

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

EMPLOYEE BENEFITS COMMITTEE

MEETING SUMMARY

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

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

Members Present

Linda Parry, City of Clovis
Naomi Whatley, GSRMA – Alternate
Mai Yang, Merced County
Diego Chavez, City of Murrieta
Esmeralda Parker, San Luis Obispo County
Alana Little, SDRMA
Andrew Guzman, City of Visalia
Karen Fassler, Yuba County

Members Absent

Dawn Kelley, City of Modesto – Alternate

Selection of Chair and Vice Chair

Andrew Guzman of Turlock Irrigation District was reelected Chair, and Diego Chavez of City of Murrieta was reelected as Vice Chair for 2025.

2025 Open Enrollment Recap

Alliant reported that overall, the 2025 Ancillary open enrollment season was successful. They reviewed specific challenges experienced with each vendor, and stated that they and staff would continue to meet with all program partners to analyze areas of improvement for the 2026 enrollment season and beyond.

Dental Financials and Member Statistics

Staff presented the Dental Program Income Statement, updated through December 31, 2024, reporting \$4M in unrestricted program equity for the Fixed-Rate PPO pooled segment.

Paid Family Leave (PFL) Financials, Member Statistics, and Coverage Update

Staff reviewed the PFL member statistics, including enrollment, premium volume, and new program members, noting that the PFL became a major program on January 1, 2025.

Alliant reported that while the PFL benefits provided by the California State Disability Insurance program were increased for 2025, the PRISM PFL Program did not increase for 2025. Alliant stated that updated benefit recommendations will be presented to the Committee at the May 2025 meeting.

Miscellaneous Member Statistics and Renewal Recap

Staff presented a review of the 2024 Vision, Life/Disability, and EAP member statistics, including program size, premium volume, new program participation, and program withdrawals. In addition, staff provided a renewal recap for all miscellaneous lines of coverage.

Vision Program Reclassification to Major Program

Due to favorable performance and limited risk associated with the PRISM VSP Vision fully-insured pool, the recommendation was made to convert the VSP segment from a fully-insured to self-funded pool effective July 1, 2025, which the Committee approved.

The Committee also approved using \$251k from the PRISM Dental Fixed-Rate program unrestricted equity to implement the Vision Program, with funds to be repaid once an equal amount has been accumulated in surplus in the Program.

Actuarial Services – Turner Consulting and Actuarial Contract

The Committee approved an increase from \$400 to \$1,000 per month for Turner Consulting actuarial fees, effective July 1, 2025.

Other Matters

- The Program Budget Policy for both the Dental and the Miscellaneous Programs were approved as amended.
- The Committee acknowledged receipt of the Disclosure of Underwriting Authority for the Dental Program, the Code of Conduct, and the Standard Operating Procedures (SOP).
- Staff provided a recap of the 2024 Strategic Planning Retreat.
- Staff announced the transition of Labor and Employment Law Advice services from the now-retired Patti Eyres to PRISM's 2 attorneys, with the PRISM Employment Practices Legal Advice Hotline.
- Staff informed the Committee that the 2025 PRISM Employee Benefits Symposium registration is underway, to be held on April 10th at the Marriott San Ramon, and April 17th at the Marriott Long Beach Downtown.

Future Meetings

The next regularly scheduled meeting will be held on **Thursday, May 23, 2024 at 10:00 a.m.** at the **PRISM office** in Folsom.