Attendees: Jackie Whitehouse, Jennifer Druley, John Li, David Schurtz, Kim Stiles, Bob Schoenherr, Ken Threeths

1) Previous Meeting Minutes – The previous meeting minutes were reviewed. Ken noted that the date on the minutes was listed as January 6th but it should have been February 3rd. No other changes were noted.

2) Adjunct Faculty Workshop Update – Bob informed the committee that he presented a workshop on the Affordable Care Act to the Adjunct Faculty. There were originally 20 people that signed up for the workshop but only 8 people attended.

3) Keenan CalPERS Wellness Meeting Update – Ken informed the committee that Keenan had a conference call with Kaiser in regards to wellness programs through CalPERS. Kaiser supplied Keenan with a template for a Walking Program as well as a template for creating an actual Wellness Program. Keenan provided both templates for the committee to review. Ken stated that one of the major steps for creating a wellness program was to create a wellness committee with a wellness champion. A suggestion was made to invite the health center to a future benefits committee.

4) Concern EAP –
   a) Stress Reduction Class – Ken informed the committee that Keenan followed up with Concern on the stress reduction classes. Previously Concern stated that there were already some classes scheduled and confirmed that a stress reduction class had not already been part of the previously scheduled classes. Another follow up question was to confirm if Concern could setup the class for a specific group (i.e. scheduled meeting for a specific unit). Concern confirmed that as long as there at least 10 participants they can schedule the classes for specific groups. Keenan also asked Concern on ways to increase attendance at the onsite classes. Concern stated that they could provide gift certificates as raffle prizes and that offering some sort of food/snack is usually a good draw as well. The committee suggested that for the Newark site that Tuesdays and Wednesdays are good days to schedule meetings.
   b) Experience – Bob presented the Concern Annual Report for 2013. The report provided utilization information for Jan. 1, 2013 until Dec. 31, 2013. For the 2013 plan year case utilization decreased from 10.27% to 6.48%. Other key notes are that 34% of cases were requested by dependents and Concern’s dependent utilization averages 10-15%.

5) APPLE Presentation – Bob presented the APPLE program to the committee. APPLE provides an alternative to Social Security for part-time classified employees. The presentation provided expected employee and employer savings. The committee requested Keenan to provide a comparison of estimated benefit for an employee that received Social Security versus an employee that had APPLE. A suggested sample employee to base the comparison on would be between ages of 52 to 62 and had a salary of $10,000.

6) ACA Update – Bob provided the committee with a legal briefing from Keenan’s legal department entitled “Health Care Reform: Employer Shared Responsibility Transition Relief”. The briefing described changes to the employer penalties for failing to offer minimum essential coverage that is affordable and provides minimum value. The definition of a large employer was changed from 50 or more employees to 100 or more employees. Another change is that a large employer (100 or more employees) must offer coverage to at least 70% of its full time employees in 2015. Originally large employers need to offer coverage to at least 95% of its full time employees. In 2016 it will return to 95%.