

District's Health and Welfare Benefits Team (DHWBT)



9/18/2024 11:00 AM | via Zoom

Meeting called by **District's Health and Welfare Benefits Team (DHWBT)**

Facilitator(s): Phoenix Lara- District Benefits Manager, Andrea Epps- Interim Vice Chancellor, Human Resources and Employee Relations, Dr. Ronald McKinley- VC Consultant, Human Resources and Employee Relations

Invited Attendees: Natasha Spivey- Interim Director of HR; Karen Anderson- Confidential (RET); Kerry Compton- ADM (RET); Mark Greenside- PRO; Rick Greenspan- PFT; Bruce Jacobs- PRO; Azul Lewis- SEIU 1021; Michael Mills- PFT (RET); Ava Lee Pang- SEIU 1021; Ronnie Roberts- Benefits Specialist; Debra Weintraub- PRO

[Note taker] TaNeesha Dickerson- Benefits Specialist

Absent/Not available Local 39 (not confirmed)

Agenda Items

1. <input checked="" type="checkbox"/>	Introduction	Phoenix Lara/ Dr. McKinley
2. <input checked="" type="checkbox"/>	Purpose for the Team <ul style="list-style-type: none"> - Review the health and welfare plan. - Make recommendations to the health and welfare plans. 	Benefits
3. <input checked="" type="checkbox"/>	Agreed member team	Teams
4. <input checked="" type="checkbox"/>	Benefits Team 1. Update on active Ee and retiree's reimbursements <ul style="list-style-type: none"> • SOPs 2. Benefits Website <ul style="list-style-type: none"> • Retiree Tile- reimbursements, schedule of benefits, meeting minutes. 	Phoenix Lara/ Dr. McKinley P. Lara- Updates on website, Navia HRA reimbursement webinars information. Will send links when updates are posted to the website.

3. Part-time Faculty and Hourly Open Enrollment

- **August 19, 2024 -September 23, 2024; for coverage effective September 1, 2024 through February 28, 2025.**

4. Upcoming Events:

- **Navia webinar(s)- Actives, Retiree HRA reimbursements-**
 - **Actives HRA Reimbursement Webinar will be held September 25, 2024 at 10:00am.**
 - **Retiree HRA Reimbursement Webinar will be held October 9, 2024 at 10:00am. More information will be included in the Retiree Newsletter scheduled to be mailed out by September 27, 2024.**
- **Retiree First Open Enrollment- October 1, 2024 – October 31, 2024; for coverage effective January 1, 2025 – December 31, 2025**
 - **Opportunity for RF members to switch between RF plans; KP members to switch to RF plan.**

P. Lara- Brief overview of Retiree Webpage.

R. McKinley- Regarding reimbursement process- Yes, go to RF to first to determine if claim can be appealed; if not submit claim form and supporting docs to the Benefits Office.

Regarding the SOP, things change regarding carriers, brokers; easier to update website where SOP will be kept, rather than updating SOP each time.

P. Lara- Navia reimbursement process may take up to 30 days.

P. Lara- Will remove comment about timeline to return vendor application and W-9 within 5 days.

Working on keeping retirees abreasted on the status of their reimbursement. Will notify retirees when forms are received and estimated time of processing (within 30 days of receipt if all required documents are received).

T. Dickerson- Yes, we can request a separate mailing list from RF.

We would work with the broker and member to find the member an individual plan.

T. Dickerson- Not sure of SISC reasoning behind not allowing members to rejoin, but not many

		<p>changes are made during Retiree OE.</p> <p>T. Dickerson- Retiree First webinar dates and times will be included in the newsletter.</p> <p>P. Lara- TaNeesha will send a copy of the newsletter electronically to B. Jacobs.</p> <p>P. Lara- Retiree should contact RF to determine reason claim was denied, then submit forms to the District.</p> <p>T. Dickerson- There are services that Traditional Medicare does not cover, reason for giving option of MAPD plan. Those services under Traditional Medicare should be submitted to the District.</p>
5. <input checked="" type="checkbox"/>	Local 39	
6. <input checked="" type="checkbox"/>	SEIU 1021	
7. <input checked="" type="checkbox"/>	PFT	
8. <input checked="" type="checkbox"/>	PRO	<p>D. Weintraub- Questions about target group for webinar.</p> <p>Will updates be sent to PRO prior to updating the website?</p> <p>B. Jacobs- Should update website to state Traditional Medicare w/ UA Supplemental Plan. Suggest adding bullets to 'Reimbursement Program' tile.</p> <p>D. Weintraub- Question about the role of Retiree First. Regarding reimbursement process- does retiree go to RF to</p>

		<p>first to determine if a claim can be appealed. Do we go to RF or submit documents to Benefits Office? Want retirees to get consistent information. Want to be pointed in the right direction.</p> <p>B. Jacobs- Most problems come from claims Medicare doesn't cover. Do those claims need to be submitted to the District?</p> <p>D. Weintraub- Understands carrier names will not be included in SOPs</p> <p>Would like feedback on the points she made from the last PRO meeting- question about Phoenix's statement with regard to retirees returning vendor application and W-9. What happens if vendor application is not returned within 5 days, will reimbursements be denied?</p> <p>B. Jacobs- Question about vendor numbers. Can vendor application be included in Retiree newsletter mailing for RF members.</p> <p>D. Weintraub- If KP members switch from KP to RF and want to switch back, will District pay for individual plan. Doesn't understand SISC policy for not allowing members to come back.</p> <p>B. Jacobs- After the webinar, will the</p>
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		<p>recording be posted to the website.</p> <p>Should we send website suggestions to the Benefits Department?</p> <p>D. Weintraub- FAQs, should include responses about reimbursement processes- where to send what?</p> <p>B. Jacobs- Medicare says they will cover chiro for lower back, or tx for a particular problem. If a retiree goes to chiropractor for service that Traditional Medicare doesn't cover does retiree still need to file an appeal.</p>
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Next meeting: October 16, 2024, at 11:00 AM, via Zoom. If you have items that you would like added to the next agenda, please email Phoenix Lara at phoenix.lara@peralta.edu.