

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

**EMPLOYEE BENEFITS COMMITTEE**

**MEETING SUMMARY**

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75 Iron Point Circle, Suite 200  
Folsom, California 95630  
916-850-7300  
Web Conference/Telephonic Meeting

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May 22, 2025  
10:00 a.m.  
Third Meeting – 2025

**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  
Esmeralda Parker, San Luis Obispo County  
Alana Little, SDRMA – Alternate  
Andrew Guzman, City of Visalia

**Members Absent**

Karen Fassler, Yuba County

**PRISM Dental Income Statement**

Staff presented the Dental Program Income Statement for the Fixed-Rate PPO segment, updated through March 31, 2025, reflecting the net assets of \$11.4M, with \$3.8M in unrestricted equity after the setting of program reserves.

**2025 Dental Program Actuarial Report**

Turner Consulting and Actuarial presented the annual actuarial study for the fixed-rate PPO Dental segment, and recommended adjustments for the program IBNR and Claims Fluctuation Margin (CFM). The Committee discussed the program's current risk tolerance and reserve level, ultimately voting to maintain the calculation of the CFM at a 95% confidence level with 12% margin, resulting in a CFM reserve of \$5.1M. This change will result in a \$400k decrease in unrestricted equity. The IBNR reserve was calculated as 6.7% of paid claims, which resulted in a slight adjustment up from \$2,793,206 to \$2,827,838, effective March 31, 2025.

**2026 Dental Program Renewal**

The Committee approved using an estimated \$1.4M of program unrestricted equity to buy down the 2026 Dental Program renewal, Fixed Rate Pool, as follows:

- Under 250 EE Lives: 0%
- 250 to 1,000 EE Lives: 1.5%
- Over 1,000 EE Lives: Member Specific

### **Dental New Member Applications**

The Committee reviewed and approved 2 agencies for entry into the PRISM Dental Program, fixed-rate PPO segment, effective January 1, 2026:

- Orange County Health Authority (dba CalOptima)
- San Diego County Regional Airport Authority

### **Vision Program Actuarial Report**

Turner Consulting and Actuarial presented the first annual actuarial study for the Vision Program fixed-rate segment. The Committee discussed the program's current risk tolerance and reserve level, ultimately voting for a calculation of the CFM at a 95% confidence level with 8% margin, resulting in a CFM reserve of \$261,923. The IBNR reserve was calculated and shown as 5.8% of paid claims, which resulted in \$188,289 effective July 1, 2025.

### **2026 Vision Program Renewal**

The Committee approved the first renewal of the Vision Program as a stand-alone, self-funded pool, effective January 1, 2026, as follows:

- 0% (Rate Pass) - Claims Admin Fee reduction from 8.5% to 7.5%, 3-year rate guarantee

### **2026 Paid Family Leave Program Renewal**

The Committee approved an additional coverage option for the Paid Family Leave (PFL) Program renewal, effective January 1, 2026, as follows:

- Option 1 (Current Plan Design): Rate Pass (0%)
  - Increase Maximum Benefit to \$1,750 (up from \$1,620)
  - 70% of an employee's weekly wage
- Option 2 (New): Rate Increase +15%
  - Increase Maximum Benefit to \$1,750 (up from \$1,620)
  - 70% of an employee's weekly wage

It was noted that net premium paid claims have exceeded claims paid out by \$440k. Staff reported that the \$200k in prefunding from the Life & Disability Stabilization Fund to initiate the PFL Program and set a reserve has been paid back to the Program in full.

### **Employee Assistance Program (EAP) Renewal - Anthem**

The Committee approved the Anthem EAP renewal as a rate pass (0%) effective January 1, 2026, with a 1-year rate guarantee.

### **Other Matters**

- The Target Funding Guidelines for both the Dental and Vision Programs were approved, with the addition of a mid-year review for Vision as the Program transitions to self-funded.
- The Program Budget Policy for both the Vision and Paid Family Leave Programs were approved as presented.
- Staff announced that Dental Program dividend checks were mailed to members and should have been received.
- Staff announced that the Vision Program MOU will be sent to members within the next week.

### **Future Meetings**

The next regularly scheduled ***Employee Benefits Committee*** meeting will be on ***Thursday, July 17, 2025 at 9:00 a.m.***, to be held via ***web conference***.