



Unapproved Minutes Employee Benefit Review Committee

May 10, 2010--2:00PM

Schools Insurance Group Conference Room, Suite 106

Joanne Weatherly called the meeting to order at 2:05 pm.

Attendance: John Falappino, Melissa Gianopulos, Peg Moore, Kelley Marlar, Dave Seiler, Wells Fargo; 21 EBRC members

1. Approve Minutes

Approve the Minutes of the April 26, 2010 meeting.

MOTION: Approve the Minutes with the addition of information regarding the Kaiser HDHP plan. The Motion was seconded and carried.

2. Updates from District Representatives

- There was discussion of the feedback from the rate increases in the medical plans. Most people were not happy, however, there was less response than anticipated, particularly from retirees.
- There has been interest in the High Deductible plans. For tax year 2010, the maximum HSA contributions are:
 - \$3,030 for Individuals
 - \$6,050 for Family
 - \$1,000 annual catch-up for individuals over 55 years of age
- Joanne noted that on the HDHP plan, if you meet your deductible early in the year, it makes sense to have all anticipated medical concerns addressed. This is similar to SIG member usage of the dental plans.
- Bill Mitchell said it would be helpful if the EBRC members could get information out in a consistent manner, perhaps a summary. The Retirees Updates and meeting summaries have been a good step in the right direction.
- Peg Moore said the SIG website will be updated and the new rates and plan summaries will be available online. In addition, a section will be added for the EBRC with agendas and minutes posted.
- John Falappino clarified Medicare coverage for retirees over 65.
 - Medicare Part A covers inpatient hospital expenses
 - Medicare Part B covers outpatient health care including doctor's fees
 - Medicare Part D covers Rx costs
 - Senior Advantage Plans (offered to SIG Kaiser members) require members to sign their Medicare dollars over to Kaiser and in exchange they do not have co-

pays and Rx coverage is included. All care must be received through Kaiser physicians and facilities.

- On the Blue Shield PPO plan for retirees, Medicare is primary and pays the first 80% with Blue Shield picking up the remaining 20%. It is best to choose a Blue Shield provider that accepts Medicare. Then the only out-of-pocket expense would be Rx co-pays and Brand Rx costs.
- The same is true for the Blue Shield HMO plan, but there may be an office visit co-pay.
- The suggestion was made to have the Retiree Meeting at the same time as the Open Enrollment meetings because that is when interest is most high for medical decisions.

3. *Presentation on Federal Health Care Reform Law*

An extensive presentation on the anticipated changes to health care was given by John Falappino. He explained that most of the changes are subject to further clarification and won't take effect until later.

The change that will immediately impact SIG is the coverage of dependents until age 26. SIG will continue to provide health benefits to dependents that are ***currently covered by SIG***, but would lose that coverage because of their age (turning 25), loss of student status or loss of IRS dependency. This gap coverage will apply only to dependents that are currently covered by SIG and would lose that coverage between the gap period of June 1, 2010 and July 1, 2011.

The next meeting will be on **Monday, September 20, 2010.**

The meeting was adjourned at 3:40 PM.

Peg Moore

Administrative Assistant, SIG