## Joint Labor/Management Benefits Committee

### For Academic Year: 2009  
**Date of Self Evaluation:** 2/11/10

<table>
<thead>
<tr>
<th>Month</th>
<th>Meeting Date(s)</th>
<th># of Members Attending</th>
<th>Agendas posted in advance?</th>
<th>Minutes posted?</th>
<th>Please List the Major Issues/Tasks Addressed at Each Meeting</th>
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| March   | 03/10/09        | 18                     | Yes                        | Yes            | 1. Wellness/ EAP Update  
2. Delta Dental Presentation/Q&A  
3. Safeguard Dental Presentation/Q&A  
4. Adjunct Report  
5. Dental and Vision Claims Report |
| April   | 04/14/09        | 17                     | Yes                        | No             | 1. COBRA Subsidy Update  
2. Dental Claims Report  
3. Blue Shield Renewal |
| May     | 05/12/09        | 27                     | Yes                        | No             | 1. JLMBC Process for Decision This Year  
2. Review of Blue Shield Renewal and plan Design Options  
3. Kaiser Renewal  
4. Discussion of CalPERS Medical Program  
5. Review All Medical Plan Options |
| May     | 05/19/09        | 26                     | Yes                        | Yes            | 1. VSP and Delta Experience Reports  
2. Review Medical Plan Options  
3. Develop Recommendation for Board of Trustees |
| June    | 06/09/09        | 28                     | Yes                        | Yes            | 1. [Issue #1]  
2. [Issue #2]  
3. [Issue #3]  
4. [Etc.] |
| July    | N/A             | N/A                    | Yes                        | Yes            | 1. [Issue #1]  
2. [Issue #2]  
3. [Issue #3]  
4. [Etc.] |
| August  | N/A             | N/A                    | Yes                        | Yes            | 1. SHPS - HRA Action Item  
2. Life Insurance Renewal  
3. VSP and Delta Experience Reports & Rates  
4. Retiree Health Benefits Trust Deferral Dollars & Equivalent Medicare D Subsidy Report  
5. Open Enrollment Update  
6. Dates and Frequency of Meetings |
| September | 09/15/09     | 18                     | Yes                        | Yes            | 1. Blue Shield of CA Experience Reports  
2. Retiree Health Benefits Trust Deferral Dollars & Equivalent Medicare D Subsidy Report  
3. Open Enrollment Progress Report  
4. Wellness/EAP report  
5. HRA/debit card update |
| October | 10/13/09       | 15                     | Yes                        | No             | 1. Open Enrollment Update  
2. Retiree Health Benefits Trust Deferral Dollars & Equivalent Medicare D Subsidy Report  
4. Blue Shield Experience Report Update  
5. JLMBC Organizational Sub-Committee  
6. Revised Aon Contract |
| November | 11/10/09       | 18                     | Yes                        | Yes            | 1. Open Enrollment Update  
2. Retiree Health Benefits Trust Deferral Dollars & Equivalent Medicare D Subsidy Report  
4. Blue Shield Experience Report Update  
5. JLMBC Organizational Sub-Committee (EAP Conversation) |
| December | 12/08/09       | 16                     | Yes                        | Yes            | 1. Open Enrollment Premium Report  
2. HRA Debit Card Communication  
3. JLMBC Organizational Sub-Committee (EAP Conversation) |
01/12/10

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<tr>
<th>January</th>
<th>01/12/10</th>
<th>18</th>
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### Average Attendance

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<th>Average Attendance</th>
<th>20</th>
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### Major Committee Accomplishments & Achievements in Past Year

- The structure of the JLMBC has survived for 15 years, with all labor groups and management still committed to continuing to work together.
- There continues to be a culture of transparency that strives to be sure that labor and management are all looking at the same data about health program costs.
- The JLMBC was instrumental in bringing the CalPERS initiative to the Board. This initiative boasts tremendous costs savings in this difficult budget environment.
- JLMBC membership is involved in the continuing support and advice for the EAP and wellness programs.
- JLMBC has created unmatched retiree outreach processes for ensuring optimal retiree enrollment and benefits awareness.
- The JLMBC has managed to retain high benefit levels throughout its existence.

### Major Obstacles/Problems with Committee Function

- Our failure on occasion to maintain our standards of communication, which causes us to still struggle with getting timely data.
- We should continue to look for ways in which we can successfully communicate with our new partner, CalPERS.
- Our follow up from meeting to meeting on continuing issues needs to be stronger.
- Data sometimes does not arrive in a timely manner.

### Recommendations for Improving Committee Process/Efficiency

- We should learn more about the rules that govern the CalPERS health benefit program and how they impact us.
- We need to learn more about the customer problems that the call center is dealing with from month to month. This knowledge can help us to shape policy recommendations.
- Each JLMBC agenda should contain discussion towards meeting one or more of our goals and establishing new goals.
- Re-examine the dental and consider ways to administer the plan more cost-effectively.
- Maintain transparency in our work-- share all info with the membership.
- Work with the District to improve website information and include an interactive component that allows questions to be posed.
- JLMBC self-evaluation has to be an annual process. Review committee structure and evaluate overall role and function.
- Evaluation of the consultant should be an annual and formal process.

### Chair/Co-Chair Signature:

**Susan Aminoff**

### Chair/Co-Chair Name:

**Susan Aminoff**

**CHAIR**