



CSURMA AORMA BENEFITS COMMITTEE MEETING AGENDA

“This is an Open Public Meeting”

In accordance with the requirements of the Bagley-Keene Open Meeting Act, notice of this meeting must be posted in a publicly accessible place, including the internet, at least ten days in advance of the meeting. This meeting agenda shall also be posted at the address of the teleconference location with access for the public via phone/speaker phone.

Per Government Code section 54954.2, persons requesting disability-related modifications or accommodations, including auxiliary aids or services in order to participate in the meeting, are requested to contact Alliant at (415) 403-1400 twenty-four hours in advance of the meeting. Entrance to the meeting location may require routine provision of identification to building security. However, CSURMA AORMA does not require any member of the public to register his or her name, or to provide other information, as a condition to attendance at any public meeting and will not inquire of building security concerning information so provided. See Government Code section 54953.3.

Meeting Date: February 17, 2022

Location: Teleconference Location [Join Zoom Meeting](#)

Time: 10:00 – 11:00 AM

Meeting ID: 964 6656 5463

Passcode: 002234

Legend: A – Action may be taken
I – Information Only

A. CALL TO ORDER

- 1. Approval of the Agenda** **A Page 3**
The Committee will be asked to approve today's meeting agenda order

B. PUBLIC COMMENTS

C. GENERAL ADMINISTRATION

- 1. Approval of Meeting Minutes – June 25, 2021** **A Page 4**
As part of the Consent Calendar, the Committee will be asked to approve the minutes of the last meeting.
- 2. CSURMA AORMA Team Update** **I Page 8**
- 3. CSURMA AORMA Benefits Reserve Fund** **I Page 11**
- 4. Sage Financial** **I Page 14**
- 5. Compliance Update** **I Page 17**
- 6. Open Discussion – feedback, suggestions, program additions?** **I Page 20**

D. ADJOURNMENT



**The next CSURMA AORMA Benefits Committee Meeting is scheduled
for March 17, 2022 at 10am** Teleconference: [Join Zoom Meeting](#)

Meeting ID: 957 1853 6727

Meeting passcode: 077743

*If you have questions regarding the agenda package, please contact
Chloe Smith at chloe.smith@alliant.com / (415) 403-1437 or Tom Quirk at tom.quirk@alliant.com /
(949) 660-5952*

Agenda Item A1
CSURMA AORMA BENEFITS
Committee
Meeting Date: February 17, 2022

APPROVAL OF THE AGENDA

ISSUE: The Committee will be asked to approve the agenda for today's meeting.

RECOMMENDATION: Staff recommends that the Committee approve the agenda as Presented.

FISCAL IMPACT: None

BACKGROUND: None

PUBLICATION: None

ATTACHMENT(S): None

Agenda Item A2
CSURMA AORMA BENEFITS
Committee
Meeting Date: February 17, 2022

APPROVAL OF THE MINUTES

ISSUE: The Committee will be asked to approve the minutes from the benefits committee meeting held on June 25, 2021

RECOMMENDATION: Staff recommends that the Committee approve the minutes as presented.

FISCAL IMPACT: None

BACKGROUND: None

PUBLICATION: None

ATTACHMENT(S):

6.25.2021 CSURMA AORMA Benefits Committee Minutes DRAFT

**MINUTES OF THE
CSURMA AORMA BENEFITS COMMITTEE MEETING
June 25, 2021
VIRTUAL ZOOM LOCATION
10:00 AM**

MEMBERS PRESENT

Raven Tyson (Chair) – Associated Students, San Diego
Stephanie Moreno – California State University, Long Beach Research Foundation
Rosa Hernandez – Forty-Niner Shops, Inc., CSU Long Beach
Maddison Burton – The University Corporation at Monterey Bay
Kathryn Weeks – The University Corporation, CSU Northridge

MEMBERS ABSENT

Daniela Moehlecke – California State University San Marcos Corporation
Jennifer Campbell - University Enterprises, Inc., California State University Sacramento

STAFF, GUESTS AND CONSULTANTS

Tom Quirk, Alliant Insurance Services, Inc.
Chloe Smith, Alliant Insurance Services, Inc.
Diana Navarro, Alliant Insurance Services, Inc.
Bridgette Rodriguez, Alliant Insurance Services, Inc.

A. CALL TO ORDER

The meeting was called to order by the Raven Tyson, Chair at 10:03 AM.
Motion: Raven
Moved: Rosa
Second: Stephanie

1. Approval of the Agenda

The Committee was asked to approve today's meeting agenda order

A motion was made to approve the items on the consent calendar. Agenda approved.
Motion: Raven
Moved: Rosa
Second: Stephanie

B. PUBLIC COMMENTS

None

C. GENERAL ADMINISTRATION

1. Approval of Meeting Minutes From June 25, 2021

The committee was asked to approve the minutes from the last meeting

A motion was made to approve the minutes from the last meeting. Meeting Minutes approved.

Motion: Raven

Moved: Maddison

Second: Stephanie

Vote:

NAME	AYE	ABSTAIN	NAY	ABSENT
Raven Tyson	X			
Maddison Burton	X			
Stephanie Moreno	X			
Daniela Moehlecke				X
Kathryn Weeks	X			
Rosa Hernandez	X			
Jennifer Campbell				X

2. APPROVAL OF THE CSURMA AORMA 2022 BENEFITS RENEWAL

Chloe and Tom reviewed the 2022 benefits renewal options:

- Option 1 - Renew all plans with no plan changes with estimated overall reduction of premium of (-8.6%)
- Option 2 - Renew all plans with no plan changes with addition of Alliant dedicated program manager for CSURMA AORMA program effective 1/1/22. Overall premium impact would be +0.5%
- Chloe: Provided a summary of the renewal options.
- Stephanie asked if option 2 would have to renew every year, in particular the funding for their dedicated person.
- Tom & Chloe explained that this option could be reviewed every year.

- Raven mentioned that if option 2 is selected, it would be beneficial to at least fund it for a minimum of 2 years.
- Stephanie asked for a breakdown of the administrative fees, as she needs to explain it to her CEO. Tom provided a summary of Alliant's compensation as noted on the contract.
- Stephanie commented that Alliant is doing a great job.
- Tom reiterate that the \$90,725 is solely to fund the dedicated programs manager for CSURMA
- Rosa recommended approving option 2 with a 2-year funding budget.
- Option 2 approved by all participating members.
- Stephanie asked when she could expect the renewal rates. Chloe commented it should be next week or the following.
- Rosa asked when the next meeting is. Chloe commented that there is not one schedule yet, but they could do so now.
- Raven suggested meeting as a group so they can be involved in the recruitment of their dedicated person.
- Rosa suggested doing a one-on-one with the HR staff to train them on the appropriate process and procedures needed when an employee leaves or retires.
- Tom mentioned that Michael and him will do a CalPERS presentation during the next AOA Meeting.

D. ADJOURNMENT

A motion to adjourn the meeting was submitted at 10:42 AM.

Motion: Raven

Moved: Rosa

Second: Stephanie

Roll call: Raven, Stephanie, Maddison, Kathryn, Rosa

CSURMA AORMA Team Update



Your Dedicated Service Team



Michael Menerey
Senior Vice President



Tom Quirk
Vice President



Chloe Smith
Account Executive



Melissa Green
Account Manager



Bridgette Rodriguez
Account Associate



Elizabeth Huynh
Benefit Analyst II



Laurinda Newell
VP Programs &
Analytics



Karen Murray, Esq.
Compliance
Attorney



Stephanie Guerra
Director of
Communications



Niti Thai
Health &
Productivity
Consultant



CSURMA AORMA Team Update

- Introducing Melissa Green, our new Dedicated CSURMA AORMA Benefits Account Manager
 - Melissa has 8 years of experience working in a brokerage firm with an employee benefits focus
 - She has been with Alliant for 6 of those years working with many of our PRISM clients
 - Michael, Tom, Chloe and Bridgette will continue to work with CSURMA AORMA
- Role and Responsibilities
 - First 90 days:
 - Learning about CSURMA AORMA
 - Meeting with carrier partners
 - Projects: Admin Guide, Member communications
 - First Year Goals:
 - Streamline New HR members training / onboarding
 - Ongoing administrative training and assistance – approximately 20 exception requests in one year
 - Support Implementation of new auxiliaries
 - Review resources make recommendation for improvements for new and existing members
 - Long Term:
 - Opportunity to grow program with more outreach, education and support
 - Improve existing member experience and training
- Impact on existing processes and members:
 - Sent announcement to all CSURMA AORMA members on January 14th
 - No change to current processes, members can continue to email aormabenefits@alliant.com and work directly with BCC on any administrative questions

CSURMA AORMA Benefits Reserve Fund



CSURMA AORMA Benefits Reserve Fund

- During the CSURMA AORMA Benefits Committee on June 15th there was discussion about setting aside funds to subsidize the program going forward
 - Background CSURMA AORMA rates have outperformed expectations:
 - Medical 3-year average REDUCTION (-2.8%)
 - Dental 3-year average REDUCTION (-1%)
 - No Change 0% to Dental HMO, Vision, Life and Disability
- A reserve fund could be created and funded by collecting extra premium starting in 2023
 - The reserve fund payments would be collected by BCC in the monthly invoices as a line item and paid to a CSURMA AORMA Benefits account
 - CSU accounting would coordinate and manage
 - Normally there is a fee – possible solution CSURMA retains any interest earned to cover
- Alliant has prepared a financial model to review several possible options
- In order to include a rate load to the 2023 rates we would need to vote on the amount at the March meeting so PRISM can include in the renewal rates for our June meeting
 - We are including estimates for 1%, 3% or 5% of premium for discussion purposes
 - Reserve fund would apply to medical only and could be used to off-set future increases or fund enhancements to the program



CSURMA AORMA Benefits Reserve Fund – Financial Model

Below illustration includes illustrative reserve funding options of 1%, 3% and 5% of Medical premium:

	<u>Dollars</u>	<u>PEPM</u>
Estimated 2022 Annual Medical Premium	\$15,148,263	
Recent Medical Enrollment	1,299	
Reserve 1% of Current Premium	\$151,482.63	\$9.72
Reserve 3% of Current Premium	\$454,447.88	\$29.15
Reserve 5% of Current Premium	\$757,413.13	\$48.59

Sage Financial



Sage Financial Update

- Sage Financial & Pathwise Group provide:
 - Complimentary financial wellness planning, education and support.
 - This benefit available to auxiliaries who are participating in any of the employee benefit plan including, Medical, Dental, Vision, Life or Disability insurance
 - Includes: year-round education, virtual meetings, and an employee engagement platform
 - Content is developed based on employee interest and provided by certified experts
- Pathwise team will attend March Benefits Committee meeting to review the most recent analytics and recommendations for educational seminars



Sage Financial Additional Resources

- Sage offers supporting services and partner programs to enhance the overall financial wellness program including:
 - GotZoom
 - Specializes in federal student loan relief
 - Program works with the Department of Education to identify & maximize the Federal Student Loan Repayment and Forgiveness Programs
 - Starts with no-obligation benefit analysis on the federal student loans
 - If elected, Direct Bill to employees or through Payroll deduction
 - Offering is optional by auxiliary
 - Mass Mutual Voluntary Group Whole Life
 - Plan offers permanent portable coverage for employees
 - Includes guaranteed issues up to \$100,000 with an express issue option up to \$250,000
 - Includes chronic care benefit
 - New offering option: Mass Mutual Evergreen
 - Evergreen product is simplified issue, has no minimum applications required and no timeframe for enrollment
 - No Guaranteed Issue however the advisors could support year-round whenever the employee is ready
 - Each auxiliary has the option to accept or not offer
 - Payment is customizable - direct bill or payroll deduction
 - There is no cost to the employer to offer this option.

Compliance Update



Compliance Update

- Consolidated Appropriations Act of 2021 (CAA) requires that agent, broker and consultant compensation related to all group health plans and individual health insurance policies be disclosed for arrangements entered into, renewed or extended on or after December 27, 2021
- Alliant has always disclosed compensation with CSURMA as part of our Broker-Consultant Service Agreement
- These new rules apply to ERISA groups and put different obligations on us as consultants, as far as the timing and content of disclosure is concerned – more expansive and in advance
 - Our disclosures are designed to assist our ERISA clients in complying with your duties as a plan sponsor under ERISA
- CSURMA AORMA program is part of PRISM which is a Public Entity pool which is not subject to ERISA
 - We understand that some participating auxiliaries consider themselves subject to ERISA and some do not
- We would like to discuss this in more detail today



Alliant Compensation

On October 27, 2017, CSURMA approved the formation of the CSURMA AORMA Benefits Program. Effective January 1, 2019, PRISM began to pay Broker the following compensation schedule per the PRISM/ Alliant agreement:

Plan	Compensation
Anthem Medical	• \$11 Per Employee Per Month
Kaiser Medical	• \$7 Per Employee Per Month
Dental Preferred Provider Organization Plan	• 5% Commission on total plan premium
Dental Health Maintenance Organization Plan	• 7% Commission on total plan premium
Vision	• \$0.50 Per Employee Per Month
Life & Disability	• Flat 10%



Open Discussion

- Committee feedback?
- Suggestions for improvements?
- Program additions?

