

# FDAC EMPLOYMENT BENEFITS AUTHORITY

## Board of Directors Teleconference Meeting

Monday, July 29, 2013

2:30 p.m. - 3:30 p.m.

**Call-in Number:** 1-800-250-2600

**Participant PIN:** 451 9494

8200 Old Redwood Highway, Windsor, CA  
1364 Tavern Road, Alpine, CA  
7 Erba Lane, Scotts Valley, CA  
37 Jones Street, Murphys, CA  
1215 K Street, Suite 940, Sacramento, CA

### *Agenda*

- | <u>Item</u>   | <u>Action</u>      |
|---|--------------------|
| <b>I. Welcome and Introductions</b>   |                    |
| <b>II. Public Comment</b>   | <b>Discussion</b>  |
| <b>III. Consent Calendar</b>  | <b>Action</b>      |
| <b>A. Minutes – July 9, 2013</b>  |                    |
| <b>IV. 2014 Renewal Rates</b>   | <b>Info/Action</b> |
| <i>The Board will review the renewal rates and plan designs provided by the carriers and may approve rates for existing and new business for the 2013-14 Plan Year.</i> |                    |
| <b>A. Rates</b>   |                    |
| <b>B. Plan Design Changes</b>   |                    |
| <b>V. Adjourn</b>   | <b>Action</b>      |

**FDAC Employment Benefits Authority**  
**Board of Directors Meeting**  
Vacaville Fire Protection District  
Vacaville, CA  
Tuesday, July 9, 2013

**In Attendance**

Jean Moore, Vice President  
Tom Keating, Secretary/Treasurer  
Dan Grebil, Director  
Steve Kovacs, Director

**Consultants/Guests**

David Turner, Actuary  
Jane Phoong, BRMS  
David McMurchie, Legal Counsel  
Anna Marie White, Thoits/NFP  
Rosa Soria, Thoits/NFP  
Derek Culligan, Thoits/NFP  
Sandy Goree, FDAC EBA Controller  
Chase Wymore, FDAC EBA Staff

Vice President Jean Moore called the meeting to order at 10:00 a.m. Vice President Moore welcomed everyone, a quorum was established and introductions were made. There was no public comment.

**Consent Calendar**

Director Dan Grebil moved to approve the minutes from the FDAC EBA Board meeting on April 23, 2013; Vice President Moore seconded.

Ayes: Tom Keating, Dan Grebil, Steve Kovacs, Jean Moore  
Noes: None

The Board addressed the remainder of the consent calendar which included June 30, 2013 financials, reappointment of Board members Dan Grebil and Tom Keating and the Lake County Fire Protection District's withdrawal notice. Director Steve Kovacs moved to approve the remainder of the consent calendar; Secretary/Treasurer Tom Keating seconded.

Ayes: Tom Keating, Dan Grebil, Steve Kovacs, Jean Moore  
Noes: None

Thoits/NFP representative Rosa Soria noted that the Lake County FPD's withdrawal was preliminary and that she will be meeting with them to discuss their options.

**2014 Renewal Rates**

Thoits/NFP representatives Anna Marie White and Soria presented the 2014 renewal rates. With an increase in renewal rate percentages, Thoits stated that a lower-cost reduced-benefit plan could be added to the current plan options. The Board discussed FDAC EBA potentially merging with another pool or making the EBA available to other entities to expand the customer-base. The Board agreed that regardless of the outcome, it would prefer that the FDAC EBA retain its identity and governance control.

After discussion, both Thoits/NFP and Actuary David Turner agreed to reach out to other rate pools and present all other options at the next Board meeting. Legal Counsel David McMurchie will contact FDAC to inquire about the options of including other agency types; this will also be addressed at the next regular meeting.

Thoits/NFP noted that the numbers presented at the meeting could be final upon approval from the Board.

Secretary/Treasurer Keating moved to adopt the 2014 renewal rates as presented and directed NFP to release the rates within one week with the addition of the lower-cost reduced-benefit option if available; Director Grebil seconded.

Ayes: Tom Keating, Dan Grebil, Steve Kovacs, Jean Moore

Noes: None

### **2013-14 Budget**

FDAC EBA Controller Sandy Goree reviewed the 2013-14 preliminary budget with the Board. Director Grebil discussed the preliminary budget for legal fees and suggested that FDAC EBA staff be responsible for filing the California Conflict of Interest Form 700s instead of legal counsel. The following changes/adjustments will be made to the preliminary budget - Legal Fees will be reduced to \$15,000. Broker fees #6150 percentile should be 3.5%; review of #6016 should be done by staff to ensure the budget number is correct.

Director Grebil moved to adopt the preliminary budget with changes as noted; Director Kovacs seconded.

Ayes: Tom Keating, Dan Grebil, Steve Kovacs, Jean Moore

Noes: None

The final budget will be presented at the next Board regular meeting.

### **Confidentiality Policy**

Legal Counsel McMurchie introduced the FDAC EBA Confidentiality Policy, explained its purpose and informed the Board of which policies, procedures and acts would govern the protection of confidential information.

Secretary/Treasurer Keating moved to approve the FDAC EBA Confidentiality Policy as presented; Director Grebil seconded.

Ayes: Tom Keating, Dan Grebil, Steve Kovacs, Jean Moore

Noes: None

### **Next Meeting**

The next Board meeting is tentatively scheduled for August 19, 2013 at the BRMS office in Folsom, CA.

Vice President Moore moved to adjourn the meeting; Director Grebil seconded.

Ayes: Tom Keating, Dan Grebil, Steve Kovacs, Jean Moore

Noes: None

The meeting was adjourned at 11:38 a.m.

Respectfully submitted,

Chase Wymore

**PERS vs FDAC EBA 2014 RATE COMPARISON  
OUT OF STATE**

	OUT OF STATE PERS RATE	FDAC EBA SO CA RATE	
	PERS CHOICE	HN BASIC PPO	% Difference from PERS
Single	\$706.40	\$912.53	29.2%
Two Party	\$1,412.80	\$1,825.08	29.2%
Family	\$1,836.64	\$2,372.59	29.2%
		<b>12.2%</b>	
	PERS CARE	HN PREMIUM PPO	% Difference from PERS
Single	\$736.32	\$988.13	34.2%
Two Party	\$1,472.64	\$1,976.30	34.2%
Family	\$1,914.43	\$2,569.17	34.2%
		<b>10.97%</b>	

Shaded FDAC EBA rates are more competitive than PERS

**FDAC EBA Percentage Increase from 2013**

**PERS vs FDAC EBA 2014 RATE COMPARISON  
BAY AREA**

	BAY AREA PERS RATE	FDAC EBA NO CA RATE	% Difference from PERS
	<b>PERS CHOICE</b>	<b>HN BASIC PPO</b>	
Single	\$690.77	\$912.53	32.1%
Two Party	\$1,381.54	\$1,825.08	32.1%
Family	\$1,796.00	\$2,372.59	32.1%
		<b>12.2%</b>	
	<b>PERS CARE</b>	<b>HN PREMIUM PPO</b>	<b>% Difference from PERS</b>
Single	\$720.04	\$988.13	37.2%
Two Party	\$1,440.08	\$1,976.30	37.2%
Family	\$1,872.10	\$2,569.17	37.2%
		<b>12.2%</b>	
	<b>PERS BS NetValue HMO</b>	<b>HN BASIC HMO</b>	<b>% Difference from PERS</b>
	<i>limited network</i>	<i>full network</i>	
Single	\$704.01	\$739.56	5.0%
Two Party	\$1,408.02	\$1,479.10	5.0%
Family	\$1,830.43	\$1,922.81	5.0%
		<b>7.75%</b>	
	<b>PERS BS Access+HMO</b>	<b>HN PREMIUM HMO</b>	<b>% Difference from PERS</b>
Single	\$836.59	\$839.06	0.3%
Two Party	\$1,673.18	\$1,678.09	0.3%
Family	\$2,175.13	\$2,181.52	0.3%
		<b>4.6%</b>	
	<b>PERS KAISER HMO</b>	<b>KAISER PREMIUM HMO</b>	<b>% Difference from PERS</b>
Single	\$742.72	\$613.33	-17.4%
Two Party	\$1,485.44	\$1,226.67	-17.4%
Family	\$1,931.07	\$1,594.67	-17.4%
		<b>2.49%</b>	

Shaded FDAC EBA rates are more competitive than PERS

PERS BS NetValue is a limited HMO Network. HN Basic HMO is full network.

FDAC EBA Percentage Increase from 2013

**PERS vs FDAC EBA 2014 RATE COMPARISON  
SACRAMENTO AREA**

	SACRAMENTO AREA PERS RATE	FDAC EBA NO CA RATE	% Difference from PERS
	<b>PERS CHOICE</b>	<b>HN BASIC PPO</b>	
Single	\$665.99	\$912.53	37.0%
Two Party	\$1,331.98	\$1,825.08	37.0%
Family	\$1,731.57	\$2,372.59	37.0%
		<b>12.2%</b>	
	<b>PERS CARE</b>	<b>HN PREMIUM PPO</b>	% Difference from PERS
Single	\$694.26	\$988.13	42.3%
Two Party	\$1,388.52	\$1,976.30	42.3%
Family	\$1,805.08	\$2,569.17	42.3%
		<b>12.2%</b>	
	<b>PERS BS NetValue HMO</b>	<b>HN BASIC HMO</b>	% Difference from PERS
	<i>limited network</i>	<i>full network</i>	
Single	\$618.39	\$739.56	19.6%
Two Party	\$1,236.78	\$1,479.10	19.6%
Family	\$1,607.81	\$1,922.81	19.6%
		<b>7.75%</b>	
	<b>PERS BS Access+HMO</b>	<b>HN PREMIUM HMO</b>	% Difference from PERS
Single	\$734.87	\$839.06	14.2%
Two Party	\$1,469.74	\$1,678.09	14.2%
Family	\$1,910.66	\$2,181.52	14.2%
		<b>4.60%</b>	
	<b>PERS KAISER HMO</b>	<b>KAISER PREMIUM HMO</b>	% Difference from PERS
Single	\$681.59	\$613.33	-10.0%
Two Party	\$1,363.18	\$1,226.67	-10.0%
Family	\$1,772.13	\$1,594.67	-10.0%
		<b>2.49%</b>	

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FDAC EBA Percentage Increase from 2013

**PERS vs FDAC EBA 2014 RATE COMPARISON  
OTHER NORTHERN CALIFORNIA**

	OTHER NO CA PERS RATE	FDAC EBA NO CA RATE	% Difference from PERS
	<b>PERS CHOICE</b>	<b>HN BASIC PPO</b>	
Single	\$641.08	\$912.53	42.3%
Two Party	\$1,282.16	\$1,825.08	42.3%
Family	\$1,666.81	\$2,372.59	42.3%
		<b>12.2%</b>	
	<b>PERS CARE</b>	<b>HN PREMIUM PPO</b>	% Difference from PERS
Single	\$668.27	\$988.13	47.9%
Two Party	\$1,336.54	\$1,976.30	47.9%
Family	\$1,737.50	\$2,569.17	47.9%
		<b>12.2%</b>	
	<b>PERS BS NetValue HMO</b>	<b>HN BASIC HMO</b>	% Difference from PERS
	<i>limited network</i>	<i>full network</i>	
Single	\$614.13	\$739.56	20.4%
Two Party	\$1,228.26	\$1,479.10	20.4%
Family	\$1,596.74	\$1,922.81	20.4%
		<b>7.75%</b>	
	<b>PERS BS Access+HMO</b>	<b>HN PREMIUM HMO</b>	% Difference from PERS
Single	\$729.76	\$839.06	15.0%
Two Party	\$1,459.52	\$1,678.09	15.0%
Family	\$1,897.38	\$2,181.52	15.0%
		<b>4.60%</b>	
	<b>PERS KAISER HMO</b>	<b>KAISER PREMIUM HMO</b>	% Difference from PERS
Single	\$745.30	\$613.33	-17.7%
Two Party	\$1,490.60	\$1,226.67	-17.7%
Family	\$1,937.78	\$1,594.67	-17.7%
		<b>2.49%</b>	

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FDAC EBA Percentage Increase from 2013

**PERS vs FDAC EBA 2014 RATE COMPARISON  
LOS ANGELES AREA**

	LOS ANGELES PERS RATE	FDAC EBA SO CA RATE	% Difference from PERS
	<b>PERS CHOICE</b>	<b>HN BASIC PPO</b>	
Single	\$599.19	\$835.09	39.4%
Two Party	\$1,198.38	\$1,670.15	39.4%
Family	\$1,557.89	\$2,171.20	39.4%
		<b>12.2%</b>	
	<b>PERS CARE</b>	<b>HN PREMIUM PPO</b>	% Difference from PERS
Single	\$624.59	\$907.35	45.3%
Two Party	\$1,249.18	\$1,814.19	45.2%
Family	\$1,623.93	\$2,358.44	45.2%
		<b>12.2%</b>	
	<b>PERS BS NetValue HMO</b>	<b>HN BASIC HMO</b>	% Difference from PERS
	<i>limited network</i>	<i>full network</i>	
Single	\$395.50	\$615.05	55.5%
Two Party	\$791.00	\$1,230.09	55.5%
Family	\$1,028.30	\$1,599.13	55.5%
		<b>5.25%</b>	
	<b>PERS BS Access+HMO</b>	<b>HN PREMIUM HMO</b>	% Difference from PERS
Single	\$469.91	\$697.83	48.5%
Two Party	\$939.82	\$1,395.64	48.5%
Family	\$1,221.77	\$1,814.34	48.5%
		<b>1.8%</b>	
	<b>PERS KAISER HMO</b>	<b>KAISER PREMIUM HMO</b>	% Difference from PERS
Single	\$541.79	\$538.56	-0.6%
Two Party	\$1,083.58	\$1,077.10	-0.6%
Family	\$1,408.65	\$1,400.25	-0.6%
		<b>11.55%</b>	

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FDAC EBA Percentage Increase from 2013



**PERS vs FDAC EBA 2014 RATE COMPARISON  
OTHER SOUTHERN CALIFORNIA**

	OTHER SO CA PERS RATE	FDAC EBA SO CA RATE	% Difference from PERS
	PERS CHOICE	HN BASIC PPO	
Single	\$612.25	\$835.09	36.4%
Two Party	\$1,224.50	\$1,670.15	36.4%
Family	\$1,591.85	\$2,171.20	36.4%
		<b>12.2%</b>	
	PERS CARE	HN PREMIUM PPO	% Difference from PERS
Single	\$638.22	\$907.35	42.2%
Two Party	\$1,276.44	\$1,814.19	42.1%
Family	\$1,659.37	\$2,358.44	42.1%
		<b>12.2%</b>	
	PERS BS NetValue HMO <i>limited network</i>	HN BASIC HMO <i>full network</i>	% Difference from PERS
Single	\$457.17	\$615.05	34.5%
Two Party	\$914.34	\$1,230.09	34.5%
Family	\$1,188.64	\$1,599.13	34.5%
		<b>5.25%</b>	
	PERS BS Access+HMO	HN PREMIUM HMO	% Difference from PERS
Single	\$543.21	\$697.83	28.5%
Two Party	\$1,086.42	\$1,395.64	28.5%
Family	\$1,412.35	\$1,814.34	28.5%
		<b>1.8%</b>	
	PERS KAISER HMO	KAISER PREMIUM HMO	% Difference from PERS
Single	\$602.79	\$538.56	-10.7%
Two Party	\$1,205.58	\$1,077.10	-10.7%
Family	\$1,567.25	\$1,400.25	-10.7%
		<b>11.55%</b>	

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**FDAC EBA Percentage Increase from 2013**