

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

EMPLOYEE BENEFITS COMMITTEE

MEETING SUMMARY

Web Conference/Telephonic Meeting

Thursday, July 18, 2024

9:30 a.m.

Third Meeting – 2024

Members Present

Linda Parry, City of Clovis
Naomi Whatley, GSRMA
Mai Yang, Merced County
Dawn Kelley, City of Modesto – Alternate
Diego Chavez, City of Murrieta
Michelle Brown, SDRMA – Alternate
Andrew Guzman, City of Visalia

Members Absent

Karen Fassler, Yuba County
One vacant Voting position

New Member Applications

The Committee reviewed and approved 5 entities for entry into the PRISM Dental Program, fixed-rate PPO segment, effective January 1, 2025:

- City of Lompoc
- City of Pasadena
- Sacramento Area Sewer District
- San Diego Metropolitan Transit System
- County of Tulare

Dental Program – Carrier Review

With the recent changes to the PRISM Dental Program, Alliant provided an overview of Delta Dental and Ameritas dental offerings, focusing on their provider reimbursement structures and how they differ. They also provided a dental market update, reported on the Dental network and member experience, reviewed Delta Dental program enhancements and resources, and also presented Ameritas Dental program enhancement options.

ConcernPlus First Responder Renewal

Alliant presented the ConcernPlus First Responder renewal, explaining that due to above average utilization, the rates are higher than expected. The Committee approved the member-specific renewal at a range of 25-29%, effective December 31, 2025.

Paid Family Leave (PFL) – Program Reclassification and Major Program Documentation

Staff explained to the Committee that the PFL Program is operating as a Major program instead of a Miscellaneous program, with the Short-Term Disability (STD) (PFL is only offered in conjunction with STD) component being fully-insured, while the PFL is a risk-sharing Program. PFL provides fixed rates to members, while being administered as a self-funded program. The Committee approved recommending to the Executive Committee to reclassify the PFL Program from a Miscellaneous Program to a Major Program, effective January 1, 2025.

Staff and Alliant presented the PFL MOU and Underwriting and Administrative Guidelines, documents that are required in order to reclassify the program from Miscellaneous to Major. Each document was reviewed with the Committee, and the Committee approved these documents, with an effective date TBD, pending Executive Committee approval of the reclassification of the Program.

Alliant California Public Entity Benchmarking Survey

Alliant presented the results of their bi-annual benchmarking survey of non-education public agency clients, which focused on benefits strategy, costs, contributions, and communications. They reported that the next survey will be conducted in Spring 2025.

Other Matters

- Staff reminded the Committee about the upcoming CalPERS webinar to be held on Thursday, July 18, 2024 at 2:00 p.m.
- Staff informed the Committee of the process for filling a PRISM committee vacancy, explaining that staff reviews the list of individuals who have expressed interest in serving on a committee, they make a recommendation to the Executive Committee, who then may appoint the new committee member.
- Member Services gave an update on available services.

Future Meetings

The next regularly scheduled ***Employee Benefits Committee*** meeting is ***Thursday, September 26, 2024 at 9:30 a.m.***, to be held via ***web conference***.