

Tri-County Schools Insurance Group

Executive Committee Meeting

Thursday, May 28, 2009

Yuba City Corporation Yard

1185 Market Street

Yuba City, CA 95991

Executive Committee Members Present

Colusa County	Julie Tucker
Glenn County	None
Modoc County	None
Placer County	None
Plumas County	None
Sierra County	None
Sutter County	Baldev Johal, Larry Combs, Alice Williams-Root (EBAC)
Tehama County	Daniel Curry, Georgene Neher
Yuba County	Al Alt, Ajit Kang, Debra Pearson, Cindy Sutfin

Consultants and Others Present

Delta Health Systems	Joe Neff, Jonathon Smart, John Zank
Disability Access Consultants, Inc.	Barbara Thorpe
Evans, Wieckowski & Ward	James Ward
Human Behavior Associates	James Wallace
Sierra Self-Insurance Services	Michael Bryant
TCSIG	Richard Hare, Lynn Whitlock, Roberta Womer
Wells Fargo	John Klein

A. Call to Order

Vice-President Johal called the meeting to order at 9:36 a.m. He noted that there was not a quorum of the Executive Committee.

Vice-President Johal asked the each person present introduce themselves.

(Note: Items taken out of order until the establishment of a quorum.)

D. Reports

D1. President's Report

Vice-President Johal reported that CVT's medical will increase 9.5% for 2009-2010, vision 5%, dental 10.6% and that the retiree medical would increase 2.7%. Vice-President Johal added, although the retiree

increase appeared low, in prior years the retiree rate was increase significantly by over 20% higher than the active employees. He noted TCSIG's increases were zero and that this information speaks very highly of the work done by the Executive Committee and TCSIG staff to control the cost of insurance.

D2. Executive Director's Report

Mr. Hare reported on the COBRA Premium Assistance program. He noted that there were some areas of the administration of the program that would need further clarification. Mr. Hare stated that Delta Health Systems has sent letters and notifications out to COBRA participants. Mr. Hare also noted that TCSIG has two people that have applied for the subsidy and that TCSIG will file for reimbursement of the 65% subsidized. He pointed out that TCSIG is taking care of this for our members, but if an employer has another dental or vision plan, they need to coordinate with the member's third party administrator.

Mr. Hare stated that the Yuba Community College District and the Yuba College Retiree Group had settled their reimbursement program. Tri-County Schools Insurance Group will be administering the program which will keep risk management elements in place and maintain privacy for the retirees.

Mr. Hare reported that Delta Health Systems would present the results of the IHS evaluations.

Mr. Jonathon Short, Director of Health and Wellness Services for Delta Health Systems, presented the results of the spring IHS health evaluations. Mr. Short reported that 1,668 members participated in the 2009 testing surpassing 2008 by 463 members. He also reported that 53% have at least one health issue, 43% have one condition that adversely affects productivity, 23% are at risk of having a heart attack in the next ten years, 16% are trending toward diabetes, 214 participants have a newly discovered condition and 17 participants have a very serious or life threatening condition. Mr. Short also stated that there was a 99% satisfaction on the Quality Survey scores. Mr. Short noted Tri-County Schools Insurance Group's members' high risk areas are cholesterol, obesity/low cardio fitness and coronary heart disease.

Mr. Hare reported that he was planning a property/casualty training workshop in August.

Mr. Hare reviewed the financial statements ending April 30, 2009. He stated that all programs were performing well.

Vice-President Johal noted that a quorum of the Executive Committee was present at 9:50 a.m.

B. Comments from Visitors

There were no comments from visitors.

C. Consent Agenda

- C1. Approval of Minutes: April 2009
- C2. Approval of Payments: April 2009
- C3. Authorize Disposal of Surplus or Broken Equipment
- C4. Adoption of CASBO Records Retention Manual Recommendation Applicable to Tri-County Schools Insurance Group

Mr. Larry Combs made a motion to approve the Consent Agenda. Ms. Georgene Neher seconded the motion which carried.

E. Information and Discussion Items

E1. Mental Health Parity and Addiction Equity Act (MHPAEA)

Mr. Hare briefly outlined this item. He stated that the final regulations governing this item will not be available until October or November of this year for implementation January 1, 2010. Mr. Hare introduced Dr. James Wallace, President of Human Behavior Associates.

Dr. Wallace gave an overview of the changes that Tri-County Schools Insurance Group may have to implement in its Plan design. He noted that the present Plan design may have to be modified to eliminate the limits on Mental Health and Chemical Dependency services.

Mr. Hare noted that this item will be taken up with the Plan Design Committee which includes Al Alt, Larry Combs, Baldev Johal and Julie Tucker. Vice-President Johal asked if there were any additional volunteers to this Committee. Ms. Cindy Sutfin stated that she would also like to be on the Committee.

F. Action Items

F1. Consider Higher Excess Liability Coverage

Mr. Hare reviewed this item. He stated that SELF's rates were not available. Mr. Michael Bryant of Sierra Self-Insurance Services indicated that the rates may be available by June. Mr. Hare indicated that the increase in the higher excess liability coverage should be no greater than \$.60 per ADA.

Secretary Alt made a motion to increase the liability coverage to forty-five million dollars by participating in SELF's Optional Excess Liability Program Option I. Ms. Julie Tucker seconded the motion which carried.

F2. Amendment of Employee Handbook, Retirement Section

Mr. Hare noted that this item has been reviewed and amended six times to clarify its provisions and limitations.

Ms. Debra Pearson made a motion to approve the amendment to the Employee Handbook, Retirement Section, page 32 as presented. Mr. Larry Combs seconded the motion which carried.

F3. Consider Renewal of Medical Stop Loss Coverage

Mr. Hare stated that Mr. John Klein, Senior Vice-President of Wells Fargo Insurance Services had done a very good job in negotiating the stop loss renewal. Mr. Hare reported that there would be an increase of .4995% increase in premiums which would increase the per employee, per month cost from \$23.62 to \$24.80. He noted that with the acceptance of this renewal, Sun Life would increase the Dependent Life Insurance coverage from \$1,000 to \$5,000.

Mr. Larry Combs made a motion to approve the Sun Life renewal of the stop loss reinsurance as presented. Secretary Alt seconded the motion which carried.

F4. Group Life Program

Mr. Hare reviewed the background of this item. He noted that the program offers \$10,000 of life insurance to employees for \$1.72 per month, \$25,000 for \$3.90 per month and \$50,000 for \$7.52 per month. Mr. Hare stated that as indicated in Item F3, Sun Life Assurance Company of Canada has agreed to increase Tri-County Schools Insurance Group's Dependent Life from \$1,000 to \$5,000 at the same rates.

Mr. Larry Combs made a motion to approve the third year of the Group Life contract at the same rates and amending the Dependent Life coverage to \$5,000. Secretary Alt seconded the motion which carried.

F5. Consider Wheatland Elementary School District Request for Management Employees to Participate In Benefits

Mr. Larry Combs made a motion to accept membership and participation of Wheatland Elementary School District's management employees into the Tri-County Schools Insurance Group employee benefits programs. Ms. Georgene Neher seconded the motion which carried.

F6. Membership of Twin Rivers Charter School

Mr. Hare reported that the Twin Rivers Charter School has requested an application for membership in Tri-County Schools Insurance Group's employee benefits programs; however, they have not submitted a completed application.

Mr. Larry Combs made a motion to table this item until application for membership is received. Secretary Alt seconded the motion which carried.

F7. Consider Disability Access Inspection Program

Mr. Hare introduced Ms. Barbara Thorpe, President of Disability Access Consultants, Inc. Ms. Thorpe reviewed the necessity of compliance with Title III of the Americans with Disabilities Act and the risk to the districts and county offices of education. Ms. Thorpe provided some basic training about the ADA and accessibility requirements.

Mr. Hare stated that Tri-County Schools Insurance Group's liability program reserves could front the cost of the inspection with the understanding that the school or county office would have to agree to develop a plan and to make a reasonable effort to complete any required removal of barriers to comply with the law. If the District makes a "good faith" effort to comply, the inspection costs reimbursement would be waived. He also stated that CORE-TCSIG could manage this service in order to establish its outreach and risk education to public schools.

Mr. Larry Combs made a motion to authorize the Executive Director to secure inspection services and enter into agreements with member school districts for the inspection of their facilities. Ms. Julie Tucker seconded the motion which carried.

G. Closed Session

Vice-President Johal called for a Closed Session at 11:20 a.m.

H. Return to Open Session

Vice-President Johal called for Open Session at 11:42 a.m.

Vice-President Johal stated no action was taken in Closed Session.

I. Items for Next Agenda

None

J. Adjournment

Vice-President Johal called for a motion to adjourn.

Secretary Alt made a motion to adjourn. Ms. Georgene Neher seconded the motion which carried.

Vice-President Johal adjourned the meeting at 11:43 a.m.

Respectfully submitted,

(Signature on Original)

Roberta Womer
Recorder
05-28-09