



**Compton College District – Health Benefits Committee
Meeting Minutes**

Meeting Date: June 5, 2018

Meeting Time: 1:00 pm – 2:00 pm

Vision

Compton College will be the leading institution of student learning and success in higher education.

Mission Statement

Compton College is a welcoming environment where the diversity of our students is supported to pursue and attain academic and professional excellence. Compton College promotes solutions to challenges, utilizes the latest techniques for preparing the workforce and provides clear pathways for transfer, completion and lifelong learning.

Meeting Participants

Kayla Ellis
Reuben James
Travis Martin

Rachelle Sasser

Absent from the Meeting

Angela Boyer
Robert Joiner
Rashid Yahye

Donald Roach

Meeting Minutes

The Compton Community College District Health Benefits Committee Meeting convened at 1:00 pm. Absent from today’s meeting were Angela Boyer, Robert Joiner, Donald Roach, and Rashid Yahye. All other active committee members were present.

A. Committee Fiscal Year Recap & Assessments

Rachelle Sasser opened the meeting with a recap discussion of fiscal accomplishments and event assessments undertaken by the Health Benefits Committee for 2017/2018.

1. Classified Staff Development Day

The first annual 2018 Compton College Staff Development day was well received and attended by Compton Community College District employees, both staff and administrators. The format of the day covered team-building cohesiveness with activities that engaged physical and cognitive conditioning of District employees who were in attendance, and included such events as a range of physical conditioning exercise events, scavenger hunt, team painting, nutritious conscious food options, and financial and health/wellness benefit seminars. In all, Ms. Sasser noted that the success of the event was due in large part to the project team group effort and overwhelming attendance.

- ✓ Ms. Sasser offered gratitude and thanks to the individuals involved in making the event a great success. She personally acknowledged Kayla Ellis for securing the rooms in the Allied Health Building and Reuben James for handling all of the facility needs outside of the Allied Health Building. She acknowledged their participation in logistically setting the platform of the event, and for ensuring that any adjustments needing to be accomplished were seamlessly handled without a hitch throughout the day.
- ✓ Kayla Ellis acknowledged the professional mannerism and affability of HR employee Pilar Huffman, which she stated made the processing of room availability within the Allied Health Building easy to accommodate as we continue to maintain the regulations and standards associated with the building.
- ✓ Reuben James commented that Ms. Sasser seemed to be all over the place, helping to move things wherever needed. He noted that Ms. Sasser was extremely active on the event day, helping to ensure that everything stayed in order.
- ✓ Travis Martin commented that she attended the CalPers seminar, noting that she appreciated the services and topics that were discussed during the session. She informed that she had more than one seminar session she desired to attend, but because they were scheduled for the same time she had to make a selection and chose CalPers.
- ✓ Travis Martin commented that she experienced everyone enjoying the day. Specifically for Mrs. Martin was the exercise component, where she commented that she was able to examine personally her own level of physical fitness conditioning as being somewhat different from what she actually thought. She commented that she entered the lower level exercise event that morning and was somewhat surprised at how difficult it became over the time period; concluding that she could actually exercise more.

Committee Fiscal Year Recap & Assessments–Classified Professional Development Day (Continued)

- ✓ Travis Martin commented that everyone seemed to enjoy the day, stating that specifically for her was the exercise component, where she commented that she was able to examine personally her own level of physical fitness as being somewhat different from what she actually thought. She commented that she entered the lower level exercise event that morning and was somewhat surprised at how difficult it became over the time period; concluding that she could actually exercise more.
- ✓ Kayla Ellis commented that she heard an array of nice comments about the event, noting that the most popular of comments surrounded the scavenger hunt. She commented that many people talked about the amount of energy required to engage in the hunt, but yet how exhilarating all of the moving around became as they hurried about the campus. People, she continued, commented that this event showed them the shape they were in, and it encouraged them to get up and to more physically active. Ms. Ellis commented that just from the feedback alone the hunt was a large success. Ms. Ellis concluded her comments by stating that hearing the buzz from around campus, the success of the one-day event fell warm within the inclusion of Dr. Keith Curry and other administrators joining the day's event, which she believes fostered a District level team momentum at a cohesive level she has not seen for the campus in more than eight (8) to 10 years. Ms. Ellis commented that she was well pleased with the results of the day's activities.
- ✓ Rachelle Sasser commented that the thing that was phenomenal to watch was when everyone was doing the painting. She noted that the team effort and the intensity was really nice to see.
- ✓ Travis Martin also commented that her favorite portion of the day was the team building painting event, noting that the result of her painting is proudly displayed on her office wall.
- ✓ Travis Martin informed that while employees enjoyed the day, many wanted to know about having a week-long classified event similar to what is accomplished at the El Camino Torrance campus.
 - ❖ Ms. Sasser commented that the El Camino Torrance campus, while offering a week-long series of events, typically replicates an event offered on one day during the week on another day within the same classified week. There is a redundancy of the same activities, and not weekly scheduled new activities. She commented that the method used at the other campus has to concern itself with employees being away from their work areas throughout the week, while at the Compton Classified Professional Development Day we were able to achieve in one day with full participation what was covered in a week's time for the other campus.
 - ❖ Ms. Ellis noted that when the Torrance campus site moves forward towards their event week each year, they start early with advertising and must maintain a clear focus on registration so that their events can be well attended. This, she noted, can be problematic and not cost effective if ever the participation numbers become an issue. Ms. Ellis commented that for the District, as a cost effective measure, seeing what a one day event could achieve allows for an overview worthy of real consideration into the future and on-going direction of this type of campus community offering.

2. Health Benefit Service Plan – 1 Year Review

Rachelle Sasser informed that the Compton Community College District health plan conversion from Keenan and Associates to CalPERS will be entering its second enrollment period this year. She opened the meeting for comments.

- ✓ Travis Martin commented that she initially experienced problems with her medical record number being recognizably transferred into the CalPERS setting, but that having spoken to her CalPERS plan representative, they are working to fix the issue.
- ✓ Rachelle Sasser commented that most District individuals remained with Kaiser Permanente despite the plan shift, while others remained with United Health Care, and a few electing PPO and CalPERS Select.
- ✓ Kayla Ellis commented that individuals who have become use to a particular plan over time selected what they were previously educated towards, which brought a sense of familiarity and, therefore, comfort. She offered that the second and proceeding years should unveil focus upon directional shifts currently taking place within the health care market and the employee's affordable health care needs now that the employee is provided a wider selection base and are becoming familiar with being able to switch between plans more suitable to their actual family health care and economic requirements annually.

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Committee Fiscal Year Recap & Assessments– Health Benefit Service Plan–1 Year Review (Continued)

- ❖ Ms. Ellis also commented that during the initial training and overview provided to the committee leading up to the effected change concerning the California health care market and related mandates, the struggle between economic balance for employees, employers, pharmaceutical companies, the health care industry and related facilities have all shifted over the past year, allowing the ability for all to level themselves towards affordable and suitable health care. She commented that within the industry one of the most obvious shifts, particularly with Kaiser, is that appointment scheduling and urgent care or emergency room wait times have increased to almost eight-hour waiting room time due in large part to the stress factors of the health care industry, a shift in clients verses those who have traditional been afforded inclusive plan facility entry. She commented that the surrounding new mandate got lost somewhere in the shuffle and all plan carriers are packaged virtually under the same ability to be seen climate.
- ❖ Ms. Sasser commented that the trick is for anyone needing to use urgent care these days is to either arrive first thing in the morning or at change of shift. In that manner, she shared, they don't sit and wait all day to be seen.
- ❖ Ms. Ellis commented that many of the facilities and care providers are currently struggling with their facility and extended variety of client intake. She commented that Cedar Sini, Harbor UCLA, Kaiser, MLK, and others are dealing with care overflow problems, which make these once reliable health care facilities resemble county facilities, as opposed to chosen structured plans where a plan participant can readily be seen as was experienced in time past. She commented that the health care industry shift, much like the plan selection shift for District employees, will continue to evolve under this new climate until greater stability can be achieved industry-wide, and that District members can navigate more effectively through health care options currently being provided as they become both comfortable and familiar with their CalPERS offerings.
- ✓ Travis Martin inquired as to whether or not employees would be enrolling into their CalPERS health plan by computer this year as expected.
 - ❖ Rachelle Sasser informed that the Human Resources Office would be providing the enrollment this year.
 - ❖ Kayla Ellis inquired of the enrollment period and whether or not we could schedule space and time for CalPERS representatives to be on campus for information, questions and clarification purposes of plan offerings.
 - ❖ Ms. Sasser commented that they could look into having Shannon, from CalPERS assist with the scheduling of on-site individuals. (*Action Item*). She informed that benefit sign-ups will take place in late August, 2018, with plan rate changes becoming effective in January, 2019.

B. Employee Wellness Program Objectives for 2018/2019

Ms. Sasser commented that as a committee we could look at the potential of offering health conscious training health benefit vendor sponsored seminars within a one week climate where one of our PERS health carriers could conduct on campus one or two days during the classified professional development week. She cautioned, however, that undertaking this pathway has to remain clear of District potential liability; noting and that the best forum for such an undertaking is to allow the health vendor to make a presentation about a health quality or climate as a general information base. Such topics could include: diabetes and signs of diabetes, weight management, nutrition and health, etcetera.

C. Committee Direction 2018/2019

- ✓ Rachelle Sasser opened discussion for committee focus into the 2018/2019 academic year. The committee will refocus on the health fair and employee wellness structure when we reconvene in October 2018.

D. Meeting Conclusion

The Health Benefits Committee meeting concluded at 2:00 p.m.
Minutes transcribed by Kayla Ellis

The Next Scheduled Meeting

Monday, October 29, 2018

1:00 pm to 2:00 pm/Compton College District – Human Resources Conference Room