

# Fire Agencies Self Insurance System



## FDAC Employment Benefits Authority



## Joint Board of Directors Meeting Agenda

**December 7, 2022  
10:00 a.m.**

**Hilton Garden Inn  
20 Advantage Ct  
Sacramento, CA 95834  
(916) 579-7000**

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In compliance with the Americans with Disabilities Act, if you need a disability-related modification or accommodation to participate in this meeting, please contact Colleen Morrison at (916) 244-1178 or [colleen.morrison@sedgwick.com](mailto:colleen.morrison@sedgwick.com), or Carmen Berry at (916) 231-2941 or [cberry@firebenefits.org](mailto:cberry@firebenefits.org). Requests must be made as early as possible, and preferably at least one full business day before the start of the meeting.

Documents and materials relating to an open session agenda item that are provided to the Board of Directors less than 72 hours prior to a regular meeting will be available for public inspection at 1750 Creekside Oaks Dr., Suite 200, Sacramento, CA 95833 or 808 R St., Suite 209, Sacramento, CA 95811.

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### Welcome & Introductions

#### Overview of Programs

POOLING 101  
FDAC EBA 101  
FASIS 101

#### Page

- 1. CALL MEETING TO ORDER**
- 2. APPROVAL OF AGENDA AS POSTED OR AMENDED**

\* Reference materials enclosed with staff report.

- 3. PUBLIC COMMENTS** - This time is reserved for members of the public to address the Board relative to matters of FASIS or the FDAC EBA not on the agenda. Members of the public may submit comments by email in advance of the meeting to Colleen Morrison at [colleen.morrison@sedgwick.com](mailto:colleen.morrison@sedgwick.com) or Carmen Berry at [cberry@firebenefits.org](mailto:cberry@firebenefits.org) by no later than 5 p.m. on Monday, December 5, 2022. If a member of the public would like to address the Board during the meeting, the person may email Ms. Morrison or Ms. Berry during the meeting which, if timely received, will be read or summarized to the directors. No action may be taken on non-agenda items unless authorized by law. Comments will be limited to five minutes per person and twenty minutes in total.
- 5**      **4. FASIS CONSENT CALENDAR** – If a Board member would like to discuss any item listed, it may be pulled from the Consent Calendar.
- 6**      \*A. Minutes of the October 26, 2022, FASIS and FDAC EBA Joint Board of Directors Meeting
- 13**     \*B. Draft Resolution No. 2022-05 Authorizing Investment of Monies in the Local Agency Investment Fund
- 15**     \*C. MHN Employee Assistance Program – Utilization Report
- 26**     \*D. E-Brief, November 2022
- 30**     \*E. 2022 Annual Report  
*Recommendation: Approval of the Consent Calendar*
- 5. FDAC EBA CONSENT CALENDAR** – If a Board member would like to discuss any item listed, it may be pulled from the Consent Calendar.
- 54**     \*A. Minutes of the October 24, 2022, FDAC EBA Special Board Meeting
- 57**     \*B. Minutes of the November 9, 2022, FDAC EBA Board Meeting
- 59**     \*C. Treasurer’s Report as of 9/30/2022
- 67**     \*D. FDAC EBA Experience Report
- 76**     \*E. Notice to Remove Trinity Life Support Community Services District  
*Recommendation: Approval of the Consent Calendar*
- 6. GENERAL ADMINISTRATIVE MATTERS**
- 84**     \*A. FASIS & FDAC EBA Consolidation Report  
*Recommendation: Staff recommends the Board of Directors approve the recommendations brought forth by the Joint Advisory Committee, as presented and provide direction to staff, as necessary.*
- 86**     \*B. Discussion Regarding Consolidated Program Member Eligibility  
*Recommendation: Staff recommends the Board of Directors approve the recommendations brought forth by the Joint Advisory Committee, as presented and provide direction to staff, as necessary.*

**7. FDAC EBA ADMINISTRATIVE & FINANCIAL MATTERS**

- 90 \*A. 21/22 FDAC EBA Financial Audit Report  
*Recommendation: Record and file.*
- 124 \*B. FMV Adjustment to 6/30/2022 Treasurer's Report  
*Recommendations: Record and file with updates.*
- 132 \*C. Underwriting Policy  
*Recommendation: Staff recommends the Board discuss recommended updates and give direction to staff.*
- 133 \*D. Board Reimbursement Policy  
*Recommendation: Staff recommends the Board discuss recommended updates and give direction to staff.*

**8. FDAC EBA BENEFIT PROGRAM MATTERS**

- 135 \*A. Mental Health Parity Comparative Analysis  
*Recommendation: Review provided plan options and take action on preferred direction.*
- 162 \*B. RetireeFirst 2023 Renewal Ratification  
*Recommendation: Benefits Committee and Staff recommend ratification of the RetireeFirst 2023 Renewal Package approved by the committee on August 18, 2022.*
- 178 C. Self-Insured Health Plan Third Party Administrator  
*Recommendation: Staff recommends Board of Directors approval to complete a request for proposal to consider self-insured health plan third party administrator options.*
- 179 \*D. FDAC EBA Employee Assistance Plan Renewal Marketing Results  
*Recommendation: Staff recommends the Board of Directors review and consider alternate options presented to replace the current Magellan EAP program.*
- 181 \*E. Stop Loss Marketing Results  
*Recommendation: Staff recommends the Board of Directors review the marketing comparison summary and consider retaining the current carrier, TM HCC and increasing the Specific Deductible to \$120,000 with no lasers for the 2023 plan year for a 22.4% increase.*
- 201 \*F. Additional Fully Insured Group Health Narrow Network HMO Offering  
*Recommendation: Staff recommends the Board of Directors approve the addition of the fully insured, Blue Shield of California Trio HMO plan effective January 1, 2023.*

**9. FASIS ADMINISTRATIVE MATTERS**

- 213** \*A. Nomination and Election of Vice President to the Board of Directors  
*Recommendation: Staff recommends the Board of Directors nominate and elect a Vice President, effective December 7, 2022, to serve the balance of the existing one-year term ending June 30, 2023.*
- 214** \*B. Discussion Regarding FDAC EBA Member Participation in the FASIS Employee Assistance Program  
*Recommendation: Staff recommends the Board of Directors approve FDAC EBA participation in the FASIS Employee Assistance Program, effective January 1, 2023, and provide direction to staff, as necessary.*
- 215** \*C. Discussion Regarding Klamath Fire District’s Continued Participation as a Member of FASIS  
*Recommendation: Staff recommends the Board of Directors provide direction regarding Klamath Fire District’s continued participation in FASIS.*
- 217** \*D. Agreement Between FASIS and On Duty Health for On-Site Annual Medical Examinations  
*Recommendation: Staff recommends the Board of Directors approve the agreement between FASIS and On Duty Health for On-Site Medical Examinations, as presented.*

**10. CLOSING COMMENTS**

- A. Board of Directors – FASIS / FDAC EBA
- B. Staff – FASIS / FDAC EBA

**11. ADJOURNMENT**

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**NOTICES:**

The next regular joint meetings of the FASIS and FDAC EBA Board of Directors will be held on the following dates:

- Monday, March 13, 2023, at 12:30 PM – FDAC Annual Conference, Napa Valley Marriot
- Wednesday, June 21, 2023, at 10:00 AM – Sacramento, CA