

**PUBLIC RISK INNOVATION, SOLUTIONS, AND MANAGEMENT
(PRISM)**

EMPLOYEE BENEFITS COMMITTEE

FINAL AGENDA

Web Conference/Telephonic Meeting Wednesday, February 25, 2026
<https://zoom.us> 9:30 a.m.
Teleconference Number: Use Call Me Option or 669-444-9171 First Meeting – 2026
Meeting Number: 880 7802 9266 *(Physical locations for public participation are listed on the following page[s])*

As to each agenda item, the Committee may take action and/or receive informational reports as appropriate.

ROLL CALL/INTRODUCTIONS

- 1.A. Establishment of Quorum/Introductions5
- 1.B. Web Conference Protocol

SELECTION OF CHAIR

- 2.A. Selection of Chair and Vice Chair.....6
An action to select a Chair and Vice Chair for the 2026 year.

CONSIDERATION OF OFF AGENDA ITEMS

Pursuant to Government Code Section 54954.2(b), except as provided in this paragraph, no action or discussion shall be taken at a regular meeting on any item which does not appear on the posted Final Agenda. Pursuant to Government Code Section 54954.2 (b)(2) an item may be added to the Final Agenda after the Final Agenda has been posted upon a determination by a two-thirds vote of the Committee (or a unanimous vote if less than two-thirds of the Committee is present); the vote shall be on a motion stating that there is a need to take immediate action and that the need for action came to the attention of the Committee subsequent to the Final Agenda being posted. Any such motion shall be accompanied by distribution of a written statement on a form provided by the office of the Chief Executive Officer/Secretary of the Board, to be included in the record, stating the facts upon which it can be determined that the need to take action arose after the Final Agenda was posted. In addition, action may be taken on an item not on the posted Final Agenda under the circumstances stated in Government Code Section 54954.2 (b)(1) [emergency] and 54954.2 (b)(3) [continued regular meetings].

PUBLIC COMMENT

This portion of the agenda is reserved for members of the general public to address the Committee on any matter either on this agenda or not on this agenda that is under the jurisdiction of the Committee.

ADMINISTRATIVE MATTERS

- 3.A. Code of Conduct (Sidney)..... 7
An informational report regarding the Code of Conduct.
- 3.B. PRISM Organizational Strategic Plan (Sidney) 10
An informational report regarding the Organizational Strategic Plan.

CONSENT AGENDA

The following Consent Agenda is expected to be routine and non-controversial. It will be acted upon by the Committee without discussion. Any Committee member, staff member, or interested party may request that any item be removed from the Consent Agenda for later discussion.

- 4.A. Approval of Minutes, July 17, 2025..... 18
An action to approve the Minutes of the above meeting.
- 4.B. Disclosure of Underwriting Authority for Dental Program..... 23
An action to acknowledge receipt of the Disclosure.
- 4.C. Employee Benefit Program Budget Policies 24
An action to approve the Dental, Vision, Paid Family Leave, and EB Non-Pooled Program Budget Policies.

EMPLOYEE BENEFITS PROGRAMS

Dental Program

- 5.A.1. Dental Program 2025 Member Statistics (Heather)..... 32
An informational report on the 2025 Dental Program member statistics.
- 5.A.2. Dental Program Equity Report (Sidney)..... 36
An informational report on the Dental Program Equity.

Paid Family Leave (PFL)

- 5.B.1. PFL Program 2025 Member Statistics and Program Update (Heather/Alliant)..... 38
An informational report on Paid Family Leave Program member statistics.

Vision Program

- 5.C.1. Vision Program 2025 Member Statistics (Sidney) 40
An informational report on the 2025 Vision Program member statistics.
- 5.C.2. Vision Program 2026 VSP Actuarial Report (Dave Turner) 42
An action to approve the Vision Program reserves for the VSP self-funded segment.

Employee Benefits – Other Non-Pooled Programs

- 6.D.1. Non-Pooled Member Statistics and Renewal Recap (Heather) 49
An informational report on the Non-Pooled EB Programs member statistics and renewal.
- 6.D.2. Life and Disability – Lincoln Financial Rate Extension (Alliant)..... 53
An action to approve a Lincoln Financial rate extension through June 30, 2027.
- 6.D.3. Concern Employee Assistance Program (EAP) Renewal (Alliant)..... 54
An action to approve the Concern EAP Renewal effective July 1, 2026, and January 1, 2027.

GENERAL BUSINESS

- 7.A. 2025 Fall Strategic Planning Retreat Recap (Andrew)..... 56
An informational report regarding the 2025 Fall Retreat.
- 7.B. Staff Report (Sidney)
Staff will report on matters of interest to the Committee.

FUTURE MEETINGS

The next regularly scheduled meeting will be on **Thursday, May 21, 2026, at 10:00 a.m.**, to be held **in person** at the **PRISM office in Folsom**.

ADJOURNMENT

Disability Access: All posted locations for this meeting are wheelchair accessible and disabled parking is available. If you are a person with a disability and you need disability-related modifications or accommodations to participate in this meeting, please contact the Meeting Planner at (916) 850-7300 or (916) 850-7800 (fax). Requests for such modifications or accommodations must be made at least two full business days before the start of the meeting.

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TELEPHONIC ADDRESS LIST

Each Location is Open for Public Participation

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PRISM		75 Iron Point Circle Folsom, CA 95630	(916) 850-7300
City of Bell Gardens	Andrew Tse	7100 Garfield Avenue Bell Gardens, CA 90201	(562) 806-7718
City of Clovis	Linda Parry	1033 Fifth Street Clovis, CA 93612	(559) 324-2728
GSRMA	Naomi Whatley	247 W Sycamore Street Willows, CA 95988	(530) 934-5633
Merced County	Mai Yang	2222 M Street Merced, CA 95340	(209) 385-7356
City of Modesto	Dawn Kelley	1010 10 th Street, Suite 2200 Modesto, CA 95354	(209) 577-5490
City of Murrieta	Diego Chavez	1 Town Square Murrieta, CA 92562	(951) 461-6437
San Luis Obispo County	Esmeralda Parker	1055 Monterey Street, Suite 250 San Luis Obispo, CA 93408	(805) 781-5015
City of Visalia	Andrew Guzman	220 N. Santa Fe Visalia, CA 93292	(559) 713-4300
Yuba County	Karen Fassler	915 8 th Street, Suite 113 Marysville, CA 95901	(530) 749-7872