



Healthcare Administration Transition from CalPERS to SISC

October 26, 2019 BOT Study Session



SISC Transition Timeline

July 10, 2019:

CalPERS Resolution approved at Board.

July 19, 2019:

SISC Transition planning meeting to discuss next steps, deadlines, and forms.

August 14, 2019:

Board approved move to SISC.

August 23, 2019:

Received preliminary premium rates for SISC plans; terminated dental and vision coverage with ASCIP.

August 28, 2019:

CSEA 262, CSEA 651, Management, and Confidential finalized their plan selection.

August 30, 2019:

Received enrollment information and documents for retirees who are 65 and up from SISC.

September 3, 2019:

Open Enrollment begins.

SISC Transition Timeline

September 11, 2019: Open Enrollment Benefits Fair

- Open to all employees and retirees transitioning to SISC
- Vendors booths included:



September 19, 2019: Received “Rates at a Glance.”

October 2, 2019: Hosted three SISC information presentations for active employees. Also, hosted and live-streamed a 2.5 hour seminar for retirees.

October 15, 2019: Last day of Open Enrollment.

Enrollment Progress

Enrollment Numbers			
Employment Group	Total Individuals	Total Elections Made	Percentage Complete
CSEA 262	466	454	97%
CSEA 651	96	90	93%
Confidential	12	12	100%
Management (Including Executive Management/BOT)	120	118	98%
Retiree	378	307	81%
TOTAL	1072	981	91%



SISC Transition Highlights and Challenges

- The classified unions and meet-and-confer groups participation.
- HR staff gave 110% to make the transition feel as smooth as possible for enrollees.
- SISC has been extremely helpful and quick to respond to questions from employees, retirees, and Human Resources.
- SISC has diligently worked to find solutions unique to Mt. SAC.
- At the October 2, 2019, retiree forum, SISC did a wonderful job presenting the plans and options to retirees.



SISC Transition Highlights and Challenges

- Employment groups took considerable time to make plan elections.
- Discovering that the medical plans for retirees over age 65 differ from those under the age 65 (Medicare-Eligible).
- Short deadlines not previously disclosed.
- Dual enrollment for retirees over/under age 65 (e.g., the retiree is over age 65 and their spouse under age 65).
- Breakdown of enrollment forms was not clear from the beginning.



Major Policy Changes Transitioning from CalPERS to SISC

There are two major policy changes in this move to SISC:

1. SISC does not allow legal guardians to cover dependents after they turn age 18. Nor do they allow dependents who are not classified as: natural born, adopted, step-child, or under legal guardianship.
2. SISC does not allow re-entry into plans once a retiree has left or not made an election.

Questions

