



Santa Ana Unified School District

Health Benefits Authority Meeting

Minutes
March 30, 2011

I. WELCOME

<u>Attendees</u>	<u>Organization</u>
Christine Betz	SAUSD
Camille Boden	SAUSD
Billy Castanha	SAEA
Robert Chavez	CSEA
Chad Hammit	SAUSD
David Mendiola	CSEA
Michael Morales	Alliant
Barbara Pearson	SAEA
Pilar Sanchez	CSEA
Ron Shepherd	SAEA
Jacquelyn Stevenson	Alliant
Kara Wantlin	SAUSD

II. Review of March 16, 2011 Meeting Minutes

- The regular meeting of the HBA called to order by Chair Ron Shepherd at 8:40 am.
- Motion to approve the agenda by Billy Castanha with a second by Barbara Pearson . The agenda was unanimously approved.

III. Review of March 16, 2011 Meeting Minutes

- The committee reviewed the March 16, 2011 minutes with a motion to approve the minutes by Chad Hammitt with a second by _____. The minutes were unanimously approved.

IV. Key Issues

- Alliant began discussion regarding unblended vs. blended rates for each bargaining unit. All rates by unit were reviewed. SAEA discussed that they would like to use the unblended rates for 2011-12 for their members and retirees.
- CSEA Began discussion on the effects of using unblended vs. blended rates.
- At 9:30, discussion began regarding individual decrements to current plan designs for both bargaining units. The following were discussed in detail:
 - Kaiser decrements
 - Blue Shiled PPO and HMO decrements
 - Pharmacy carve out
 - Mental health Carve-in to Blue Shield
- Discussion that \$1.6 million was the SAEA target/goal
 - Rx-\$505,464

- Discussion on Medco headlines ensued
- At 10:30, discussion moved to plan design decrements; the committee used a spreadsheet to document how decrement changes would affect the goal; the ultimate discussion is documented in as follows: (All the rates in the following exhibit use unblended rates as the assumption.)

SAEA/Management

CSEA

	\$254,461	page 7	Kaiser Increase	\$250,309	page 4	Kaiser Increase
	\$1,404,638	page 8	Blue Shield HMO Increase	\$1,204,014	page 5	Blue Shield HMO Increase
	-\$183,988	page 8	Blue Shield PPO Decrease	-\$12,853	page 5	Blue Shield PPO Decrease
	\$1,475,111		Balance (GOAL)	\$1,441,470		Balance (GOAL)
<u>Purchasing Efficiencies</u>	-\$322,225	page 16	Carve in Mental health	-\$176,774	page 16	Carve in Mental health
	-\$505,464	page 18	Carve out of RX	-\$179,383	page 18	Carve out of RX
	\$647,422		Balance	\$1,085,313		Balance
<u>Plan Design Changes</u>	-\$333,263	page 14	PPO-Change Copay from 10/20/40 to 10/25/40 with a \$150 brand deductible	-\$34,923	page 11	PPO-Change Copay from 10/20/40 to 10/25/40 with a \$150 brand deductible
	-\$500,140	page 14	HMO-Change Copay from 10/20/40 to 10/25/40 with a \$150 brand deductible	-\$285,436	page 11	HMO-Change Copay from 10/20/40 to 10/25/40 with a \$150 brand deductible
	-\$74,058	page 14	Add \$250 inpatient hospital copay, per admission	-\$63,430	page 11	Add \$250 inpatient hospital copay, per admission
	-\$16,777	Page 13	Kaiser-Add \$250 Inpatient hospital copy, per admission	-\$16,702	Page 10	Kaiser-Add \$250 Inpatient hospital copy, per admission
	-\$276,816		Balance	\$684,822		Balance
				-\$105,717	page 11	Blue Shield-HMO-Increase Office Visit by \$5 to \$20
				-\$31,715	page 11	Blue Shield-Increase emergency copay by \$50 to \$100
				-\$37,825	page 10	Kaiser-Increase emergency room copay from \$50 to \$100
				-\$34,877		Increase office visit copay from \$15 to \$20
				\$474,688		Balance

- The Health Benefits Authority (SAEA and District) came to Consensus and a Motion was made by Billy Castanha with a second by Barbara Pearson from SAEA to approve the discussed purchasing efficiencies and plan design decrements discussed; a motion to agree to SAEA's motion by Chad Hammitt with a second by Camille Boden. Recommendation was unanimously approved by the Health Benefits Authority (HBA).
- Discussion regarding open enrollment followed. Alliant will reformat SAUSD's open enrollment bulletin to include any necessary changes and Alliant will present the document at the next Benefits Review/HBA meeting. Steps to disseminate the bulletin, open enrollment window and scheduling of informational meetings for employees and retirees, and member cards were also discussed. May 9-23 was discussed as the open enrollment period for 2011-12. Alliant to provide a dashboard report for the School Board.

- IV. Old Business**
- V. New Business**
- VI. Reports/Other**
- VII. Adjournment**

- Motion by Barbara Pearson with a second by Christeen Betz to adjourn meeting, Meeting was adjourned at 12:05 p.m. by Chair Ron Shepherd

The next meeting is Wednesday, April 13, 2011 from 8:30 a.m. - 11:30 a.m.