

Health Benefits Committee  
December 13, 2023

1. Committee Members

- a. Active employees: John Campbell, Maria De Leon, Katie Herrick-Jasper, Blair Howard, Laura Juanitas, Victor Lagunes, Carrie McCloud, Tim McCormick, Sande Royval, Tara Salaices, Julianna Sikes, Vanessa Tonn
- b. Keenan Consultants: Debra DeSpain
- c. Retirees: Laurel Clumpner, Judy Stafford, Cathy Haskell

2. Public Comment - 7 speakers

3. Rumors - questions from group

Retiree plans are for 65+, retired under 65 are on the active plans

Cost for Keenan overseeing the plan (if we move forward with this and choose them) - estimated cost of consulting fee, Benefit Bridge interface would be additional cost, where cost will be placed will be determined after a decision is made. Explaining that if we leave CalPERS, there will be a cost for administration. Negotiate retiree benefits if district leaves CalPERS.

4. Committee Norms

- a. Raise hand to speak
- b. Hard on the idea and not the person
- c. Allow all voices to be heard
- d. Assume positive intent
- e. Allow space for all perspectives
- f. Have parking lot list for ideas that are off topic
- g. Be willing to speak up without judgment from others
- h. Have an open mind to the process and not advocate one point of view
- i. Receive agenda and handouts as early as possible

5. Retiree Medicare Plans - CalPERS versus out-of CalPERS Plans

Retiree rates of post 65 plans explained.

Explanation of different plans and options for the future.

Post-65 retiree comments and explanations of benefits.

6. Schedule for future meetings all 3:30-5:30 District Office:

- a. January 10, 2024: CalPERS presentation - **4:00 - 5:30 pm**
- b. January 31, 2024 (tentative): Final review of plans
- c. February ?, 2024: Unresolved issue: are we moving forward with a committee recommendation (for or against) or a neutral position