

**BUTTE SCHOOLS SELF-FUNDED PROGRAMS**

**BOARD OF DIRECTORS**

**March 9, 2021**

**Via Zoom**

**MINUTES**

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Directors:

<b>Member</b>	<b>Director – Management</b>	<b>Director – Labor</b>
Biggs Unified	Lorelle Mudd	Dave Browning
Butte County Office of Education	Karen Finley	Debbie Haggard
Butte-Glenn Community College	Chris Little	John Soldate
Chico Unified	Marie Hartman	Corrine Carter, Alternate
Durham Unified	Aimee Beleu	Absent
Gridley Unified	Heather Naylor	Michael Tuft
Manzanita Elementary	Brittany Lobo	Lora Askea
Oroville City Elementary	Andrew James	Shelby Vance
Oroville Union High	Susan Watts	Chello Metcalf
Palermo Union	Ruthie Anaya	Vacant
Paradise Unified	David McCready	Cynthia Smith
Thermalito Union	Cody Walker	n/a

Staff: Christy Patterson.....Executive Director  
Nicole Strauch.....Senior Benefits/Administrative Assistant

Guests: Leah Ledda.....Alliant Employee Benefits

A. CALL TO ORDER

President Ruthie Anaya called the meeting to order at 2:04 p.m.

B. INTRODUCTIONS

None were necessary

C. ROLL CALL AND DECLARATION OF A QUORUM

Executive Director Christy Patterson conducted a roll call and declared that a quorum of directors and votes was present with a total of 20 of 22 directors and 74 of 78 weighted votes.

D. AGENDA

Mrs. Patterson noted that item H.1. should be corrected to October 1, 2021.

Motion: Approve agenda as corrected.		Directors	Votes
	Yes	20	74
Made by: Andrew James	No	0	0
Seconded by: Michael Tuft	Absent	2	4
Motion passed by roll call vote of the directors present.			

E. PUBLIC COMMENTS

There were none.

F. CONSENT AGENDA

Motion: Approve consent calendar.		Directors	Votes
	Yes	20	74
Made by: Susan Watts	No	0	0
Seconded by: Andrew James	Absent	2	4
Motion passed by voice vote of the directors present.			

G. REPORTS

1. Consultant's Report: Leah Ledda, Alliant Employee Benefits, provided information on recent employee benefit market trends and compliance updates.
2. Executive Director's Report: Mrs. Patterson reviewed financial statements for the current year through January 31, 2021. She discussed updates to the current strategic action plan and also recent utilization trends at the Health and Wellness Centers (HWC). She also presented information on the 2021 open enrollment timeline, including a late-August opportunity to change medical, dental or vision plan elections. Mrs. Patterson reviewed data on the initial utilization of Wellbeats. She reported that the HWCs continue to offer symptomatic COVID-19 testing and are evaluating the equipment needs in order to provide COVID-19 vaccines at the HWCs in the future.

H. DISCUSSION/ACTION ITEMS

Employee Benefits

1. Plans and Rates for Benefits as of October 1, 2021
  - a. Medical: Leah Ledda reviewed the SISC information on trends, with a 2%-4% statewide pool renewal. Mrs. Patterson reported that the average BSSP increase was 5.2%-5.6% in composite rates, with decreases in both CompanionCare and Kaiser Senior Advantage plans. The only benefit change is regarding skilled nursing and inpatient rehabilitation limits. Mrs. Patterson recommended adding a \$6

administrative charge and \$64 for HWC operations to the SISC rates. She also recommended a \$10 credit from rate stabilization funds.

Motion: Make no medical plan menu changes; approve BSSP add-ons to the SISC rates of \$6 (administration), \$64 (HWC to Anthem non-Medicare plans, only) and a \$10 credit for a net adjustment of \$60 PEPM effective October 1, 2021.		Directors	Votes
	Yes	20	74
Made by: Shelby Vance	No	0	0
Seconded by: Karen Finley	Absent	2	4
Motion passed by voice vote of the directors present.			

- b. Dental: Mrs. Patterson reported the underwriting estimate was a 2.88% increase but a rate pass was recommended to continue to draw down rate stabilization funds. She recommended consideration of the night guard benefit which would impact all plans uniformly but accelerate the drawdown of rates.

Mrs. Patterson also recommended the excess rate stabilization funds built up in both dental and vision plans be considered for utilization to purchase a building to house the Chico Health and Wellness Center.

Motion: Add night guard benefit and approve a rate pass effective October 1, 2021.		Directors	Votes
	Yes	20	74
Made by: Shelby Vance	No	0	0
Seconded by: Andrew James	Absent	2	4
Motion passed by voice vote of the directors present.			

- c. Vision: Mrs. Patterson reported that the underwriting estimate was a 4.72% increase but a rate pass was recommended to continue to draw down rate stabilization funds. She recommended consideration of the computer vision care which would impact all plans uniformly but accelerate the drawdown of rates.

Motion: Add Computer Vision Care and approve a rate pass effective October 1, 2021.		Directors	Votes
	Yes	20	74
Made by: Chris Little	No	0	0
Seconded by: Aimee Belev	Absent	2	4
Motion passed by voice vote of the directors present.			

- d. Group Term Life Insurance: Mrs. Patterson reported that The Hartford offered a renewal with no increases on the life plan and a 5.7% decrease on the Butte College STD/LTD program, including a rate guarantee for 3 years.

Motion: Approve 3-year rate guarantee with The Hartford, including 0% increase on all life coverage and 5.7% decrease on STD/LTD rates.		Directors	Votes
	Yes	20	74
Made by: Karen Finley	No	0	0
Seconded by: Heather Naylor	Absent	2	4
Motion passed by voice vote of the directors present.			

2. Changes to Flexible Spending Account Plans: A number of options posed additional risk to employers, but increasing the dependent care flexible spending account to cover children to age 14 does not; Mrs. Patterson recommended that change.

Motion: Increase flexible spending account limits to include children to age 14.		Directors	Votes
	Yes	20	74
Made by: Andrew James	No	0	0
Seconded by: Marie Hartman	Absent	2	4
Motion passed by voice vote of the directors present.			

3. Voluntary Ambulance Benefit: Mrs. Patterson reported that many employers are beginning to offer ambulance benefits, particularly to those with higher deductible medical plans, on a voluntary basis. Some directors expressed reservations regarding offering a voluntary benefit which may not, dependent upon the order in which claims are submitted, provide any benefit. Mrs. Patterson discussed the need for clear communication on the benefit. It was suggested that outreach to the local ambulance company may assist in proper timing of claim submission.

Motion: Effective October 1, 2021, offer voluntary ambulance benefit to all enrolled in a non-Medicare medical plan, or any dental or vision plan.		Directors	Votes
	Yes	20	74
Made by: Shelby Vance	No	0	0
Seconded by: Marie Hartman	Absent	2	4
Motion passed by voice vote of the directors present.			

4. Audited Financial Statements as of and for the Year Ended June 30, 2020: Mrs. Patterson reported there were no changes from the prior draft presented.

Motion: Receive and file audited financial statements as of and for the year ended June 30, 2020		Directors	Votes
	Yes	20	74
Made by: Heather Naylor	No	0	0
Seconded by: Brittany Lobo	Absent	2	4
Motion passed by voice vote of the directors present.			

5. Strategic Planning Session: Mrs. Patterson recommended a timeline for an upcoming strategic planning session. There was general discussion regarding the difficulties of conducting an effective strategic planning session via Zoom and the uncertainty about what format would be permissible in the fall. Costs of the event were discussed, with some directors supporting the cost and others expressing concern. Mrs. Patterson was directed to provide cost estimates and information on facilitators for the May meeting.
6. Employee Benefit Member Survey: There was consensus that the survey should be conducted and questions regarding the American Fidelity benefit should be included. No other recommendations were made.

*Cody Walker joined the meeting at 3:15 p.m.*

I. ITEMS FROM DIRECTORS

There were none.

*Representatives of labor, Chico Unified and Butte-Glenn Community College District left the meeting.*

J. CONSENT AGENDA

Motion: Approve as presented.		Directors	Votes
	Yes	10	38
Made by: Andrew James	No	0	0
Seconded by: Heather Naylor	Absent	0	0
Motion passed by roll call vote.			

- K. EXECUTIVE DIRECTOR'S REPORT: Mrs. Patterson reviewed options being developed for the excess property and liability programs, including the utilization of CoreLogic data for wildfire risk modeling. She also reported that the districts' assessment by SELF had been fully paid from BSSP reserves.

L. DISCUSSION/ACTION ITEMS

1. Memorandum of Liability Coverage effective July 1, 2021: No additional input was provided.
2. Strategic Action Plan: Mrs. Patterson reviewed progress on the strategic action plan.

M. ADJOURNMENT

The meeting adjourned at 4:39 p.m.

Respectfully submitted,

  
Christy R. Patterson  
Executive Director