



San Mateo County Schools Insurance Group EXECUTIVE COMMITTEE MEETING MEETING SUMMARY

San Mateo County Schools Insurance Group
Web Conference/Telephonic Meeting

Thursday, January 18, 2024
9:00 a.m.
Third Meeting – 2023-2024

Members Present

Josie Peterson – Vice President
Valerie Miller
Amy Wooliever
Roberta Zarea
Mei Chan
Kevin Bultema

Members Absent

Patrick Gaffney – President
Marites Fermin

Meeting Minutes

The September 7, 2023, meeting minutes was approved unanimously.

Consent Agenda

The consent agenda items Ratification of Accounts Payable, Deposit Permit Summary, Quarterly Interest Report, and Chandler Asset Management Report were approved unanimously.

Ratification of P/L Check Register

The Ratification of P/L Check Register was pulled from the consent agenda for discussion. There was a question regarding clarity of the property loss Belfor payments. The first \$250,000 of payments is paid in the SMCSIG self-insured retention layer and payments in all layers are reviewed and approved by both SMCISG's Senior Property/Liability Claims Analyst Tasha Lane and by Excess Insurance.

Strategic Plan 3 Year Objective

The Draft Strategic plan was adopted by the Executive Committee at our March Executive Committee Meeting. Each objective item is highlighted based on progress: green- achieved and ongoing, yellow- progress and work is continuing, red- projects still underway.

Strategic Planning objectives that are achieved include: maintaining fiscal stability, continuous self improvement, Provide targeted/comprehensive professional development Training for Superintendents, CBOs and HR members in Risk Management, and lastly, Communication/Engagement Plan.

Annual binder review invite was sent out on Friday 1/19/24 and is scheduled 2/1/24 at 10am via zoom

Executive Director Employment Agreement

The Executive Director's contract is up for renewal on July 1, 2024. The Executive Director requested an 18 month agreement as he plans to retire in December 2025. Roberta Zarea and Amy Wooliver provided an evaluation process timeline. There was a discussion to formalizing the process and adding it to the Bylaws for the future.

Benefits Program

Healthcare Consortium:

No new members have been recruited for the HCC by Keenan for the last couple of years. It was discovered that member district have "CalPERS" as their medical offering in their bargaining contracts vs "Medical" as for the negotiated medical plan offering. SMCSIG worked with the previous Keenan Broker and showed member districts a comparison of HCC medical plans equivalent to their CalPERS plans broken down by classified, certificated, administrative and by member contribution etc. and always offered to present to the union to show them the cost savings of the HCC medical benefit plans. However, since that brokers has left, that relationship is no longer there with as SMCSIG has not been part of the process on recruiting new members to HCC.

Currently membership is needed in the Sutter and UHC plans to make it economically viable. The premiums have significantly increased and we were advised by Keenan that the carriers reported that this was due to claims paid out in these two medical plans. However, when requested to provide the claims data, we have been told that UHC and Sutter will not provide it due to the lack of minimum lives in two medical plans.

Administrative Benefit Admin Platform

SMCSIG is current working with a with a non-Keenan vendor, American Fidelity, in creating a benefit admin platform. Most of SMCSIG's members are currently using AFA for their plan 125 program and are familiar with the platform. The platform will be customized with modules to enroll our member's staff/dependents into the dental and vision benefits programs. The platform is also customizable for those members that participate in CalPERS or HCC medical programs but is optional if they choose to use AFA for medical enrollment.

Delta Dental and Vision Programs

In the past year member districts have expressed concerns with dental providers no longer working with our current dental plan provider Delta Dental and some just have chosen to no longer accept any dental insurance provider. This has created issues for some of our members and SMCSIG has been requested that we review the program and consider alternate options to Delta Dental. SMCSIG is currently looking at other alternate dental providers such as Cigna, Ameritas, Aetna, Humana, etc. to match the current dental plan designs as well as, adding an indemnity plan.

An indemnity Dental Plan option will permit you to choose any licensed dentist of your choice, and benefits are based on the Usual, Customary, and Reasonable (UCR) rates for dentists in the area. This means the amount paid for services in that geographical area/zip code is based on what providers in the area usually charge for the same or similar treatment.

The indemnity plan will have a calendar max allowance just like current plans and you will be reimbursed for services. A Third Party Administrator would need to be retained to administer the claims and reimbursement for benefits of the indemnity program.

Other options to consider in addition to going direct to the market is to join another JPA but this may or may not resolve the issue of providers not part of the Delta Dental network. JPAs we are considering are:

- SISC (Self Insured Schools of California)
- ACSIG (Alameda County Schools Insurance Group)
- Santa Clara County SIG

Lastly, the following enhancements were made to the current Delta Dental plans that were effective 1-1-1.24.

Delta Dental PPO Plan Enhancements
Calendar Maximums increase to only the PPO network:
Option 1 (\$1,200 PPO CYM):
Increase the current \$1,200 PPO only CYM max to \$1,500: +4.24%
Option 2 (\$1,700 PPO CYM):
Increase the current \$1,700 PPO only CYM max to \$2,000: +2.37%
Option 3 (\$2,200 PPO CYM):
Increase the current \$2,200 PPO only CYM max to \$2,500: +1.07%
Option 4 (\$2,700 PPO CYM):
Increase the current \$2,700 PPO only CYM max to \$3,000: +0.68%
Option 5 (\$3,200 PPO CYM):
Increase the current \$3,200 PPO only CYM max to \$3,500: +0.32%
NEW: SmileWay Program
SmileWay, the program provides expanded coverage for those diagnosed with the following 14 chronic conditions (ALS, cancer, chronic kidney disease, diabetes, heart disease, HIV/AIDS, Huntington's disease, joint replacement, lupus, opioid misuse/addiction, Parkinson's, arthritis, stroke, and Sjögren's syndrome) will receive additional cleanings. As you know, SMCSIG currently offers three cleanings. Should SMCSIG implement the program, members with these diagnoses would receive 1 additional cleaning. The attached flyer provides additional information about the program. The cost impact for the program is negligible. Also, we do not require the member to submit anything from a medical provider. The program is based on the honor system. The member only needs to enroll. Last, the program would enhance SMCSIG's wellness initiatives.

Keenan Contract

Keenans contract was discussed as it expired 6-30-23. The current term is month to month and will expire on 6-30-24. The Executive Committee would like to do another RFP.

Loss Control Update

The Property/Safety Loss Control Position was posted on the SMCSIG website and EdJoin. The position is currently still open.

Anthony Poston CEO of ESM Insite did a presentation on 2024-26 Interior & Exterior Property/Liability/Safety/CPTED Inspection Project for SMCSIG. The inspection scope will include inspection and assessment of the interior and exterior of all buildings including Crime Prevention Through Environmental Design exposures. Documentation will be provided in the form of written reports presented to each member. Reports will include a list of hazards found, a priority for the correction of those hazards, and a corrective action tracking system. A quarterly summary report will be provided to Board Members providing a status update and analytics of current results.

The inspection project was agreed to move forward with approval at the May meeting.

Workers Compensation Update

Sentinel closure rates- identified 167 and closed 164 claims using the sentinel software.

The sentinel incentive program will be discussed at the next meeting (March) for those using the sentinel program.

Early Property/ Liability Rate Indications

Matt Gowan shared a Property and Casualty 24/25 update. PRISM Property trending for 24-25 is 5% for Real and Personal Property. There is an underwriting focus on wildfire liability and other Cat Loss areas (flood, hail, quake, storm). Liability problem areas include aggregate limits, capacity issues when trying to build a large limit program, and SAM losses and settlement continuing to rise. Workers Comp expected 3 to 7% rate increase. Potential increased retentions and caps on certain types of exposure: wildfire and cyber.

GAMUT Meetings

SMCSIG reached out to CSBA regarding using GAMUT format for the JPA and Executive Committee meeting agendas. SMCSIG has approximately 5-6 meetings and year and the quote provided for the GAMUT software yearly subscription was \$10,000. With the current agendas now having bookmarks for easier agenda navigation, it was decided to not proceed with GAMUT.

Meeting Calendar

The next meeting will be on March 14, 2024.