



San Mateo County Schools Insurance Group EXECUTIVE COMMITTEE MEETING MEETING SUMMARY

San Mateo County Schools Insurance Group
Conference/Telephonic Meeting

Thursday, April 18, 2024 Web
8:30 a.m.
Fifth Meeting – 2023-2024

Members Present

Patrick Gaffney – President
Josie Peterson – Vice President
Valerie Miller
Amy Wooliever
Kevin Bultema
Marites Fermin
Roberta Zarea

Members Absent

Mei Chan

Adoption of Agenda

A motion was made to change the sequence of the agenda. It was suggested that items G1, G2, G3, G4, G5, and G7 are covered first. Then items F1 and F2. Closed session for the Executive Director evaluation will take place and lastly, G6 Salary Chart (COLA).

Meeting Minutes

The March 14, 2024 meeting minutes were approved unanimously. Suggestion was made to have the minutes include agenda item numbers.

Executive Director's Evaluation.

Executive Committee met in closed session to discuss the Executive Director's Evaluation.

G1. Dental Market RFI

The results of the RFP provided SMCSIG Board & Member Districts with the following options for consideration:

Option 1 – Replace Delta PPO with Another Carrier Dental PPO and add an Indemnity Plan Option for Individual Member Districts to decide if they want to add (JPA decision)

Option 2 – Join SISC (JPA decision) and Add Indemnity Plan Option as a choice alongside Delta Dental PPO (Individual Member District decision)

Option 3 – Status quo – SMCSIG continues to offer Delta Dental PPO as only option offered to Member Districts (JPA decision)

However, the board requested additional cost savings analysis. Therefore, the item was tabled and will be discussed at the May 2 meeting.

A request was made that we do a head to head comparison of dental proposals with all charges included in the comparison.

G2. Benefit Admin Platform RFP

The results from the benefit admin platform presentation and RFI for the dental program provided SMCSIG Board and Member Districts with the following options for consideration:

Option 1 Purchase a new benefit admin platform that is not proprietary to any JPA Pool or Broker.

Option 2 Move to AFEnroll as part of the recommendation of moving to join SISC and to add an Indemnity Plan option.

Option 3 Stay in the current benefit admin platform.

Since the Dental Market RFI item was tabled, there was no discussion regarding the benefit admin platform. Therefore, this item was also tabled and will be brought back at the May 2 meeting.

G3. Employee Benefits Services Agreement (Keenan)

As motioned at the March meeting, Craig contacted Keenan regarding a 6 month extension through the end of 2024. Keenan has agreed to the 6 month extension. Given the outcome of the RFP and RFI we will either renew the contract or move to a new provider. The Executive Committee approved the contract extension.

G4. ESM Contract

The Executive Committee approved the ESM contract. Some districts have contracted for site inspections with other vendors. Those districts can postpone their inspections to the last year of the contract to not conflict with their current vendor. The Executive Committee requested information about the bidding process for transparency and comparison. There was not a bidding process. The EC requested a more transparent process in the future including the inclusion of all bid summaries for EC review.

G5. AB218 SELF Assessment

SMCSIG has been in SELF for excess liability coverage since the 80's. A funding plan has been developed to annually assess members to fund these SAM claims. Through two (2) assessments, SMCSIG, has paid \$3.2M to SELF while collecting back from the members through Property/Liability Rate.

Status: SELF Board voted on March 22, 2024 a third (3rd) round of assessment in the amount of \$154.1M. **SMCSIG members portion of the assessment is \$4,076,739.** SELF will be invoicing the SMCSIG members around May 2024, payable in 2024/25 fiscal year with **no payment installment.**

An email was sent to members on 4/18 providing information regarding Schools Excess Liability Fund (SELF)'s AB218 assessment.

F1. Strategic Plan Update

At the March Executive Committee members expressed an interest in changing the form of the report. The updated format shows the objective, process, status, progress, and completion date.

It was requested that in the status or progress column benchmarks or achievements towards objectives are added.

F2. Executive Director's Presentation

Executive Director asked to present accomplishments and highlights for the Executive Directors Evaluation. The purpose is to show the big picture of what SMCSIG provides to our members. Improvements in SMCSIG under present Director include:

- Modernization of Liability and Property Claims Management System
- Active Management of Workers Compensation Claims
- Improved Investment Returns by switching to longer term investment strategy.
- Active Risk Management and Loss Control initiatives to reduce claims exposure
- Pool Management based on Strategic Plan
- Improved Representation for SMCSIG at the SELF & PRISM pools
- Legislative Advocate at State Capitol for Risk Management related issues

G6. Salary Chart (COLA)

At the March 14, 2024, Executive committee meeting, the committee requested salary comparisons. Staff will provide salary comparisons to both school districts and self-insured JPA's.

Fiscal Impact:

Salary and benefits represent about 2.23% of our annual costs. The recommended 10% change would increase costs by \$115,628, which will impact the member contributions by \$.012.

The Executive Committee has requested additional salary comparisons to JPA's in the Bay Area. This item has been tabled and will be discussed at the May 2 meeting.

A request was made to compare to similar sized JPAs (not school districts). Request was made to consider each position's potential salary increase independent of the ED's salary (ED's salary is based upon performance).

Meeting Calendar

The next meeting will be on May 2, 2024.