

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

**EMPLOYEE BENEFITS COMMITTEE**

**MEETING SUMMARY**

---

Web Conference/Telephonic Meeting

Wednesday, February 25, 2026

9:30 a.m.

First Meeting – 2026

---

**Members Present**

Andrew Tse, City of Bell Gardens – Alternate  
Linda Parry, City of Clovis  
Naomi Whatley, GSRMA  
Mai Yang, Merced County  
Dawn Kelley, City of Modesto – Alternate  
Diego Chavez, City of Murrieta  
Esmeralda Parker, San Luis Obispo County  
Andrew Guzman, City of Visalia  
Karen Fassler, Yuba County – Alternate

**Members Absent**

None

**Selection of Chair and Vice Chair**

Andrew Guzman of City of Visalia was reelected Chair, and Diego Chavez of City of Murrieta was reelected as Vice Chair for 2026.

**Dental Program Member Statistics and Equity Report**

Staff presented the Dental Program member statistics, including enrollment, premium volume, and new program members. Staff also reviewed the Dental Program Equity report, noting \$3.5M unrestricted program equity as of December 31, 2025.

**Paid Family Leave (PFL) Member Statistics and Program Update**

Staff reviewed the PFL Program member statistics, while Alliant informed the Committee that though overall growth in PFL Program membership has been low, interest has been high, with many proposals being requested.

**Vision Program Member Statistics and 2026 VSP Actuarial Report**

Staff presented the Vision Program member statistics, while the program's actuarial consultant provided the results of the annual VSP Vision Program actuarial study, noting that the Program has been self-funded for 6 months. The Committee considered the analysis, and approved the PRISM VSP Vision Program's Fixed-Rate segment reserves, effective January 1, 2026, as follows:

- Incurred but Not Reported (IBNR): \$217,336 (5.9% of paid claims)
- Claim Fluctuation Margin (CFM): \$292,771 (95% Confidence Level/8% margin)

### **Non-Pooled Member Statistics and Renewal Recap**

Staff reviewed the Life/Disability, Employee Assistance Program (EAP), and First Responder Program member statistics, as well as a renewal recap for all non-pooled lines of coverage. Staff informed the Committee that though these programs were formerly referred to as Miscellaneous, they have since been re-named Non-Pooled, which is a PRISM-wide change.

### **Life and Disability – Lincoln Financial Rate Extension**

Alliant presented the Lincoln Life and Disability (L&D) rate extension to align renewal periods across carriers. The Committee approved the extension of the current Lincoln L&D rates for one additional year, guaranteed through June 30, 2027.

### **Concern EAP Renewal**

Alliant reviewed the proposed Concern EAP renewal, which includes additional training and critical incident support hours which more closely align with the EAP marketplace. The Committee approved the favorable renewal at an increase of 3.1% to in-force rates for all PRISM Concern traditional EAP members, effective July 1, 2026, and January 1, 2027, guaranteed for 3 years through June 30, 2029, and December 31, 2029, respectively.

### **Other Matters**

- The Program Budget Policies for the Dental, Vision, Paid Family Leave, and Employee Benefits Non-Pooled Programs were approved as amended.
- The Committee acknowledged receipt of the Disclosure of Underwriting Authority for the Dental Program, and the Code of Conduct.
- The Committee was provided with the PRISM Organizational Strategic Plan.
- Andrew Guzman provided a recap of the 2025 Fall Strategic Planning Retreat.
- Staff shared that the PRISM Orientation is scheduled for April 1, 2026.
- Staff informed the Committee that the 2026 PRISM Employee Benefits Symposium registration is underway and encouraged members present to register themselves and/or their staff.

### **Future Meetings**

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