

**SHASTA-TRINITY SCHOOLS INSURANCE GROUP
EXECUTIVE COMMITTEE MEETING MINUTES**

January 11, 2008

Shasta Union High School District Office Board Room

ATTENDANCE

Members Present: President, Jim French, Trinity County Office of Education
Vice-President, Donna Heller, Columbia Elementary School District,
Black Butte Elementary School District
RoseAnn Adams, French Gulch-Whiskeytown Elementary School District, Igo Ono-
Platina Union Elementary School District, Shasta Union Elementary School District &
Redding Elementary School District
Art Schmitt, Shasta Union High School District
Adam Hillman, Shasta County Office of Education
Patricia Demo, Shasta College
Harley North, Evergreen Union School District
Philip Brown, Enterprise Elementary School District
Ex-Officio: Patrick Casey, Executive Consultant
Staff: DeDe Davis, Benefits Administrator
Others Present: See Attendance Sheet

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1.0 **CALL TO ORDER** – The meeting was called to order at 9:05 a.m. by President, Jim French followed by the Flag Salute.

2.0 **APPROVAL OF AGENDA** – A motion was made by Art Schmitt, SUHSD and seconded by Harley North, Evergreen to approve the Agenda with the exception of moving Item Nol. 6.3 to the last item. The motion was approved unanimously.

3.0 **APPROVAL OF MINUTES** – The minutes of the October 19, 2007 Executive Committee Meeting were presented for approval. It was moved by Harley North, Evergreen seconded by RoseAnn Adams, Redding and unanimously approved to accept the minutes with changes.

4.0 **PUBLIC COMMENTS**-None

5.0 **CORRESPONDENCE/EXECUTIVE COMMITTEE/EXECUTIVE CONSULTANT COMMENTS**
Pat Casey discussed the Trinity Union High School District/Weaverville Elementary unification. There will be an item on the January 25th Board of Directors meeting requesting admission to the Workers' Compensation Program.

6.0 GENERAL BUSINESS

6.1 Executive Consultant Contract – Jim French, President noted that a sub-committee had met and discussed the renewal proposal for the Executive Consultant contract. RoseAnn Adams, Redding thanked the Committee for taking time out of their busy schedules to participate in the meetings. The Committee came up with options to renewal of the contract including an RSP. The renewal proposal is for a three year renewal of both the Executive Consultant and Risk Management contracts with a 3% increase for each of the three years. RoseAnn Adams, Redding distributed a breakdown of the contract increases over the past several years. Pat Casey discussed how his contract for services developed over time. The JPA had always paid for Risk Management for a fee of approximately \$100,000 to \$200,000 during the years the services were provided by Unicare/Fremont and Keenan & Associates. Danté Bellino's contract while with Keenan was approximately \$100,000. When we moved to Self-Insured, Keenan proposed a \$110,000 Loss Control renewal. Over time, Loss Control was for onsite reviews after an injury. Risk Management services included focus on what body parts were being injured. Keenan was providing limited Risk Management services. Pat Casey commented that he is currently providing much more service. Danté does not review claims. Pat reviews the claims and options for addressing the problem. Pat explained the differences between Loss Control and Risk Management. Pat looks at claims, POPPS (Post Offer Pre-Placement Physicals) and makes recommendations to LWP for claim disposition. Pat and LWP are working on a proposal to meet with open medical claimants and try to encourage them to settle the claim with a reasonable offer. Pat explained that originally the contracts were asked to be combined and then a few years later they were asked to be split into two contracts. Pat appreciates the comments about COLA vs. CPI. Risk Management is working due to the attention being paid to trend in claims and what needs to be addressed. Pat and Danté do ergonomic review together only if the volume is too high for one person to complete in a day.

Art Schmitt, SUHSD reviewed committee discussions about the recommendations. The Committee would like to add Goals to be accomplished prior to an automatic annual increase taking place for the purpose of keeping costs down. The Committee would like to know the least expensive place for members to

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purchase medications with the idea that maybe we can mitigate some of the associated costs. In the wellness area, the Committee would like to see a plan where the JPA would build a wellness plan to help people get healthier and stay healthy. Pat reviewed a meeting that took place on Wednesday regarding a wellness program with Blue Cross HMC (Health Management Corporation). Pat recommends that Workers' Compensation funds be used for these programs. Pat noted that American Fidelity would like to do an eligibility review to assure that non-eligible family members are not utilizing our plans.

Jim French, President, stated the sub-committee is recommending the General Contract be approved with the recommended Goals be met prior to the annual increase of 3% being applied. Adam Hillman, SCOE moved to renew the Executive Consultant's General Contract as stipulated. Art Schmitt, SUHSD seconded the motion. Jim French, President asked if there was any discussion. RoseAnn Adams, Redding asked if the items on Exhibit A will be revised to place services under the correct contract. Pat Casey will make the appropriate revision in Exhibit A. David Flores, Grant inquired about a consultant vs. employee. David asked if the increases were based on COLA. Jim French, President noted that the numbers are closer to CPI (Consumer Price Index) than COLA and the sub-committee prefers the increases be tied to the CPI. Rose Ann Adams commented that when the sub-committee met there was discussion regarding keeping the contracts separate. Pat will continue the Workers' Compensation administration as part of the consulting contract. The motions were approved unanimously to approve the Executive Consultant's General Contract as presented by the sub-committee and will be recommended to the Board of Directors on January 25th for approval.

Jim French, President asked RoseAnn Adams to comment on the Risk Management Contract. Rose Ann reviewed how the second contract came about to deal with districts who had challenges with injuries. Rose Ann would like to see a breakdown of Pat Casey, Danté Bellino and Nancy Pank's specific responsibilities. Pat will prepare the breakdown for the January meeting. The sub-committee feels more open communication would be helpful for future Executive Committee members. Rose Ann noted that we need to make sure we are not duplicating costs. Jim French, President recommended that the sub-committee meet prior to the January 25th meeting to make a recommendation to the Board of Directors for the Risk Management Contract renewal. Jim thanked RoseAnn and the sub-committee members for taking the time to review and recommend a contract renewal.

- 6.2 **Adjournment** – The meeting was adjourned at 9:50 a.m. The next meeting will be a Board of Directors meeting on January 25, 2008 preceded by a short Executive Committee meeting at 9:00 a.m. Both meetings will be held at the Shasta Union High School District Board Room, 2200 Eureka Way, Redding, CA 96001.

Respectfully submitted,

DeDe Davis
Benefits Administrator

Patrick H. Casey, Executive Consultant
Shasta-Trinity Schools Insurance Group

James French, President
Shasta-Trinity Schools Insurance Group