Joint Health Care Coalition

Jennifer Ballerini, Labor Co-Chair
Robert Pierce, Management Co-Chair

EGUSD
• In recognition of a shared responsibility for health care Management and all Bargaining Units created the Joint Health Care Coalition (JHCC)

• The goal of the JHCC is to provide the best health care coverage available at the lowest cost possible

• The JHCC analyzes price, plan design, carriers, utilization, wellness, or any other factor which may have an impact on the affordability and quality of health coverage

• Management and labor each has one vote
• The decisions made by the JHCC are in the form of recommendations which are communicated to the bargaining units and the District for purposes of negotiations and Board action

• In the event of a 1-1 vote, there will be no recommendation made to the bargaining units and District

• The JHCC meets on a monthly basis
Our Focus

Joint Health Care Coalition

We take our work VERY seriously!

- All decisions and efforts are very deliberate
- We work closely with our broker, offering additional market place expertise
- We think outside the box and as a result we are able to provide employees high benefit levels at premiums much lower than industry norms
- Our work has forced providers to remain competitive
- We work on behalf of employees and the budget
Medical Renewals

- Each year the JHCC solicits medical renewal rates and plan design options

- Most years have unique circumstances and complex implications

- The JHCC deliberations begin in June based on provider proposals

- The JHCC makes medical renewal recommendations to the Board
Current Benefit Providers

Standard Medical Coverage

- Kaiser Permanente
- Sutter Health Plus

Standard Vision and Dental Coverage

- Delta Dental Premier
- VSP Vision

Employee Assistance Program

- Managed Health Network
Open Enrollment

Each year Employees can make benefit changes

- Open Enrollment communication occurs in September and October
- Enrollment events occur in Early-October to Early-November
- All changes take effect on January 1
Wellness Rebate

Joint Health Care Coalition

• Each employee can receive a Wellness Rebate equal to 5% of the low cost health plan premium amount

• Submit a Wellness Rebate Certification
  • Wellness Consult
  • Minor Lab Work
  • Online health risk assessment
• In 1995 all Collective Bargaining Agreements called for the establishment of EGBERT which culminated in the establishment of a Trust in 1996
• EGBERT began covering retirees in July 1, 2000
• All bargaining units and management have trustees
• Employees, retirees, and the District make contributions to the Trust
• Vesting has varied from 10, to 20 years over time.
Thank You