will be reviewing the information and providing what they find to the committee for further review. She also informed that the campus Research Department will be engaged to perform a survey and provide findings for committee review.
 - (d) Travis Martin inquired if anything will be ready for the next enrollment period, to which Ms. Sasser responded that we will most likely not be ready to address any changes before sign-ups take place this term.
- B. Ms. Sasser informed that she will provide the share rates at the next committee meeting. She informed that the Keenan information will be received by June 1, 2016 and she currently has in hand the PERS information. The ASCIP information requires some documentation completion, to which her HR staff is currently working on. Ms. Sasser informed that all review packets are in for the groups we will be considering and we will tackle each health care packet as a committee. Ms. Sasser provided the following information:
1. HealthNet dropped because we had too few individuals enroll in their plan.
 2. Our Service providers were the same as United Health.
 3. We need to maintain the same providers.
 4. Kaiser has a new stipulation that they will not be accepting new application, only those who have been Kaiser plan members within the last year and a half will be accepted into the Kaiser plan.
 5. PERS is on a 12-month payment cycle, which means that we will have to adjust our pay cycle to match their payment requirement.
- C. Ms. Sasser requested that members of the committee jot down questions and present inquiries at the next scheduled meeting to be held on June 15, 2016. A timeline will be established at the next scheduled meeting.

IV. On-Campus Employee Health & Wellness Facility

- A. Angela Boyer inquired whether or not we are still looking into providing an on-campus facility for employees, stating that this was one of the committee's stated goals.
 1. Ms. Sasser noted that this is still a reachable goal.
 2. A survey will be conducted and we will move forward based upon survey findings when the time come. She reiterated that we will be establishing a timeline at the next meeting relating to all of the goals and objectives of the committee.

V. Other

- A. Ms. Sasser passed out to the committee the April 18, 2016 Provost/CEO Recommendations for Improvements document directed to Compton Center/Compton District Institutional Standing Committees (Attachment A). This document identified key requirements to be followed by each college institutional standing committee, and requires compliance to standard by June 30, 2016. This document is supported by the Consultative Council on April 18, 2016 and sets the standards for compliance.

- B. The next scheduled Health Benefits Committee meeting is set for June 15, 2016 from 12:00 to 1:00 p.m., in the Compton Center Human Resources Conference Room.

The Health & Benefits Committee Meeting concluded at 12:40 p.m.

/kse