



**GROSSMONT-CUYAMACA**  
COMMUNITY COLLEGE DISTRICT

<b>VISION</b>	Transforming lives through learning.
<b>MISSION</b>	Provide outstanding diverse learning opportunities that prepare students to meet community needs, promote global responsibility, and foster opportunities for all.
<b>VALUE STATEMENT</b>	Cultivate a student-centered culture of excellence, trust, stewardship, and service.
<b>BENEFITS COMMITTEE CHARGE</b>	To review the benefits provided by the District and to make recommendations, as appropriate, to the Chancellor through the Vice Chancellor, Human Resources and bargaining units.

## BENEFITS COMMITTEE MEETING

### AGENDA

Wednesday, March 20, 2024  
3:00 p.m. - 4:30 p.m.  
Zoom

Present			Present		
<b>Chair: Benefits Coordinator</b>	Lorena Carpenter	<input checked="" type="checkbox"/>	<b>Interim Vice Chancellor, HR</b>	Linda Beam	<input checked="" type="checkbox"/>
<b>Director, Human Resources</b>	Vacant	<input type="checkbox"/>			
<b>Benefits Technician</b>	Vacant	<input type="checkbox"/>	<b>Confidential Staff</b>	Rosie Ibarra	<input checked="" type="checkbox"/>
<b>Administrators Association</b>	Wayne Branker	<input type="checkbox"/>	<b>AFT</b>	Gregg Robinson	<input checked="" type="checkbox"/>
	Shirley Hughes	<input type="checkbox"/>		Robin Watkins	<input checked="" type="checkbox"/>
	Susan Berry	<input checked="" type="checkbox"/>	<b>Foundation</b>	Sally Cox	<input type="checkbox"/>
<b>CSEA</b>	Colleen Parsons	<input checked="" type="checkbox"/>		Laura Gordon	<input checked="" type="checkbox"/>
	Cindy Hall	<input checked="" type="checkbox"/>	<b>District Representatives</b>		
	Vicki VanStone	<input type="checkbox"/>		Sahar Abushaban	<input type="checkbox"/>
	Julie Bennett	<input checked="" type="checkbox"/>		Nancy Lim	<input checked="" type="checkbox"/>
<b>Retirees</b>	Vacant	<input type="checkbox"/>	<b>VEBA</b>	Heather Simonson	<input type="checkbox"/>
	Vacant	<input type="checkbox"/>		Matt Ogden	<input checked="" type="checkbox"/>
<b>Confidential Administrators</b>	Craig Leedham	<input type="checkbox"/>			
		<input type="checkbox"/>			

Agenda Items	Notes
<b>1. 403B/457B Retirement Savings FBC plan Procedure Update</b>	<ul style="list-style-type: none"> <li>- The FBC Retirement savings program went through a change in the beginning of the year. They changed their contract for retirement advisors away from Empower and to a centralized FBC Plan advice line.</li> <li>- The FBC sent out communication regarding the change on January 16<sup>th</sup>, 2024 explaining that the change will be better for participants for prompt responses and if there are staff changes it will stay consistent. There were a few GCCCD employees who had a hard time accessing help in the first couple of weeks of January as we had not been notified of the change. The Benefits department followed up with those employees as soon as we were notified of the changes.</li> </ul>

	<p>- New contact information for employees needing to ask for advice or help with their 403B/457B plan enrollment questions or general plan questions is:</p> <p><b><u>GENERAL INQUIRIES</u></b>  <b>New</b> E-mail: <a href="mailto:FBCSupport@planmember.com">FBCSupport@planmember.com</a>  <b>New</b> Deferred Compensation: 833-752-6322 (833 Plan FBC)</p> <p><b><u>EMPOWER RETIREMENT</u></b>  FBC CUSTOMER SERVICE LINE: 1-844-732-7738  Hours: Mon-Fri - 5am - 7pm/Sat 6am-2:30pm</p>
<p><b>2. Kaiser Letters for A.A. 2024</b></p>	<p>-A.A. Kaiser members received Kaiser termination letters in early 2024 due to the negotiations change for the co-pays for Kaiser going up from \$10 office visits to \$15. This is a new plan and Kaiser sends out termination letters for the old plan which confuses employees into thinking they no longer have coverage.  GCCCD Benefits Department answered individual questions and sent out an email to A.A. Kaiser members on January 17<sup>th</sup>, 2024. This helped answer questions for many A.A. members.</p>
<p><b>3. Overview of VEBA Plan Enhancements (surest PPO for OOA and KindBody) with Matt Ogden</b></p>	<p>KindBody:</p> <ul style="list-style-type: none"> <li>- Excited to add KindBody this year. VEBA sought a partner to assist with reproductive issues that could be expensive for families.</li> <li>- Kindbody locations in San Diego are currently at some partnered fertility clinic, and they will open 2 signature clinics in San Diego as well.</li> <li>- Fertility solutions through the whole fertility cycle and post birth assistance as well.</li> <li>- Menopause as well. Hormone testing and prescriptions. Patient navigators to assist through the entire process.</li> <li>- VEBA sponsors one full KindCycle for lifetime. IVF is one full Kind-Cycle, but other services may be ¼ of a Kindcycle or less or more. Once they have reached that full Kind-Cycle sponsored by VEBA, then they can pay own, discounted rates.</li> <li>- This if for UHC sponsored plans (including VEBA Direct). Kaiser gets a discounted rates of up to 20% off.</li> <li>- CSEA said that they have noticed interest among employees for KindBody.</li> <li>- Gregg Robinson wants to encourage making employees aware of this superior benefit.</li> </ul> <p>UHC out-of-area - Nationwide Coverage</p> <ul style="list-style-type: none"> <li>- For retirees:</li> <li>- If you are a retiree looking to move to a different state? What are options to stay on District plan.</li> <li>- For Kaiser plans, if move to Kaiser state, you can remain on District plan in that state. There is a different Premium cost for this.</li> </ul>

	<ul style="list-style-type: none"> <li>- For Retirees on UHC plans; can move to UHC PPO plan nationwide. Would pay the District for difference in plan cost.</li> <li>- Dependent Students (and dependents under age 26):</li> <li>- If have any dependents who reside outside of CA, want to offer coverage. Before 2024 there was a deductible. Now there is no deductible. Before students were not accessing care.</li> <li>- It is the same out-of-area PPO plan, but with Surest platform, it works more like an HMO where there are no deductibles and no co-insurance.</li> <li>- Ex: Matt is enrolled in VEBA Direct plan and has a dependent in TX. He notifies District that Dependent is going to be residing in TX. District submits that over to VEBA and VEBA enrolls them in surest PPO plan. They get Surest PPO card and they can get care in TX. They remain on that plan until they age out in age 26 or they move back into area with parent's plan.</li> <li>- Surest platform is a digital platform that allows them to see providers in that area and access many services through digital platform to see price of care for those doctors.</li> </ul> <p>Kaiser members that have dependents under 26 out-of-area.</p> <ul style="list-style-type: none"> <li>- If dependent under 26 residing in OR, WA, CO, GA, and VA they can go to Kaisers there. In other states they do have access to urgent and emergency care in other states. Routine care needs to be done back in home (parent) location with primary care. Partnering with CIGNA for urgent care while in those states.</li> </ul>
<p><b>4. TASC COBRA Issue during their electronic system change</b></p>	<ul style="list-style-type: none"> <li>- Our Vendor TASC that we use for our COBRA services had a system change in October 2023 where they transferred their services to their "Universal Benefits Account" or UBA website which is the same they use for Flexible Spending Accounts (FSAs).</li> <li>- COBRA participants were supposed to receive communication to transfer their information to the new site and re-register for payments. Some participants did not receive that information and their COBRA accounts were terminated for non-payment.</li> <li>- GCCCD Benefits Department worked with a couple participants to help get their accounts re-established and sent out communication to others notifying them of the change and that their account may have been impacted.</li> <li>- Overall we have heard some participant dissatisfaction with TASC customer service and usability and we are taking this into consideration and working with TASC for resolution on some ongoing issues.</li> </ul>
<p><b>5. Upcoming Events/Sessions</b></p>	<p><a href="https://www.gcccd.edu/human-resources/benefits/workshops-and-classes.php">https://www.gcccd.edu/human-resources/benefits/workshops-and-classes.php</a></p>

## Benefits Committee Meeting

	<p>- Less 403B/457B webinars now with the change in 403(b)/457(b)FBC plan status. They can schedule meetings directly for GCCCD if there is interest.</p>
<b>6. Open Discussion</b>	<p>VEBA is having a town hall meeting tomorrow 03/21/24 at 4:00 PM</p> <p>Grossmont Healthcare District</p> <p>9001 Wakarusa St.</p> <p>La Mesa, CA 91942</p> <p><a href="https://www.surveymonkey.com/r/L6KNDKL">https://www.surveymonkey.com/r/L6KNDKL</a></p>
<b>7. Next Meeting</b>	<p>July 10 at 3:00 PM</p>