



Employee Benefits Program Committee Meeting

ACWA JPIA
2100 Professional Drive
Roseville, CA 95661
(800) 231-5742

April 15, 2021

This meeting consisted of a simultaneous Zoom teleconference meeting at the ACWA JPIA, 2100 Professional Drive, Roseville, CA 95661 and remote sites.

MEMBERS PRESENT

Chairman: J. Bruce Rupp, Humboldt Bay Municipal Water District
Vice-chair: Melody McDonald, San Bernardino Valley Water Conservation District
Stephanie Dosier, Orange County Water District
Kelley Geyer, Byron-Bethany Irrigation District
James Linthicum, Three Valleys Municipal Water District
Roberta Perez, Cucamonga Valley Water District

MEMBERS ABSENT

Karen Gish, Amador Water Agency
Ken Groom, Fresno Metropolitan Flood Control District
Laures Stiles, San Luis & Delta-Mendota Water Authority

STAFF PRESENT

Chief Executive Officer/Secretary: Walter "Andy" Sells
Sonya Baker, Benefits System Analyst IIS
Chimene Camacho, Executive Assistant to the CEO (*Recording Secretary*)
Veronica Cobian, Benefits Administrator II
Cassie Crittenden, Human Resource Specialist
David deBernardi, Director of Finance
Robin Flint, Risk Control Manager
Robert Greenfield, General Counsel
Ben Hayden, Lead Benefits Analyst
Jackie Rech, Employee Benefits Account Manager
Patricia Slaven, Director of Human Resources and Administration
Sandra Smith, Employee Benefits Manager
Dan Steele, Finance Manager
Michelle Stites, Benefits Administrator II
Karen Thesing, Director of Insurance Services
Melody Tucker, Workers' Compensation Manager

OTHERS IN ATTENDANCE

Fred Bockmiller, Mesa Water District
David A. Drake, Rincon Del Diablo Municipal Water District
Jean Farone-Jones, United HealthCare
E.G. "Jerry" Gladbach, Santa Clarita Valley Water District
Brent Hastey, Yuba Water Agency
Kimberly Miller, Alliant
Randall Reed, Cucamonga Valley Water District
Thomas Sher, Alliant
Pamela Tobin, San Juan Water District

WELCOME

Chairman Rupp welcomed everyone in attendance.

CALL TO ORDER AND ANNOUNCEMENT OF QUORUM

Chairman Rupp called the meeting to order at 10:01 a.m. He announced there was a quorum.

ANNOUNCEMENT RECORDING OF MEETING

Chairman Rupp announced that the meeting would be recorded to assist in preparation of minutes. Recordings are only kept 30 days following the meeting, as mandated by the California Brown Act.

PUBLIC COMMENT

Chairman Rupp noted that, as the agenda stated, members of the public would be allowed to address the Employee Benefits Program Committee on any agenda item prior to the Committee's decision on that item. Comments on any issues on the agenda, or not on the agenda, were also welcomed. No comments were brought forward.

INTRODUCTIONS

Chairman Rupp introduced the Employee Benefit Program Committee and the Executive Committee. He asked Mr. Sells to introduce staff in attendance.

ADDITIONS TO OR DELETIONS FROM THE AGENDA

Chairman Rupp asked for any additions to, or deletions from, the agenda; none requested.

CONSENT AGENDA

Chairman Rupp called for approval of the minutes of the July 22, 2020 and November 17, 2020 meetings.

M/S/C (Linthicum/Dosier) (Dosier-Yes; Geyer-Yes; Linthicum-Yes; McDonald-Yes; Perez-Yes; Rupp-Yes): That the Employee Benefits Program Committee approve the minutes of the July 22, 2020 and November 17, 2020 meetings, as presented.

MEETINGS ATTENDED ON BEHALF OF JPIA

Vice-chair McDonald reported attending the Yorba Linda Water District Board meeting to congratulate them on their JPIA 2021 refund.

COVID-19 UPDATE

Ms. Smith reported that diagnosed cases and hospitalizations experienced a significant uptick from mid-November through late-January, however, since then, they have reduced significantly. Participant cost share for testing, treatment, and vaccination has been waived throughout the pandemic and the vaccine itself is being paid for with government funding. Health plans are billed for administration. Staff will continue to monitor the impact to the plan and participants.

RENEWAL HISTORY

Ms. Smith reviewed pricing changes and significant plan design changes over the years. The PPO plans have seen no rate increase for the last three renewals, from 2019 to 2021. The HMO rates had no rate increase in 2019; with increases of 5.64% and 7% in 2020 and 2021, respectively.

MEDICARE ADVANTAGE PLAN OPTION

Ms. Smith reported the JPIA regularly surveys the market to benchmark benefits and identify savings opportunities for members. Medicare Advantage plans have been identified as a common offering providing significant savings while offering robust benefits. Currently, JPIA offers Coordination of Benefit (COB) plans to Medicare retirees. These plans do not leverage Medicare negotiated rates or additional reimbursements available from Medicare. Staff presented Medicare Advantage plan options from Anthem and United HealthCare (UHC). Both options presented savings to members and retirees, while maintaining the high level of benefits quality and satisfaction.

After Ms. Smith's presentation, a discussion was held to determine some potential issues such as communication, technology, and transition. JPIA staff was tasked with reaching out to members and to report back on the potential concerns and issues this change may cause. A Committee meeting will be scheduled in a few weeks to further discuss this agenda item.

RESERVES FUND STATUS

Mr. Sells provided a background on the target goal for the Employee Benefits (EB) Program reserve fund, based on a March 2018 actuary report using a 99% confidence level. Since then, the JPIA has used \$19.2 million as the target goal for EB Program reserves. As of December 30, 2020, the EB program reserve fund had a balance of approximately \$78 million. Staff is in the process of obtaining current actuarial projections and is not asking for a recommendation from the Committee. This report is for the Committee's information only at this time.

NEXT MEETING DATE

Availability for Upcoming Meeting(s)

The next scheduled Employee Benefits Program Committee meeting will be held on July 15 at 9 a.m., however, it was decided that the Committee will meet again before July 15 to review and possibly take action on the Medicare Advantage Plan option change.

The Employee Benefits Program Committee meeting adjourned at 12:05 p.m.