

EXECUTIVE COMMITTEE MINUTES
MUNICIPALITIES, COLLEGES, SCHOOLS INSURANCE GROUP
March 23, 2023

1. CALL TO ORDER

The President called the regular meeting of the Executive Committee to order at 11:38 a.m.

MEMBERS PRESENT: Steve McDougall, Ana Aguillon, Glen Hanneman, Ryan Altemeyer, Patricia Garfoot, Yvonne Perez, Yolanda Salazar,

MEMBERS ABSENT: Griselda Ortiz

STAFF PRESENT: Neddie Sarmiento, Interim Executive Director
Julia Hernandez, Executive Assistant

OTHERS PRESENT: Christine Riley, Keenan & Associates
Kelly Hall, Keenan & Associates
Tom Edwards, Keenan & Associates
Eddie Barfield, Keenan & Associates
Bordan Darm, Keenan & Associates
Mignon Strong, Blue Shield of California
Amy Dehart, Blue Shield of California
Claire Tamo, Altais
Nishant Anand, Altais

2. ADOPTION OF AGENDA – March 23, 2023

Motion to adopt the agenda.

MOTION: Glen Hanneman **SECONDED:** Yvonne Perez **MOTION CARRIED**

YEA: Steve McDougall, Ana Aguillon, Ryan Altemeyer, Yolanda Salazar, Yvonne Perez

ABSENT: Griselda Ortiz **NAY:** None **ABSTAIN:** Patricia Garfoot

3. COMMENTS

No comments.

CONSENT AGENDA: Notice to the Public: The consent agenda is a component of the meeting agenda that enables the Committee to dispatch routine, standard, non-controversial, self-explanatory, implementing (follow-up) items or items not requiring any discussion with one vote. Separate items on the consent agenda are not discussed before the vote and the entire consent agenda is voted on at once without any explanations or comments. If a board member or member of the public feels that an item on the consent agenda should be discussed, he/she may request the removal of that item from the consent agenda at the time the consent agenda is announced. Removed consent agenda items are considered separately, in their turn, after the consent agenda vote.

4. APPROVE Regular Minutes: Executive Committee Meeting: February 23, 2023
5. Receive FY23-24 COLA Calculation Pursuant to Policy
6. Ratification of CPS HR Consult. Svcs. Agreement for Executive Director Recruitment

MOTION: Yvonne Perez **SECONDED:** Ryan Altemeyer **MOTION CARRIED**

YEA: Steve McDougall, Ana Aguillon, Yolanda Salazar, Glen Hanneman

ABSENT: Griselda Ortiz **NAY:** None **ABSTAIN:** Patricia Garfoot

ACTION ITEMS:

7. Approve Bay View Academy Membership

Bay View Academy (BVA) requested to rejoin MCSIG effective 7/1/2023. Tom Edwards, our underwriter, performed an analysis of the group and recommended membership at the current MCSIG standard rates. Bay View Academy is comprised of 73 employees with a slightly younger demographic than MCSIG membership as a whole, making them a good risk, per Tom Edwards. BVA's Board has signed the Participation Agreement, which bounds the JPA Agreement and Bylaws terms, including committing to three years as a member agency.

Recommendation: The Executive Committee approve Bay View Academy's request for membership and recommended the same to the Full Board.

MOTION: Ana Aguillon **SECONDED:** Ryan Altemeyer **MOTION CARRIED**

YEA: Glen Hanneman, Yolanda Salazar, Steve McDougall, Yvonne Perez

ABSENT: Griselda Ortiz **NAY:** None **ABSTAIN:** Patricia Garfoot

8. Approve FY22-23 Mid-Year Budget Revision

FY23 budget was adopted by the Full Board on June 28, 2022.

Revision required to reflect changes for member contributions, member benefit programs and claims. Decreases in MCSIG administration: salaries, trainings/meetings, and Executive Director search. Increases in office expenditures that include Cyber Policy premium and new equipment in the board room audio-visual updates. Increases in office expenditures are offset due to building shared expenses with MERMA at a 45% with MCSIG's share at 55%.

Recommendation: Executive Committee consider budget revision and provide their approval recommendation to the Full Board.

MOTION: Ana Aguillon **SECONDED:** Yolanda Salazar **MOTION CARRIED**

YEA: Glen Hanneman, Steve McDougall, Yvonne Perez, Ryan Altemeyer

ABSENT: Griselda Ortiz

NAY: None

ABSTAIN: Patricia Garfoot

9. Consider Classification and Salary Study Proposals

In 2016 MCSIG retained Ewing Consulting, Inc. to conduct the last classification and compensation study of all MCSIG employees. Currently, MCSIG is in need of an updated classification and compensation study to focus and capture the current duties and salary schedule of each position and/or to create new classifications where deemed necessary. Interim Executive Director proposed two firms to conduct classification and compensation study: CPS HR Consulting and Koff & Associates.

After a discussion, the Executive Committee tabled this item to the August 2023 meeting, pending a permanent Executive Director.

MOTION: Yvonne Perez

SECONDED: Yolanda Salazar

MOTION CARRIED

YEA: Glen Hanneman, Steve McDougall, Ana Aguillon, Ryan Altemeyer

ABSENT: Griselda Ortiz

NAY: None

ABSTAIN: Patricia Garfoot

10. Sunset of the HIPAA Mental Health Parity

Tom Edwards of Keenan & Associates reported that Blue Shield, Express Scripts, Keenan and MCSIG concluded that no changes are required on MCSIG medical benefit plans and mental health substance abuse benefits because they are all in compliance. Keenan will recommend outside firm to conduct comparative analysis required by MHPAEA to be completed as soon as possible.

Recommendation: To continue with current plan designs and insure all future design changes are in compliance with MHPAEA, to explore options for completion of comparative analysis and to recommend same to Full Board.

MOTION: Glen Hanneman

SECONDED: Ana Aguillon

MOTION CARRIED

YEA: Steve McDougall, Yolanda Salazar, Yvonne Perez, Ryan Altemeyer

ABSENT: Griselda Ortiz

NAY: None

ABSTAIN: Patricia Garfoot

11. Consider COVID Benefits due to Termination of National & Public Health Emergencies

Tom Edwards of Keenan & Associates reported on January 30, 2023 Biden Administration announced the end of National emergency and public health emergency COVID-19 related declarations effective May 11, 2023. The announcement stated Outbreak Period Relief will end July 10, 2023, which will allow employers and plans sponsors to change benefit coverages for COVID: diagnostic testing and related

services, hospitalization, out of network vaccines, and out of network coverages. In network vaccinations will remain free as preventative services under the ACA and any other federal laws.

Recommendation: Consider reducing coverage for COVID-related expenses to same level as other covered illnesses or injuries, consider covering at-home testing with a pharmacy copay, ensure COVID testing is for medical necessity only, surveillance testing is not covered for any MCSIG member entity and Executive Committee recommend same to Full Board.

MOTION: Ana Aguillon **SECONDED:** Glen Hanneman **MOTION CARRIED**

YEA: Steve McDougall, Yolanda Salazar, Yvonne Perez, Ryan Altemeyer

ABSENT: Griselda Ortiz **NAY:** None **ABSTAIN:** Patricia Garfoot

DISCUSSION ITEMS:

12. ALTAIS EVERSIDE CLINICS UPDATE

Nishant Anand, President and CEO of Altais provided an update on the Altais Everside Clinics and commitments. The Executive Committee provided feedback and requests for Altais to consider: location in Salinas, hours of operation, one day a week in Monterey availability, retain current doctors and to have the clinic be exclusive for MCSIG and CVT members.

13. Blue Shield Cyber Security Breach

On March 16, 2023 staff was notified of Brightline Medical Associates (a product put in place by Blue Shield to provide mental health access to MCSIG membership) security incident involving Brightline subcontractor Forta, LLC. Breach consist of most MCSIG Membership. Data compromised included: names, DOB, address, phone number, member ID, employer name and email address. Data not compromised: SSN.

Notice of breach was mailed to MCSIG membership on April 27, 2023 through U.S. mail that included Identify Theft Protection to each member affected.

CLOSING COMMENTS:

14. COMMENTS FROM EC MEMBERS

Why does MCSIG not post minutes to website – MCSIG staff looking into it

15. DATE/AGENDA ITEMS FOR NEXT MEETINGS (4/27/2023 11:30 a.m.)

1) FY22 Audit Report, 2) 2024 Budget Guidance

16. ADJOURNMENT

There being no further business to discuss, the meeting was adjourned at 1:11 p.m.