

Steering Committee Meeting
2:00 pm, October 16, 2024
Bret Kelly A—Rawlings Library

Meeting Lead: Rachel Packard
Meeting Recorder: Brigitta Meyerhofer

Minutes

Attendance: Sherri Baca (Executive Director), **Terri Daly** (Director of HR), **Jennifer Scroggins** (Rawlings User Services), **Mary Kratz** (Lamb/YMCA), **Ray Packard** (Pueblo West), **Alyssa Vargas-Lopez** (Rawlings Experiential Learning), **Josh Vicknair** (IT), **Maria Kropf** (Finance), **Frank Nash Jr.** (Facilities), **Sandy Hudock** (Gidone/Lucero/Greenhorn),

Preliminary Steering Discussion (2:00 pm)

- 3rd Quarter 2024 WIZ Awards
 - Steering committee members were asked to review Wiz Award nominations prior to the meeting. Each member was asked to select 1-5 nominees that they felt should receive the award.
 - Awardees:
 - Alyssa Vargas-Lopez
 - Nathaniel Petrov
 - Thad Stelter
 - Ciara Kehoe
 - Jill Kleven
- District-wide Janitorial Staff Issues - Ray Packard (Pueblo West)
 - Representatives Mary K. (Lamb), Ray P. (Pueblo West), Sandy H. (Giodone) and Jennifer S. (User Services) shared that they are having a lot of issues with nighttime janitorial staff.
 - Problems include cleaning chemicals being left out and department cleaning supplies being used without permission.
 - Brigitta M. (Barkman) shared that they do not have any issues with their cleaning staff.
 - PCCLD is contracted with this company, and each location has different janitorial staff.
 - Facilities are aware of issues - branch managers have been keeping them updated about these problems.
 - Issues might be caused by high turnover and training time of new employees.
 - Frank N. (Facilities) handles contacting the company with complaints.
 - Weekly, if not daily.
 - Please send direct emails, not Helpdesk tickets, with issues.
 - It was agreed upon that the committee will ask Sherri if there's anything that can be done to resolve these issues.
- Tech Updates - Josh Vicknair (IT)
 - Computers around the district are being upgraded at a rate of 5 or so per day.

- GHV was the most recent update at the time of this meeting.
- IT will complete these updates before the end of year.
- Updates are being scheduled with branch managers to minimize impact to staff.
- New computers support Zoom.
 - Webcam use and protocol for those who attend meetings and webinars is being discussed.
- Terri D. (HR) reminds us to log out of our sessions to prevent sensitive information being accessed on sites like our email and Koha.
- District-provided laptops and other technology for staff is also being updated.
- This new system makes it possible for future updates to be automated in order to help this process go as smoothly as possible.
- Technology assets not provided by PCCLD (personal cell phones, personal computers, etc.) will be disconnected from the PCCLD staff wifi (PCCLD_Staff) in the future.
 - This is in order to follow best practices and increase our overall security and safety.

Follow-Up With Executive Director (2:26 pm)

- Employee Benefits Renewal Discussion with Dave Vecchio, Benefits Broker - Terri D. (Director of HR)
 - Dave provided important context for why costs rise each year.
 - Medical trends, the cost of inflation and cost of care delivered are used as basis points for cost increase calculations.
 - A guide called the Waterhouse-Cooper is used to accurately predict these changes.
 - Administrative staff costs also figure into increases.
 - Information on the increase of premiums for 2025.
 - Small Groups are companies with 2-100 employees.
 - This group is currently experiencing a 8%-22% increase in premiums.
 - This is partially because the number of carriers that work with small groups has dropped from 11 carriers to only 3.
 - PCCLD is part of the Public Sector Healthcare Group.
 - PCCLD joined this group in order to avoid these increases and provide better benefits.
 - This group is composed of district and town governmental agencies.
 - It totals 108 groups and over 2500 employees and dependents.
 - Having more individuals in a group lowers the cost of premiums for all involved in 2025.
 - We will only experience a 4% increase in premiums, possibly less .
 - Surest Plans
 - A new plan type offered in 2025.
 - It will offer the same choice of doctors and providers with no gain or loss of provider network.
 - These plans are app-focused.

- You can use the app to see your cost of care ahead of time, so you can select a doctor that will not charge as much for a procedure or visit.
- You'll also only receive one bill after a visit, instead of multiple bills from the doctor, surgeon, testing facility, etc.
 - The insured pays the hospital directly, and then they distribute the funds appropriately.
 - You would only receive multiple bills if you were transferred to a different hospital via ambulance.
 - There are fewer issues with billing for medical care this way, as the process is simplified.
- App has individual ratings for doctors.
 - Ratings are based on quality, efficiency, and care outcomes.
 - Care outcomes consider if the patient returns multiple times to resolve the same medical issue.
 - Ratings are updated about every 6 months with real data from patients and other criteria.
 - If a doctor has a low score, that might not mean that they're not good doctors, but instead means that there is a lack of data and ratings to form a more accurate calculation.
- There will be free virtual care with no copays for non-specialized care like colds, eye infections, etc.
 - This virtual care will replace HealthiestYou.
 - HealthiestYou will only be available to part-time employees starting in 2025.
- Preventative care is free.
 - Included in this free care is yearly well visit and age-appropriate screenings.
 - Doctors might not classify a visit as a well visit if you discuss further medical concerns with them.
- New Surest plans are titled B4000 and D6400.
 - The digits in the titles stand for your maximum out of pocket cost per year.
 - This number is very hard to reach as you have greater ability to choose lower-cost facilities and doctors.
- Plan C will increase.
 - Full numbers and information will be sent to all staff around the time of open enrollment.
- Dental and vision plan changes.
 - Dental premiums will go up a few cents in cost in 2025.
 - These premiums have not increased for 5 years.
 - The carrier for our vision plans is being switched to Metlife.
 - Metlife offers a more robust vision plan.
 - Virtual, recorded and in-person informational sessions will be offered to staff as the open enrollment time period gets closer.
- Colorado FAMLl plan changes.

- We will be transitioning from the state plan to a private plan for this benefit.
 - Private plans are legally required to provide the same or better benefits than the benefits offered by the state.
 - Private plans provide a better experience, as private carriers are more experienced in handling and processing insurance claims.
 - Existing open claims will not be transferred to the private carrier's plan in 2025.
 - These claims will be handled by the state until completed.
 - 98% of local governments opted out of the state-provided plan.
 - We opted into this plan in order to be able to provide this important benefit for employees.
 - More info and updates on this transition to come.
- District-wide Janitorial Staff Issues
 - Sherri will examine the contract and situation as a whole to see if there's any resolution for these continuing issues.
 - Our current company charges \$105,000 yearly for their services.
 - There are not any lower bids.
- Sustainability Idea - Staff Day Water Options - Terri D. (Director of HR)
 - Single-use water bottles were difficult to find before this previous staff day, but we were able to obtain some last minute bottles.
 - The committee has agreed that for future staff days we will encourage staff to bring their own bottles and cups to staff day.
 - We can utilize the bottle filler fountains at Rawlings.
 - Reduces waste.
 - Reduces cost.
 - To further encourage staff, water bottles and cups could possibly be given as gifts during our usual staff day opening ceremonies.
 - Straw cleaners were suggested.
 - Staff also suggested appliances at water fountains that make rinsing cups easier.

Meeting adjourned at 3:34 PM

Next meeting is November 20th, 2024