

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

EMPLOYEE BENEFITS COMMITTEE

FINAL AGENDA

75 Iron Point Circle, Suite 200
Folsom, California 95630
916-850-7300

Thursday, February 27, 2025
10:00 a.m.
First Meeting – 2025

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/Introductions4

SELECTION OF CHAIR

2.A. Selection of Chair and Vice Chair.....5
An action to select a Chair and Vice Chair for the 2025 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).....	6
	<i>An informational report regarding the Code of Conduct.</i>	
3.B.	Standard Operating Procedures (SOP).....	9
	<i>An informational report regarding the Committee's SOP.</i>	

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, December 12, 2024	23
	<i>An action to approve the Minutes of the above meeting.</i>	
4.B.	Disclosure of Underwriting Authority for Dental Program.....	27
	<i>An action to acknowledge receipt of the disclosure.</i>	

GENERAL BUSINESS

5.A.	2024 Strategic Planning Retreat Recap (Gina).....	29
	<i>An informational report regarding the 2024 Fall Retreat.</i>	
5.B.	Member Services Update (Tani)	39
	<i>An informational report on recent updates to services available to PRISM members.</i>	
5.C.	PRISM Employment Practices Legal Advice Hotline (Katie M.).....	41
	<i>An informational report on the new Hotline.</i>	
5.D.	Staff Report (Sidney).....	43
	<i>Staff will report on matters of interest to the Committee.</i>	

EMPLOYEE BENEFITS ADMINISTRATION

6.A.	2025 Open Enrollment Recap (Sidney/Alliant).....	44
	<i>An informational report on the 2025 Employee Benefits open enrollment.</i>	

Dental Program

- 6.B.1. PRISM Dental Financials and Member Statistics (Sidney/Heather)..... 46
An informational report on the Dental Income Statement and member statistics through December 31, 2024.
- 6.B.2. Dental Program Budget Policy (Sidney)..... 49
An action to approve updates to the Dental Program Budget Policy.

Paid Family Leave

- 6.C.1. PRISM Paid Family Leave (PFL) Financials and Member Statistics (Sidney)..... 52
An informational report on the Paid Family Leave member statistics and Financials.
- 6.C.2. Paid Family Leave (PFL) Coverage Update (Laurinda/Alliant) 53
An informational report on PFL coverage.

Miscellaneous Programs

- 6.D.1. Member Statistics and Renewal Recap (Heather)..... 55
An informational report on the Miscellaneous Programs member statistics and renewal recap.
- 6.D.2. Vision Program Reclassification to Major Program (Sidney)..... 59
An action to recommend to the Executive Committee to reclassify the Vision Program as a Major program, effective July 1, 2025.
- 6.D.3. Actuarial Services – Turner Consulting and Actuarial Contract (Sidney)..... 69
An action to approve updates to the Turner Consulting actuarial contract effective July 1, 2025.
- 6.D.4. Miscellaneous Program Budget Policies (Sidney)..... 74
An action to approve the Miscellaneous Program Budget Policies.

FUTURE MEETINGS

The next regularly scheduled meeting will be on **Thursday, May 22, 2025 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.