



**CSURMA AORMA BENEFITS COMMITTEE
MEETING AGENDA**

“This is an Open Public Meeting”

In accordance with the requirements of the Bagley-Keene Open Meeting Act, notice of this meeting must be posted in a publicly accessible place, including the internet, at least ten days in advance of the meeting. This meeting agenda shall also be posted at the address of the teleconference location with access for the public via phone/speaker phone.

Per Government Code section 54954.2, persons requesting disability-related modifications or accommodations, including auxiliary aids or services in order to participate in the meeting, are requested to contact Alliant at (415) 403-1400 twenty-four hours in advance of the meeting. Entrance to the meeting location may require routine provision of identification to building security. However, CSURMA AORMA does not require any member of the public to register his or her name, or to provide other information, as a condition to attendance at any public meeting and will not inquire of building security concerning information so provided. See Government Code section 54953.3.

Meeting Date:	March 21, 2023	Location:	Teleconference Location Join Zoom Meeting
Time:	10:00 – 11:30 AM	Meeting ID:	930 5232 0323
		Passcode:	164277
		Legend:	A – Action may be taken I – Information Only

A. CALL TO ORDER

- 1. Approval of the Agenda A Page 2**
The Committee will be asked to approve today’s meeting agenda order

B. PUBLIC COMMENTS

C. GENERAL ADMINISTRATION

- 1. Approval of Meeting Minutes – June 28, 2022 A Page 3**
As part of the Consent Calendar, the Committee will be asked to approve the minutes of the last meeting.
- 2. Sage Financial Analytics & Update I Page 9**
- 3. CSURMA AORMA Benefits Pre-Renewal Review I Page 19**

D. ADJOURNMENT

The next CSURMA AORMA Benefits Committee Meeting date has not been confirmed, TBD.

*If you have questions regarding the agenda package, please contact
Chloe Smith at chloe.smith@alliant.com / (415) 403-1437 or Tom Quirk at tom.quirk@alliant.com / (949) 660-5952*



Agenda Item A1
CSURMA AORMA BENEFITS
Committee
Meeting Date: March 21, 2023

APPROVAL OF THE AGENDA

ISSUE: The Committee will be asked to approve the agenda for today's meeting.

RECOMMENDATION: Staff recommends that the Committee approve the agenda as Presented.

FISCAL IMPACT: None

BACKGROUND: None

PUBLICATION: None

ATTACHMENT(S): None



Agenda Item A2
CSURMA AORMA BENEFITS
Committee
Meeting Date: March 21, 2023

APPROVAL OF THE MINUTES

ISSUE: The Committee will be asked to approve the minutes from the benefits committee meeting held on June 28th, 2022

RECOMMENDATION: Staff recommends that the Committee approve the minutes as presented.

FISCAL IMPACT: None

BACKGROUND: None

PUBLICATION: None

ATTACHMENT(S):

6.28.2022 CSURMA AORMA Benefits Committee Minutes DRAFT

**MINUTES OF THE
CSURMA AORMA BENEFITS COMMITTEE MEETING
June 28, 2022
VIRTUAL ZOOM LOCATION
10:00 AM**

MEMBERS PRESENT

Raven Tyson (Chair) – Associated Students, San Diego
Maddison Burton – The University Corporation at Monterey Bay
Kathryn Weeks – The University Corporation, CSU Northridge
Rosa Hernandez – Forty-Niner Shops, Inc., CSU Long Beach
Jennifer Campbell - University Enterprises, Inc., California State University Sacramento
Daniela Moehlecke – California State University San Marcos Corporation
Stephanie Moreno – California State University Long Beach Research Foundation

MEMBERS ABSENT

N/A

STAFF, GUESTS AND CONSULTANTS

Sidney DiDomenico, PRISM Program Director of Employee Benefits
Tom Quirk, Alliant Insurance Services, Inc.
Chloe Smith, Alliant Insurance Services, Inc.
Melissa Green, Alliant Insurance Services, Inc.
Bridgette Rodriguez, Alliant Insurance Services, Inc.

A. CALL TO ORDER

The meeting was called to order by the Raven Tyson, Chair at 10:01 AM.
Motion: Stephanie
Second: Kathryn

1. Approval of the Agendas

Motion: Stephanie: Kathryn
Second: Kathryn
Roll Call Voting: Raven, Maddison, Kathryn, Rosa, Jennifer, Daniela and Stephanie
all vote YES.

B. PUBLIC COMMENTS

None

C. GENERAL ADMINISTRATION

1. Approval of Meeting Minutes – June 14, 2022

The Committee approved the 06/14/22 minutes.

Motion: Jennifer

Second: Kathryn

Roll Call Voting: Raven, Maddison, Kathryn, Rosa, Jennifer, Daniela, and Stephanie all vote YES.

2. PRISM Employee Benefit Resources Update with Guest Speaker Sidney DiDomenico

- What is PRISM? Public Risk Innovation, Solutions and Management.
- PRISM is a Member-Directed Risk Sharing Pool established in 1979.
- Joint Power Authority with primary goal: serve CA public agencies.
- Contain costs & provide in-depth services.
- 95% of CA Counties, 70% of CA Cities, over 2,000 CA Public Agencies.
- CSURMA has been a PRISM member since 2015.
- PRISM Administers the Employee Benefits Programs.
- Alliant is the Exclusive PRISM Program Consultant for over 30 years.
- Alliant is the Day to Day go to for member service teams working closely with the PRISM team regarding Employee Benefits Programs.
- PRISM Resources also include Crisis Incident Management (CIM) Services, Employment Practice Liability (EPL) Manuals, Crisis Incident Counseling (CIC) Services, Enterprise Risk Consultants (ERC) Services and Exemplary Achievement in Government Leadership & Enrichment (EAGLE) Awards.

3. Approval of The Benefits Renewal

Recommendation: Staff recommends that the Committee approve the Benefits Renewal for the CSURMA AORMA program. Individual auxiliaries will have an opportunity to make plan changes within the menu of the CSURMA AORMA program.

Motion: Rosa

Second: Maddison

Open Discussion: Rosa had a question about enhancing their vision plan for glasses every year?

Chloe: The vote today is to confirm the plan offering and the menu of choices available to the CSURMA Program, all individual auxiliaries. Following the vote we will send out individual renewal letters to each of the medical participants including all the options available for vision. There are 4 vision plans, 2 have the option for glasses every year. So you could choose one of those plans. If you wanted to add a new plan offering then it would need to be presented to and voted on by the committee.

Roll Call Voting: Raven, Maddison, Kathryn, Rosa, Jennifer, Daniela and Stephanie all vote YES.

4. Approval of The Anthem Employee Assistance Program (EAP)

Recommendation: Staff recommends that the Committee approve the addition of the EAP if we have at least 3 auxiliaries who have expressed interest.

Open Discussion: Stephanie would like a little more details about the offering.

Chloe: There was interest this year in adding a full EAP as apposed to the free EAP included in The Hartford's Long Term Disability (LTD) program. This offers 3 face to face/virtual counseling visits and some financial support. But no onsite support, Life Critical Incident or Management training seminars. These sort of additional services are included with the PRISM Anthem EAP. Flexible participation, minimum of 3 Auxiliaries required to implement. 5 or 8 visit options available.

Stephanie: Is the EAP cost added into the insurance premium? And is the cost monthly?

Chloe: No, it will be a separate bill. PRISM will send quarterly billing out and it's basically just self-reporting the number of eligible participants. Typically, this is offered to full time staff that are also offered medical. It could also be offered to part-time or student employees as well. The cost is shown as per employee per month. Today you aren't deciding if you want to offer it to your own auxiliary, you are voting on if you want CSURMA to offer it.

Jennifer: Are the 20 hours of Critical Incidence Response and 10 hours of training per calendar year?

Chloe: Yes, that is each year and per auxiliary.

Jenifer: Is the cost competitive to MHN?

Chloe: Yes, when I have received other quotes for both, Anthem has been slightly less expensive. These types of plans are usually very similar in price. This seems like a good fit. When you get your renewal letter there will be an op in option. You won't need to opt out. Again, we will need at least 3 auxiliaries to move ahead with the offering. If we don't get at least 3 we won't move forward with the option.

Rosa: We would vote yes as an option, but we wouldn't actually take it for the shops. So if we do vote yes but then you don't get the 3 then it's okay? We tried and we can look at this again later?

Chloe: Yes. We don't know for sure if we'll have 3 until end of July when the renewals come back. But if you don't think anyone will use it, then you don't have to add it.

Raven: Do we have a motion to add Anthem EAP?

Motion: Stephanie

Second: Rosa

Roll Call Voting: Raven, Maddison, Kathryn, Rosa, Jennifer, Daniela and Stephanie all vote YES.

Raven: Chloe will you send us an update letting us know if we received enough interest to add Anthem EAP?

Chloe: Yes.

5. APPROVAL OF WELLNESS DOLLARS DISTRIBUTION METHOD

Chloe: What's different this year, is that PRISM has decided to release the Wellness dollars whether they were requested or not. Since CSURMA joined in 2019 you've been accumulating Wellness dollars up \$12,500 and have not requested they be distributed as it was hard to know how to use them for the overall Program. These funds will be distributed out to CSURMA Accounting and available to the medical groups. We propose two options.

Option 1: Wellness dollars will be retained by CSURMA and held in CSURMA's Account until Benefits Committee agrees on a future use for them for the program as a whole.

Option 2: Wellness dollars will be distributed into CSURMA Account. Alliant will provide the allocation by auxiliary for distributing the funds based on premium paid, size and length of time participating in the program. CSURMA accounting will distribute to all auxiliaries similar to the dividend process.

RECOMMENDATION: Staff recommends that the Committee allow participating medical auxiliaries to choose if they would like to use their portion of the wellness funds toward employee “wellness related” expenses like Open Enrollment/health fair or screenings as they see fit or leave in CSURMA account for use for the group as a whole.

Raven: Motion to approve option 2?

Motion: Rosa

Second: Jennifer

Roll Call Voting: Raven, Maddison, Kathryn, Rosa, Jennifer, Daniela and Stephanie all vote YES.

Chloe: That is the end of our agenda.

Raven: Are any other items of discussion

Rosa: One last question for Chloe about The Hartford EAP. Are Part-time non student employees eligible for the EAP?

Chloe: The Hartford EAP is tied to the Long Term Disability (LTD). So it will cover anyone who is on the LTD plan. So it’s available to whomever your auxiliary considers eligible for the LTD plan.

Rosa: Which is our Full-time colleges.

Chloe: Right, I say that way because some have certain carve outs where for example it may be only for management. Not everyone covers everybody on the Long Term Disability plans.

D. ADJOURNMENT

Raven adjourned the meeting at 10:51am.