

HUMAN RESOURCES/RISK MANAGEMENT COMMITTEE NOTES

June 27, 2018

Attendees:

Committee members: Kathleen Tiegs (Chair) and James V. Curatalo

Staff members: Carrie Corder, Agnes Boros, Roberta M. Perez, and Chad Brantley

Members of the Public: None

Call to Order: 3:30 p.m.

Public Comment: None

Additions/Deletions to the Agenda: None

I. Wages and Benefits Trends

- Staff presented to the Committee an analysis report on wages and benefits cost trends. The Committee reviewed the following:
 - Cost saving actions taken by the Board since fiscal year 2010
 - CalPERS tier 2 and PEPPA tier 3
 - Closure of the PARS and OPEB plans
 - CalPERS advance repayment
 - Consumer Driven Health Plan
 - Since 2013, the COLA's, CalPERS rate increases and Health Premium costs have increased at a rate that is slower than the Consumer Price Index (CPI) over the same time period.
 - The option that the Board selected, which requires employees to increase their share of the CalPERS contribution by paying an additional 1% each year from 2013 to 2021, is lowest cost scenario for the District
 - The components of the CalPERS pension cost to the District were compared over the 8-year period 2013 – 2021.
 - The CalPERS employee paid share (pickup) is increasing faster than the employer normal cost and will result in ongoing savings to the District.

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- Health care premiums were analyzed to determine the rate of change and also compared to two health premium cost indexes.
 - The District's cost of health care premiums has risen more slowly than either of the indexes that it was compared to.
 - Participation in the new Consumer Driven Health Plan has increased to 6 employees
- The report was for information only.

Meeting Adjourned at 4:20 p.m.