I. CALL TO ORDER: 2:37 PM

II. APPROVAL OF JUNE 18, 2009 MINUTES
Minutes from the Health Insurance Committee meeting of June 18, 2009, were approved with a correction to the committee name; change Insurance Committee to Health and Wellness as submitted.

III. MISSION STATEMENT AND GOAL OF THE INSURANCE COMMITTEE
Earl Pagal confirmed that the statement agreed upon by committee members at the previous meeting will be included on all future agendas. "The mission of the Health and Wellness Committee at South Orange County Community College District is to coordinate the selection of benefits coverage and providers for recommendation to the District and representative groups."

IV. RENEWAL 2009 - Life and Disability Carrier Change to Prudential
Michelle Gallardo led the committee through discussion and review of the Renewal Review package provided by Alliant, which details renewal changes and considerations. (See attached.) Overall, including the reduction in basic life and LTD through Prudential, there is a 0.3% decrease over the previous year.

There was discussion about the mandatory change in HMO co-pays for ambulance and emergency room services. Members expressed concern that there was no notice to employees of the changes. Another concern from CSEA is
that this change could be considered a change to the level of benefits provided to an employee. Michelle explained that this was a mandatory Blue Shield change. Polly Sundeen noted that employees may have opted to change from HMO to PPO if they had known in advance about the increase in ambulance and emergency room co-pays; in addition, CSEA contract language requires formal notification to employees of any changes in coverage. Earl and Michelle and Vickie will discuss further with Blue Shield. Polly will contact the CSEA labor rep. The group could not recall a previous change that negatively affected plan participants. Lee Haggerty expressed the same concerns on behalf of the faculty. This change is viewed by the Faculty Association as a decrease in benefits.

Jan mentioned that her son is enrolled in the PPO plan and he recently went to the emergency room and was told his co-pay changed from $75 to $100. Michelle will look into this and report back at our next meeting.

The committee questioned why a recommendation made by the committee to add an extra cleaning and dental implant coverage to the Delta Dental PPO plan was not implemented. The committee views this decision as a negative – employees are not covered for acceptable standard of care, since implants have replaced bridges as the preferred treatment. Earl agreed to discuss these concerns with Deputy Chancellor Poertner and Vice Chancellor Bugay. Note: Dr. Bugay later joined this committee meeting and the above concerns were directly addressed to him. Dr. Bugay requested data to confirms the change in the standard of care and agreed to take such data forward for consideration.

Recommendation was made by the committee to arrange meetings for employees in November, with representatives from SISC and the union. Also, a District Benefits website would be helpful in answering some questions and provide clarity. (See item VI.)

The committee would also like to have the agendas and minutes of the Health and Wellness committee posted on the District website.

V. HEALTH FAIR REVIEW
Turnout was good - attendance was 185 at Saddleback College and 115 at Irvine Valley College. The group commented that there was crowd congestion, more canopies would have been better. There was over-duplication of some health services (such as chiropractor), some prizes have not yet been received, and additional massage providers would be desirable.

VI. BRIEF UPDATE ON DISTRICT BENEFITS WEBSITE
Tracy Daly provided an update on the plan and progress of the project to move benefits information from MySite to the SOCCCD website. The goal is to clearly communicate comprehensive information online. Tracy asked for volunteers to test the prototype; the entire committee volunteered to participate. Committee members recommended including details of benefits for over/under 65 for faculty,
POA and CSEA and all others. Other requests were: Include critical steps and timelines to be considered prior to retirement, provide a printable pdf document that explains benefits of the vision plan.

VII. UPDATE ON DISTRICT MEDICAL FOR CSEA MEMBERS 65+ - Companion Care
The committee requested that the District provide a comparison of the two voluntary PPO options through SISC. It was also suggested that an independent, non-partisan advocacy service be referenced for use as part of an employee's planning process. Michelle will provide a comparison document. Earl will email advocacy email addresses to the committee.

VIII. SWINE FLU (H1N1) VACCINATIONS
The State Chancellor's office has posted a public service announcement regarding the swine flu on YouTube. Earl will send a link to committee members.

IX. SCHEDULE NEXT MEETING
Thursday, December 10, 2009, 2:30 – 4:00pm, Chancellor's Conference Room.