

access

PLANNING AND DEVELOPMENT COMMITTEE

Monday, March 9, 2020

12:30 p.m.

Access Services Council Conference Room 3449 Santa Anita Avenue El Monte CA 91731	Disabled Resources Center 2750 E. Spring Street Suite # 100, Long Beach, CA 90806
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Committee Members: M. Gombert, Chair
D. Nason
J. Wisdom

	<u>DISPOSITION</u>
1. CALL TO ORDER	ACTION
2. GENERAL PUBLIC COMMENT	INFORMATION
3. CONSIDERATION TO APPROVE RENEWAL OF EMPLOYEE HEALTH AND BENEFIT INSURANCE CONTRACTS (page 3)	ACTION
4. SOUTHERN REGION RFP	PRESENTATION
5. BUDGET UPDATE	PRESENTATION
6. ADJOURNMENT	ACTION

Access Services does not discriminate on the basis of disability. Accordingly, Access Services seeks to ensure that individuals with disabilities will have an equal opportunity to participate in the range of Access Services events and programs by providing appropriate auxiliary aids and services for communications. Primary consideration is given to the request of individuals with disabilities. However, the final decision belongs to Access Services. To help ensure the availability of any auxiliary aids and services you require, please make every effort to notify Access Services of your request at least three

(3) business days (72 hours) prior to the meeting in which you wish to utilize those aids or services. You may do so by contacting (213) 270-6000.

Note: Access Services Board meetings are held pursuant to the Ralph M. Brown Act [Cal. Gov. Code §54950] and are open to the public. The public may view and obtain all written information supporting this agenda provided to the Board both initially and supplementally prior to the meeting at the agency's offices located at 3449 Santa Anita Avenue, El Monte, California and on its website at <http://accessla.org>. Documents, including Power Point handouts distributed to the Board members by staff or Board members at the meeting, will simultaneously be made available to the public. Three opportunities are available for the public to address the Board during a Board meeting: (1) before closed session regarding matters to be discussed in closed session, (2) before a specific agenda item is debated and voted upon regarding that item and (3) general public comment. The exercise of the right to address the Board is subject to restriction as to time and appropriate decorum. All persons wishing to make public comment must fill out a goldenrod Public Comment Form and submit it to the Secretary of the Board. Public comment is generally limited to three (3) minutes per speaker and the total time available for public comment may be limited at the discretion of the Chairperson. Persons whose speech is impaired such that they are unable to address the Board at a normal rate of speed may request an accommodation of a limited amount of additional time from the Chair but only by checking the appropriate box on the Public Comment Form. Granting such an accommodation is at the discretion of the Chair. The Board of Directors will not and cannot respond during the meeting to matters raised under general public comment. Pursuant to provisions of the Brown Act governing these proceedings, no discussion or action may be taken on these matters unless they are listed on the agenda, or unless certain emergency or special circumstances exist. However, the Board may direct staff to investigate and/or schedule certain matters for consideration at a future Board of Directors Meeting and the staff may respond to all public comments in writing prior to the next Board meeting.

Alternative accessible formats are available upon request.

MARCH 2, 2020

TO: BOARD OF DIRECTORS

**FROM: ELIZABETH ZAMBRANO, HUMAN RESOURCES ADMINISTRATOR
F SCOTT JEWELL, DIRECTOR OF ADMINISTRATION**

**RE: CONSIDERATION TO APPROVE RENEWAL OF EMPLOYEE HEALTH
AND BENEFIT INSURANCE CONTRACTS**

ISSUE:

The current Access Services employee benefit insurance policies for medical, dental, vision, life and long term disability will expire on June 30, 2019. The Board must approve a benefit plan so that employee benefits are in place for the next fiscal year starting July 1, 2020.

RECOMMENDATION

Approve the employee benefit insurance policies for the period of July 1, 2020 through June 30, 2021 at a cost not to exceed \$1,055,441.

IMPACT TO BUDGET

The costs for these policies (\$933,560 for the medical policy and \$121,881 for all other Access sponsored policies), is a 10% increase over the current year and will be included in the proposed FY2020/21 budget. The funding for these policies comes from local funds.

The amount requested for approval is an estimate based on information obtained from our insurance broker at the time of preparation of this Board item. Since quotes are generally not available until the date of the actual policy renewal, it is possible that the actual cost of the premiums will be lower than the stated estimate.

ALTERNATIVES CONSIDERED

Access' insurance broker, SullivanCurtisMonroe (SCM), conducted a comprehensive market survey. Similar benefit plans with health care carriers such as Blue Shield and United Health Care would have resulted in 9% to 25% premium increases. The current Kaiser plan is the most cost advantageous to Access.

EFFECT OF APPROVAL OF STAFF RECOMMENDATION:

If this staff recommendation is approved by the Board, the staff will be authorized, but not required, to negotiate and enter into a renewal of the existing Kaiser Health Care plan and modify Access' existing vision, dental, and other benefit plans in accordance with terms, conditions and costs that are no less favorable to Access than those proposed herein. Access would not be legally bound to the renewal or modifications unless it is incorporated into a formal written agreement executed by all parties thereto and approved as to form by this entity's legal counsel.

BACKGROUND

Health Plan Renewal (Kaiser Permanente HMO/PPO)

The total estimated cost is projected to be \$933,560. Assuming a 10% employee contribution, Access' annual increase is estimated to be 10% based on coverage of 60 full time equivalent positions (FTEs) and their dependents. Access employees are happy with the Kaiser medical plan offerings and it is our intention to continue our relationship with Kaiser for the coming plan year.

Dental Plan Renewal (Guardian)

The total estimated cost is projected to be \$67,003, a 4.8% increase.

Vision Plan Renewal (VSP)

The total estimated cost is projected to be \$8,399. The cost is flat over the current year.

Ancillary Renewal

Employer paid ancillary policies cover Basic Life/Accidental Death and Dismemberment (Guardian), Long Term Care (Unum) and Long Term Disability (Guardian). The total estimated cost is projected to be \$46,479. This is a 3% increase over last year. The entire increase in cost was in the Basic Life plan and, as our employee population ages, the premium will increase as well.

There are no expected rate increases for the 100% employee paid policies that include Chubb Business Travel Accident, LifeLock Identity Theft, Nationwide/VPI Pet Insurance plans or Voluntary Life plans.

Note - The FTEs vary based upon the existing number of employees electing to take the employer-provided insurance.