MEETING

STATE OF CALIFORNIA PUBLIC EMPLOYEES' RETIREMENT SYSTEM BOARD OF ADMINISTRATION PENSION & HEALTH BENEFITS COMMITTEE OPEN SESSION

ROBERT F. CARLSON AUDITORIUM LINCOLN PLAZA NORTH 400 P STREET SACRAMENTO, CALIFORNIA

TUESDAY, MAY 14, 2019

11:15 A.M.

JAMES F. PETERS, CSR CERTIFIED SHORTHAND REPORTER LICENSE NUMBER 10063

A P P E A R A N C E S COMMITTEE MEMBERS: Ms. Rob Feckner, Chairperson Mr. Ramon Rubalcava, Vice Chairperson Ms. Margaret Brown Mr. Henry Jones Mr. David Miller Ms. Eraina Ortega, represented by Mr. Ralph Cobb Ms. Mona Pasquil Rogers Ms. Theresa Taylor Ms. Betty Yee, represented by Ms. Karen Greene-Ross BOARD MEMBERS: Mr. Jason Perez Ms. Lisa Middleton STAFF: Ms. Marcie Frost, Chief Executive Officer Ms. Liana Bailey-Crimmins, Chief Health Director Mr. Matt Jacobs, General Counsel Ms. Donna Lum, Deputy Executive Officer Ms. Susanna Bishop, Committee Secretary Dr. Kathy Donneson, Chief, Health Plan Administration Division Ms. Kim Malm, Interim Chief, Health Policy Research Division

A P P E A R A N C E S C O N T I N U E D

ALSO PRESENT:

Mr. Tim Behrens, California State Retirees

Ms. Crystal McCray, Service Employees International Union, Local 1000

Mr. Harvey Robinson, Retired Public Employees Association

Mr. Larry Woodson, California State Retirees

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PROCEEDINGS 1 CHAIRPERSON FECKNER: Good morning. We're going 2 3 to call the Heath Benefits Committee -- Pension and Health Benefits Committee meeting to order. 4 The first order of business will be to call the 5 roll, please. 6 COMMITTEE SECRETARY BISHOP: Rob Feckner? 7 8 CHAIRPERSON FECKNER: Good morning. COMMITTEE SECRETARY BISHOP: Ramon Rubalcava? 9 VICE CHAIRPERSON RUBALCAVA: 10 Here. COMMITTEE SECRETARY BISHOP: Margaret Brown? 11 COMMITTEE MEMBER BROWN: Here. 12 COMMITTEE SECRETARY BISHOP: Henry Jones? 13 COMMITTEE MEMBER JONES: Here. 14 COMMITTEE SECRETARY BISHOP: David Miller? 15 16 COMMITTEE MEMBER MILLER: Here. COMMITTEE SECRETARY BISHOP: Ralph Cobb for 17 Eraina Ortega? 18 ACTING COMMITTEE MEMBER COBB: Here. 19 20 COMMITTEE SECRETARY BISHOP: Mona Pasquil Rogers? COMMITTEE MEMBER PASQUIL ROGERS: Here. 21 COMMITTEE SECRETARY BISHOP: Theresa Taylor? 22 23 COMMITTEE MEMBER TAYLOR: Here. COMMITTEE SECRETARY BISHOP: Karen Green-Rosss 24 25 for Betty Yee?

ACTING COMMITTEE MEMBER GREENE-ROSS: Here. 1 2 CHAIRPERSON FECKNER: Thank you. Please note also Mr. Perez joining the Committee 3 this morning. 4 Second order of business will be approval of the 5 May 14th meeting timed agenda. What's the pleasure of the 6 7 Committee? 8 COMMITTEE MEMBER TAYLOR: Move it. 9 COMMITTEE MEMBER PASQUIL ROGERS: Second. CHAIRPERSON FECKNER: Who moved? 10 COMMITTEE MEMBER TAYLOR: (Raised hand.) 11 CHAIRPERSON FECKNER: Moved by Taylor, second by 12 Pasquil Rogers. 13 Any discussion on the motion? 14 Seeing none. 15 16 All in favor say aye? 17 (Ayes.) CHAIRPERSON FECKNER: Opposed, no? 18 Motion carries. 19 20 Before we move on, I want to take a moment of personal privilege and call on Mr. Perez. If you could 21 2.2 push your button, please, sir. 23 Thank you. Mr. Perez. 24 25 BOARD MEMBER PEREZ: Good morning. I'm in

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uniform this morning with a mourning badge -- mourning 1 band over my badge. In 1962, President JFK made May 15th, 2 National Police Officer Memorial Day. This whole week is 3 National Policy Officer Memorial Week. Last year, the 4 United States lost 158 men and women to -- while they're 5 protecting their communities. And in California, we lost 6 One of the 10 was a dear friend and a CHP Officer, a 7 10. 8 good Christian man. And I'm going to miss him.

Thank you.

10 CHAIRPERSON FECKNER: Thank you. And thank you 11 and all of the men and women of law enforcement for what 12 you do every day.

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Thank you very much.

Agenda Item 3, Executive Report. Ms. Lum, Ms.Bailey-Crimmins, please.

16 DEPUTY EXECUTIVE OFFICER LUM: Good morning, Mr. Chair, members of the Committee. Donna Lum, CalPERS team 17 I've got two very brief updates to share with you member. 18 19 this morning. I know that we've got a full agenda, so I'll keep my remarks brief. First and foremost, I'm very 20 happy to share with you that after 5 years at various 21 locations, including Rancho Cordova and West Sacramento, 2.2 23 our Customer Service and Outreach Division, which consists of our regional -- or, excuse me, our regional offices who 24 are in their location, but our contact center, and our 25

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train -- our education and a training team who has been in West Sacramento have moved here to the Headquarters campus. 3

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Nearly, 300 team members moved from their recent location in West Sacramento to both our Lincoln Plaza East and Lincoln Plaza West Buildings. And the contact center moved yesterday. Due to the relocation, we did modify our hours of operations. However, I am pleased to share with you that as of this morning, we are back to serving all of our customers during our normal business hours.

The move was very, very smooth. We did not 11 experience any issues. A few minor things with headsets. 12 That's to be expected when you have over 200 agents, who 13 have new phones that are being placed in a new location. 14 15 But certainly, all the planning that took place over the 16 past year really paid off in making this transition very smooth. 17

Just to note that a magnitude -- a move of this 18 19 magnitude does require extensive coordination and 20 collaboration. And so I do want to take a moment to thank all of the team in the Customer Service and Outreach 21 Division, the Operations Support and Services Division, 2.2 23 and the Information Technology Support Branch. They have been wonderful partners with us. And as I mentioned over 24 25 the last year, there's been a lot of planning that has

1 been underway to make this move happen.

We're very happy and excited to have the join --2 the team rejoin us here at Headquarters. And as you can 3 imagine, as I mentioned earlier, we've been in multiple 4 locations. Having everyone here on campus does help to 5 promote comradery, collaboration. It does reduce the 6 7 cost, as we are no longer having to rent the space in West 8 Sacramento at that facility. And it -- most importantly, it does strengthen the service that we provide to our 9 customers, because we have all of our team members here in 10 the front office and the back office, and it makes the 11 transactions much more seamless. So again, just welcoming 12 all of the team, and letting you know that we're all here. 13 We're all back at home. 14

Next, I'd like to turn to CBEE update, which I normally do in my executive update. We do have two CBEEs that are scheduled to take place in June. The first is in San Ramon, and it's on June 7th and 8th. And although this event is still four weeks away, I'm happy to share with you that we already have 1,750 members that have pre-registered.

Now, we do expect, as we have with our previous CBEEs, to break our previous records. The last time we were in the South San Francisco area was in 2017, and we had 1,300 attendees. So again, we're at 1,750. We have 4

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weeks to go, but I can assure you that our teams are very well prepared for whatever size of attendees that we get at this event.

And then the second one is scheduled for June 14th and 15th. And we'll be hosting that CBEE in Pasadena. This CBEE is 5 weeks away. And again, we already have over 1,800 members who are pre-registered. The last time we were in Pasadena, we -- it was in 2017, and we had 1,450. So we're nearly over -- nearly close to 400 pre-registered members. And again, we've got another 5 weeks.

So again, we're planning for the large size of 12 the attendees that we've been seeing. And always, if 13 you're in either of those two areas, we welcome you to 14 15 join us. I do know that the team members and our members 16 that are at the events do enjoy seeing you, interacting with you. And as we've talked about in the past, there is 17 much to be said about the education that is occurring at 18 19 these events. And we are seeing a lot of positive impact. We do have many members that are coming into our regional 20 offices, having mentioned that they've been to a CBEE. 21 And they appear to be much better prepared to sit down and 2.2 23 have the conversation and dialogue about their readiness for retirement. 24

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Mr. Chair, that does end my comments, and I'm

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CHAIRPERSON FECKNER: Well, thank you. Seeing no 2 questions, I will say that maybe not the same reaction as 3 some parental units, but this body appreciates having the 4 whole Family back at home. 5 (Laughter.) 6 7 CHAIRPERSON FECKNER: So thank you for the 8 customer service folks for the time they spent away, but we're glad to have them back here. 9 Ms. Bailey-Crimmins. 10 CHIEF HEALTH DIRECTOR BAILEY-CRIMMINS: Good 11 morning, Mr. Chair and members of the Committee. Liana 12 Bailey-Crimmins, CalPERS team member. For my opening 13 remarks, I have two highlights. 14 The first is I'm excited to share with you the 15 16 launch of the new CalPERS Health Plan Events and Resources It's a great year-round resource for our 17 webpage. members. It gives them opportunities to participate in 18 fun and healthy community activities sponsored by the 19 20 CalPERS health plans. And then second, I will highlight the Pension and 21 Health Benefits Committee, and what to expect from today's 2.2 23 agenda. So taking the first steps towards improving 24 25 health and wellness often includes searching for

available to answer any questions you may have.

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information or looking for classes. And so I'm proud that CalPERS now has a unique online resource tool to make finding that information much easier. This is a one-stop health events experience, and it's located on our CalPERS website at www.calpers.ca.gov. On that main webpage, you'll see "I want to", "view health plan rates", and then simply click on "Wellness and Events" link, which is approximately about halfway down that page.

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9 Once there, our members can click on the plans 10 they're interested in. So, for example, if people weren't 11 aware, downtown Sacramento, there are free yoga, Pilates, 12 and free "Walk to Thrive" clubs. All of these events are 13 open to the community.

And so regardless of which plans our members are 14 15 signed up with, they can attend these community events 16 with their family, and friends, and neighbors. So I hope that both our members and the community gets more 17 information by encouraging them go to this new -- this 18 location on our website and find out all the new exciting 19 wellness tools, and hopefully participate in some of the 20 healthy activities listed. 21

And so for the Pension and Health Benefits Committee today, we have three agenda items. The first is an information consent item, which highlights the annual CalPERS Health Plan Trend Report. This report is a high

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level summary, and includes membership migration statistics. It also shows eight of the most significant utilized services, and the cost associated with those services.

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So, for example, the number of prescription days 5 our members were on medication went down by 3.2 percent. 6 Great number. But the overall unit price for 7 8 prescriptions went up 10.8 percent. And so the CalPERS Health Program uses these types of indicators to meet with 9 the plans quarterly during our meeting reviews, and also 10 annually during our rate negotiations. All of this in 11 order to provide our members the best quality service at 12 the most affordable price. 13

For action today, staff will be recommending to use \$44 million of our PPO excess reserves to spend down the CalPERS PERSCare premium for 2020. This aligns with the Board's Reserve Policy, which was adopted last year in 2018.

And so for information item, we will be publishing the preliminary rates, keyword "preliminary". Between now and -- May and June, we will continue to negotiation with the plans to have a positive movement before the final 2020 rates are approved by this Board in June.

And lastly, I'd like to take a moment or

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privilege, and I'd like to personally thank Ms. Kim Malm 1 for joining the CalPERS Health Program, as the Interim 2 Chief of the Health Policy Research Division. She's 3 leading the rate negotiations. As many of you know, she's 4 5 a tough negotiator, and will continue to provide leadership and assistance to the health program as we feel 6 7 this vacancy permanently. With that, Mr. Chair, this concludes my opening 8 9 remarks, and I'm available for any questions. CHAIRPERSON FECKNER: Thank you. 10 Seeing no questions. 11 We'll move on to Agenda Item 4, which is the 12 approval of the April 16th Committee meeting minutes. 13 What's the pleasure of the Committee? 14 COMMITTEE MEMBER JONES: Move it. 15 16 COMMITTEE MEMBER TAYLOR: Second. 17 CHAIRPERSON FECKNER: Moved by Jones, seconded by Taylor 18 19 Any discussion on the motion? 20 CHAIRPERSON FECKNER: Seeing none. All in favor say aye? 21 2.2 (Ayes.) 23 CHAIRPERSON FECKNER: Opposed, no? Motion carries. 24 25 Agenda Item 5 is the information consent items.

Having no request to move anything off the consent, we 1 move to Agenda Item 6a, the use of Preferred Provider 2 Organization plan reserves. 3 Ms. Donneson. 4 (Thereupon an overhead presentation was 5 presented as follows.) 6 HEALTH PLAN ADMINISTRATION DIVISION CHIEF 7 8 DONNESON: Thank you, Mr. Chair. Members of the Committee, Kathy Donneson, CalPERS team member. 9 This is Agenda Item 6a, and it is an action item. 10 And we recommend, as a team, that the Pension and Health 11 Benefits Committee approve the 44 million proposal to 12 apply excess reserves to reduce the 2020 PERSCare basic 13 premium. 14 -----15 16 HEALTH PLAN ADMINISTRATION DIVISION CHIEF In September 2018, this Board approved a 17 DONNESON: revised Health Care Fund Reserve Policy. The policy in 18 part updated the level of the PPO plan reserve, 19 20 established the criteria for reducing or increasing a PPO plan's reserve when pre-determined thresholds are met, and 21 adopted a methodology for handling any surpluses or 2.2 23 deficits attributable to the PPO plans. In the past, the Board has used additional 24

24 In the past, the Board has used additional 25 reserves to mitigate PPO basic and Medicare Supplement

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Plan premium rate increases.

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HEALTH PLAN ADMINISTRATION DIVISION CHIEF DONNESON: The Health Care Fund Reserve includes the pharmacy component at 116 million - and this is as of December 31st, 2018 - the medical component at 386 million for a total prudent reserve of 501 million.

8 But currently there is an extra, or excess, 84 9 million in the basic and Medicare PPO accounts. The three 10 basic plans, PERSCare, PERS Select, and PERS Choice, and 11 the Medicare plans, the supplements for PERSCare Medicare 12 Choice and Select.

The 84 million comes from the reduction of the risk-base capital from 300 to 250, in accordance with the Reserve Policy that was adopted. And it resides, as you see, in the bar above across all of the basic and Medicare PPO plans.

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HEALTH PLAN ADMINISTRATION DIVISION CHIEF DONNESON: For this month, the published premiums for May have been displayed. There's a zero percent increase for PERS Select, and these are approximates, 4.8 percent for PERS Choice, and 23.9 percent for PERSCare. The significant 2020 PERSCare basic plan premium rate increase is due mostly to ending risk adjustment beginning in the

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1 2019 plan year, and transitioning the plan to reflect its 2 actual cost.

Last year, the Board approved the use of 46 million to impact the 2019 PERSCare basic plan premium rate caused by the elimination of risk adjustment. In 2019, instead of a 38 percent premium increase, the 2019 PERSCare basic plan premium increase was 19 percent.

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8 For this 2020 PPO PERSCare rate, the Board may 9 use 44 million of the 84 million surplus reserve to 10 decrease the projected 23.9 percent increase to 9.4 11 percent increase.

HEALTH PLAN ADMINISTRATION DIVISION CHIEF DONNESON: And we ask you to adopt this recommendation today.

18 COMMITTEE MEMBER BROWN: Move approval. 19 CHAIRPERSON FECKNER: Well, we have other people 20 that want to speak first. 21 Anything else, Ms. Donneson?

HEALTH PLAN ADMINISTRATION DIVISION CHIEF DONNESON: At your pleasure, Mr. Chair, I can either finish the presentation or --CHAIRPERSON FECKNER: Please do.

HEALTH PLAN ADMINISTRATION DIVISION CHIEF DONNESON: Thank you.

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The next steps are to finalize the 2020 premiums 3 in June and use the 44 million to reduce the PERSCare 4 premium. Now, over the next year, the team will look 5 specifically at the PPO basic and Medicare plan data, 6 including, but not limited to, member migration patterns, 7 8 plan design, member purchasing preferences, and focused outreach to stakeholders to formulate recommendations for 9 the Board's consideration of the future of our PERSCare, 10 PERS Choice plans. 11

And this is very similar to the approach we did in redesigning the PERS Select plan to become a Value-Based Insurance Design, which is now yielding very positive results.

This is an action item. And we request that the Board accept the team's recommendation to spend the \$44 million of Health Care Fund excess reserve and apply it to the PERSCare premium for 2020.

20 This concludes my presentation, and I'm happy to 21 answer any questions.

CHAIRPERSON FECKNER: Thank you.

First request. Ms. Taylor.

24 COMMITTEE MEMBER TAYLOR: Yes. Thank you, Ms.25 Donneson for the presentation. I kind of looking at some

concerns from some of our members. I'm looking at a letter right know now. So -- and I guess I was -- I'm a little concerned that we bought down rates last year for the PERSCare, and it still -- we still have some more adjustments to do, because of the -- getting rid of the risk adjusting.

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And I know you're going to be looking at specifics. I guess my concern is are we going to see it trending down? Because it went from 38 to 23. And I'm hoping this trend continues to go down, because otherwise the -- it's not -- doesn't seem sustainable to have a plan in our -- that's our self-funded plan that keeps going up double digits, so...

HEALTH PLAN ADMINISTRATION DIVISION CHIEF DONNESON: Thank you, Ms. Taylor. Our expectation is first by June, this 23 percent that you see today will most likely be lower as we get additional claims. However, that may not be the case.

COMMITTEE MEMBER TAYLOR: Right.

20 HEALTH PLAN ADMINISTRATION DIVISION CHIEF
21 DONNESON: So this is a percentage increase as of what we
22 see today.

COMMITTEE MEMBER TAYLOR: Right.

24 HEALTH PLAN ADMINISTRATION DIVISION CHIEF 25 DONNESON: And so by June, it could be trending down even

further.

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COMMITTEE MEMBER TAYLOR: Hopefully.

HEALTH PLAN ADMINISTRATION DIVISION CHIEF DONNESON: Yes. And so by taking it down to -- from 23 to the 9.4 percent, we believe that we will look at it again next year. But remember, that we would look at the 9.4 percent and then look at what the trend would be for 2021, in terms of getting to the 2021 rate.

9 We do believe that it is moving faster to the 10 true cost of care than perhaps what we projected, but we 11 won't know until we actually start to see the rest of this 12 year's claims experience going into next year's claim 13 experience.

14 COMMITTEE MEMBER TAYLOR: And then it should be 15 better for 2021 when we're doing the rates for 2020.

16 HEALTH PLAN ADMINISTRATION DIVISION CHIEF
17 DONNESON: I would expect that we're going to kind -18 regress to the mean to the actual cost of care.

19COMMITTEE MEMBER TAYLOR: Because it looks like20we're at cost of care for the other two plans.

21HEALTH PLAN ADMINISTRATION DIVISION CHIEF22DONNESON: Correct.

23 COMMITTEE MEMBER TAYLOR: Someone's concern here 24 was that maybe we should -- they called it a dying plan. 25 (Laughter.)

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COMMITTEE MEMBER TAYLOR: I don't necessarily agree with that. But their concern was maybe we should be buying down the 4 percent, rather than putting it all on this. But I -- I just -- what would be your recommendation there?

HEALTH PLAN ADMINISTRATION DIVISION CHIEF 6 DONNESON: Well, I'd like to talk about 2013 when it had 7 reached a point of when it would -- when it did look like -- I don't want to call it a dying plan, but 10 certainly there was a concern for - an insurance term is death spiral. 11

At that time, we didn't really understand who was 12 buying the plan, who was in the plan, why were they 13 purchasing? It was still a much higher cost plan compared 14 15 to the other two.

16 This is our opportunity to say to ourselves, 17 we'll spend the next year seeing who's in the plan, what is a benefit design that could be more consistent with 18 people selecting this plan, and really maybe end-query our 19 stakeholders about --20

COMMITTEE MEMBER TAYLOR: That's a good idea. 21 HEALTH PLAN ADMINISTRATION DIVISION CHIEF 2.2 23 DONNESON: -- about whether -- why are they in the plan and what do they think the future should be for the plan. 24 25 COMMITTEE MEMBER TAYLOR: That's a very good

idea. All right. Thank you very much. 1 CHAIRPERSON FECKNER: Thank you. 2 Ms. Brown. 3 COMMITTEE MEMBER BROWN: Thank you, Mr. Chair. 4 Can you tell us how many total covered lives are 5 in the PERSCare, and then how many shifted from last year 6 when we had the huge 19 percent increase? 7 8 HEALTH PLAN ADMINISTRATION DIVISION CHIEF DONNESON: We currently, as of January 1st, in the basic 9 plan have 140 -- about 149,000 in PERS Choice. 10 PERS Select now is about 70,000. They gained about 20,000 11 members. But the interesting thing about that 20,000, 12 they came from all of our plans. They came from other 13 HMOs and even from the association plans. And then for 14 PERSCare, as of June 1, it's about 32,000. 15 16 For the supplement plans, PERS Choice is about 72,000, Select around 2,100, and again, PERSCare 17 supplement about 63,000. 18 19 COMMITTEE MEMBER BROWN: And do we know how many we lost? How many transitioned from PERSCare last year 20 because of the increase in the rates, just approximately, 21 10 percent, 20 --2.2 23 HEALTH PLAN ADMINISTRATION DIVISION CHIEF DONNESON: I'm going to turn to some of the numbers folks. 24 25 8,500 approximately.

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COMMITTEE MEMBER BROWN: Okay. Not too many 1 with -- considering what a huge increase that is. And so 2 my -- I might assume that they really want the 90/10 3 PERSCare plan. And so I do agree with staff that applying 4 the 44 million for the folks that want one time for the 5 PERSCare to help buy down that premium I think is a great 6 7 reason, and it gives you the year to understand what our 8 members truly need. So saying that, I'd like to move approval for 9 staff recommendation. 10 COMMITTEE MEMBER TAYLOR: Second. 11 CHAIRPERSON FECKNER: It's been moved by Brown, 12 seconded by Taylor. 13 Any discussion on the motion? 14 15 Before we actually vote on the motion, we have --16 pardon? MR. BEHRENS: How about public comment? 17 COMMITTEE MEMBER BROWN: He's got it. 18 CHAIRPERSON FECKNER: I'm almost there. You want 19 20 to change seats? (Laughter.) 21 CHAIRPERSON FECKNER: Before we act on the 2.2 23 motion, I have three requests to speak from the audience, if you'd let me finish. 24 25 First, we have Mr. Robinson, Mr. Behrens, and Mr.

Woodson. Please come forward. Give your name and affiliation for the record and you'll have up to three minutes for comment.

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MR. BEHRENS: Thank you, Chair Feckner. CHAIRPERSON FECKNER: Yes, sir.

MR. BEHRENS: Members of the Committee, Tim Behrens, President of the California State Retirees. We applaud the health team's recommendation to you to recommend to the Board to spend that 44 million and spend down the percentage. We would like to encourage you to consider putting the whole 84 million in, and you'd still have 501 million in reserves. And that would even bring it down farther.

My rationale for that is we have several stakeholders that live in very remote areas, and they only have one choice. So that one choice may be one of the reasons that some of those people didn't migrate last time, because they can only get that particular carrier in their area. So I would encourage you to consider that.

Then I wanted to thank the CalPERS health team for doing a presentation on mental health services. They had all of the insurance carriers in the room at the same time. And we did about a 2-hour discussion. And it was very informative. And it feels like, for the first time, mental health is getting a much more looked at look by the

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1 insurance carriers. And, in fact, up in Paradise where 2 the fires were, I understand that the first responders are 3 getting a lot of help, as are all of the people that 4 responded in or lost their homes and all of their 5 belongings.

Thank you.

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CHAIRPERSON FECKNER: Great. Thank you for comments.

Mr. Woodson.

MR. WOODSON: Good morning. Larry Woodson, 10 California State Retirees. Thank you for the opportunity 11 to comment, Mr. Chair, and members of the Committee. 12 The staff recommendations to allocate the 44 million out of 84 13 million of what is called the PPO surplus to lower 14 PERSCare premium to 9.4 percent is -- well, there seems to 15 16 be an implication that this is really generous, and that the 9.4 percent will have little impact on retirees. 17 And I ask the Board to look at the bigger picture here, 18 particularly the new Board members that weren't here in 19 December of 2017, when abandonment of risk adjustment 20 occurred, and it -- and by the way, we've brought this up 21 before, but it occurred in closed session with no notice 2.2 23 or opportunity for public comment.

And the rates of PERSCare premiums increased that year an average of 20 percent. And by the way, I got

calls from people that had much higher increases than that. And so the basic plan members just couldn't afford those kind of increases, had to migrate to what I would say are inferior plans, which only pay 80 percent instead of 90, and had higher maximum caps.

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It should also be noted that 18 counties have no HMO basic plans available, so they're forced into the PPO plans. Adding 9 percent premium increases to the already 20 percent from last year is really a hardship to members on that plan. And they're on there for a reason. I'm one of them.

There is an easy solution, as Mr. Behrens commented. CSR strongly suggests including all of the surplus for this purpose, which would actually result in a slight decrease in PERSCare premium for last year with my -- by my calculations. It is a surplus, and it should be returned to the members and not have those members affected by such a large cost increase.

19 There's already \$501 million left in the total 20 reserve. And that's a -- yeah, a huge percentage of the 21 total cost, if you look at the cost of the medical costs 22 and the drug costs combined. It's a huge percentage. If 23 the Governor proposed that kind of a surplus in his 24 budget, he'd be recalled.

So please have the staff reconsider that 44

million, and increasing it to the 84 million or close to 1 it to minimize the impacts and hardships on our members. 2 Thank you. 3 CHAIRPERSON FECKNER: Thank you. 4 Mr. Robinson. 5 MR. ROBINSON: Good morning. Harvey Robinson, 6 7 RPEA, Director of Health Benefits. 8 We would like to recommend that we reduced any premium rate increase for the individual PPO plans that 9 generated them, not just PERSCare. 10 Essentially, CalPERS staff recommendation is a 11 rate adjustment paid at the expense of the other PPO plans 12 to maintain this very benefit rich CalPERS basic health 13 The recommendation to continue to subsidize the 14 plan. CalPERS basic health plan, it's at the detriment of other 15 16 PPO health plan members who should instead benefit from the excess reserves in the former premiums later on to the 17 PPO plans. Members and employers should not be forced to 18 19 forgo premium reductions at the expense of one ongoing 20 ailing health plan. A significant number of CalPERS health plan

A significant number of CalPERS health plan members and retirees are from local agencies and schools, who do not enjoy a full or significant portion of their health and Medicare premiums paid by their employers. Many of these employers have been required to scale back

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their health plan contributions in order to pay for
 increasing pension obligation.

CalPERS should consider addressing the systematic and long-term program problems within the CalPERS basic health plans to stop the bleeding. Perhaps a risk adjustment should be made to reduce the richest of the plan. Please stop forcing the members of other PPO plans, including those in Medicare PPO plans, to keep subsidizing the PERSCare basic plan.

Thank you.

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CHAIRPERSON FECKNER: Thank you.

Ms. Bailey-Crimmins, Ms. Donneson, any comments? CHIEF HEALTH DIRECTOR BAILEY-CRIMMINS: No.

14 CHAIRPERSON FECKNER: Okay. What would -- if we 15 were to listen to that concept, what would that do to the 16 rates next year, if we were to increase the funding?

17 CHIEF HEALTH DIRECTOR BAILEY-CRIMMINS: Mr. 18 Feckner, if we took the entire 84 million and applied it 19 into a single year, in the insurance business what we call 20 that is a snapback. Our goal is to try to smooth the rate 21 of where we get to the true cost of care for the PERSCare 22 product.

And so if we use the entire amount, we would reduce it to the amount that we heard. But then it would then take that number and then multi -- and then be added

to what it should be, just based on the industry and 1 claims. So you'd see even -- maybe even a higher increase 2 next year. So this allows us to smooth. It allows the 3 team to have a full year of analysis, getting stakeholder 4 input, and be able to provide the Committee and ultimately 5 the Board a recommendation on really what the next few 6 years should look like, when it comes to our PPOs. 7 8 CHAIRPERSON FECKNER: So, in essence, for lack of a better term, it would be a false sense of security for 9 10 this year, and next year they could get double what they have now? 11 CHIEF HEALTH DIRECTOR BAILEY-CRIMMINS: That is 12 correct. 13 CHAIRPERSON FECKNER: 14 Thank you. 15 Ms. Brown. 16 COMMITTEE MEMBER BROWN: Thank you. So, Ms. Bailey-Crimmins, I wanted to make sure 17 that people understand what your goal here is. And your 18 19 goal is to have no excess reserves to come up exactly even, is that not correct? 20 CHIEF HEALTH DIRECTOR BAILEY-CRIMMINS: 21 So there's two things. The reserve itself is a month and a 2.2 23 half. It sounds like it's a big number when you -- but when you run a \$9.3 billion, it's a month and a half 24 25 reserves. If there is a new pharmacy drug that comes out,

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we have a month and a half reserves that then can cover 1 that additional cost. 2

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Excess is where we collect either rebates, or --I mean, it's -- we get federal subsidies, and and we try. we're always trying to navigate. It would be ideal, Ms. 5 Brown, if I could get it down to the penny, but I don't 6 see that ever necessarily being the actual case, but that would be the ideal.

HEALTH PLAN ADMINISTRATION DIVISION CHIEF 9 I'd like to add one more thing to that. 10 DONNESON: We don't know what the pharmacy space is going to look like 11 next year. We are recommending a prudent expenditure, not 12 the whole expenditure, because next year with all the 13 changes in the pharmacy market, we don't know yet what 14 that might look like. And so the 44 million is a prudent 15 16 estimate of what would keep us actually with the ability to look at what 2021 might look like in terms of higher 17 claims or higher pharmacy costs. 18

19 COMMITTEE MEMBER BROWN: Thank you. CHAIRPERSON FECKNER: Very good. Thank you. 20 No other requests to speak. 21 A motion being before you. 2.2 23 All in favor say aye? 24 (Ayes.) 25 CHAIRPERSON FECKNER: Opposed, no?

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Motion carries. Thank you. 1 That brings us to information agenda items, 2 starting with 7a, preliminary health rates. Ms. Malm. 3 (Thereupon an overhead presentation was 4 Presented as follows.) 5 INTERIM HEALTH POLICY RESEARCH DIVISION CHIEF 6 7 MALM: Well, my speech says good afternoon, but I'm 8 pleased to say good morning --(Laughter.) 9 INTERIM HEALTH POLICY RESEARCH DIVISION CHIEF 10 MALM: -- Chair and members of the Pension and Benefit --11 or Health Benefits Committee. Kim Malm, CalPERS team 12 member. 13 Agenda Item 7a presents the preliminary health 14 premiums for 2020. The premium sheets have been provided 15 16 to you as a handout. They are also in the back of the room, and they've also been posted to our website. 17 Here's a look at our timeline. The rate 18 19 development process began back in January, where we had 20 our official kick-off to the rate-setting process. May now marks the release of the preliminary health premiums. 21 CalPERS rate teams will continue to analyze the 2.2 23 premiums, submitted by the health plans to ensure accuracy and affordability, as we prepare final 2020 premiums for 24 25 approval by the Committee in June.

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This is the first time the health plans see each 1 other's rates, which leads to some healthy negotiations. 2 It's also the first time members, employers, and 3 stakeholders see the plan premiums. Let me emphasize that 4 these are preliminary premiums and will be -- and will 5 vary from the first -- from the final premiums that will 6 7 be presented to this Committee again in June. 8 Open enrollment will be September 9th through October 4th. And the new premiums will take effect 9 10 January 1st, 2020. --000--11 INTERIM HEALTH POLICY RESEARCH DIVISION CHIEF 12 MALM: Let me touch on a few of the key highlights. 13 First, there are no copay or benefit design changes to the 14 health plans for 2020. For plan changes, Blue Shield has 15 16 offered a new plan called Trio. It's a narrow network that will be offered in the following 6 counties: El 17 Dorado, Los Angeles, Nevada, Placer, and Sacramento and 18 19 Yolo. In addition, Anthem HMO Medicare Advantage is 20 expanding into Monterey County for 2020 to provide an HMO 21 coverage for our combination enrollment members. 2.2 23 -----INTERIM HEALTH POLICY RESEARCH DIVISION CHIEF 24 25 MALM: Let's go over what we're seeing as part of the May

preliminary rates. There's an 8.03 weighted average increase to the basic HMO and PPO plans over 2019; there's a 2.11 percent weighted average increase to the Medicare plans; and an overall 7.24 percent increase for total plan population. So why don't we turn to the HMO products first. I'll go over those plans that had the largest increases at this time.

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8 Health Net SmartCare has the largest premium increase of -- over 2019-20, compared to the other health 9 plans, of 24.4 percent. The main reason for the large 10 increase stems from Blue Shield's exit from the Bay Area. 11 This exit added 10,000 additional lives to this plan in 12 the most expensive area for health care, which is the Bay. 13 In addition, 10,000 lives that migrated to this plan may 14 be less healthy than the average CalPERS member. 15

Blue Shield Access+ has an increase of 16.1 percent. This plan has a high percentage of fee-for-service claims in comparison to the other HMO plans. We'll continue to evaluate this plan as fee-for-service claims data between now and June and validate that this rate is justifiable.

And finally, UnitedHealthcare has had an increase of 11.4 percent. At this point, UC Davis seems to be having a substantial impact on UHC's statewide rate. We would like UHC to continue negotiating with UC Davis

through May to June to see if they can drop the cost
 between the May and June final numbers.

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For HMO Medicare plans, we're seeing the following: Anthem HMO traditional, 13.7 percent increase; Kaiser Medicare Advantage is a 1.3 percent -- or sorry, 1.2 percent increase; and UnitedHealthcare is a 13.1 percent increase.

8 Now, switching to the PPOs. We have a 4.8 9 percent increase in PERS Choice, a rate pass for PERS 10 Select, and a 9.4 increase for PERSCare, with the spend 11 down that Kathy just discussed.

12 The projected 2020 rate pass is partially the 13 result of improved health risk in 2019, and the 14 introduction of the value-based insurance design, or VBID.

For the three PPO Medicare plans, they're projected to have less than a 1 percent rate increase in 2020. This is mainly due to the improvement in pharmacy rebates and Employer Group Waiver Program subsidy projections for 2020.

The rates team will continue to consult with external and internal actuaries to provide independent consultation, objective assessments of each proposal from the carriers, and comparison with market trends. Obviously, our goal is to get the best value for our members.

Let me touch base for a minute on the public 1 agency and school regions. I'd like to remind the 2 Committee that in December 2018, the Board approved the 3 change -- to change the structure of the regions for 4 public agencies and schools from five regions to a 5 three-region model. This is effective for the 2020 rates. 6 7 Attachment 3 provides a map of both the current five 8 region and the three-region model. -----9 INTERIM HEALTH POLICY RESEARCH DIVISION CHIEF 10 MALM: So for our next steps. We will -- between now and 11 June, we'll continue negotiations with the health plans. 12 We'll continue our analysis of the claims and refresh data 13 by the plans. The premiums will be validated by a 14 third-party actuarial consulting firm and our internal 15 16 teams. We'll bring final health plans and premiums to you in June for approval. We'll then prepare again for open 17 enrollment and the implementation of these rates January 18 1st, 2020. 19 20 This concludes my presentation, Mr. Chair. I'm happy to take any questions. 21 CHAIRPERSON FECKNER: Thank you, Ms. Malm. 2.2 23 And I going to start out by saying, sadly, we seem to say this every year. But it feels like I'm back 24 25 in third grade at times when we're not progressing from

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year to year. It's time for everybody to sharpen their pencils. No matter which plan your with, the pencils need to be more sharp. We -- our members are directly affected by any increase. State employees have a formula. Most schools and public agencies do not have a formula. Most of them have caps on their medical. So that means any increase coming from the vendors goes directly to the pockets of the members, not to the employer.

So please keep that in mind as you think about 9 that, because our members will, at some point, start 10 shifting to the lowest cost plan they can find. And it 11 comes down to -- you know, at the end of the day, it comes 12 down to their pocket book. And they have to make 13 decisions based upon that, and they're going to. 14 So please keep that in mind as you go forward. Make the best 15 16 decisions you can that help our members. We want to all 17 be team players and work together with each other. But at the end of the day, we're here to support our members. 18 And we hope that you're going to do the same. 19

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Ms. Taylor.

COMMITTEE MEMBER TAYLOR: Thank you.

So as you know, I'm not real happy with these rates either. I just wanted to also follow Mr. Feckner in saying that I think we need to -- you -- and I know you guys are going to. We need to go back and continue to

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negotiate. These rates are really high to me. Even though -- even the single digit rate increases are relatively high compared to what we've seen before.

I don't -- I know what our costs -- you know, our cost trends are. I understand what they are. But I also think that we have room to move. So I think that our 6 health plans really need to work at bringing those rates down. I spoke earlier about how this -- I represent all State employees. And this does impact us directly in our paycheck.

There is no question that when -- the very first 11 thing I hear on January 1st is, "Oh, my God. This is -- I 12 can't afford this". So it's -- we have to do better. 13 And I'm in agreement with Mr. Feckner. We do this every year. 14 I've been on this Board for 5 years. We've been trying to 15 16 figure out ways to do out best to curb costs, but still 17 have quality health care. And I'm asking that we also direct our health plans to do the same. It can't just be 18 19 us trying to curb those costs, while the health plans and 20 the providers are not. So I appreciate that.

Thank you.

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INTERIM HEALTH POLICY RESEARCH DIVISION CHIEF 2.2 23 MALM: Thank you.

> CHAIRPERSON FECKNER: Thank you.

Mr. Jones.

COMMITTEE MEMBER JONES: Yeah. Thank you, Mr.
 Chair.

Yeah. I echo both Mr. Feckner and Ms. Taylor's 3 comments that our members are reaching out to us and 4 saying that they want affordable health care. 5 And the voices are getting louder and louder. And we want to make 6 sure that that voice is carried through to our plan 7 8 sponsors. And you need to listen now, because something will definitely have to happen. And if you don't act now, 9 we don't know what happen -- will happen later. 10 So we're reaching out to you now to sharpen those pencils and bring 11 us back some rates that are affordable and that our 12 members can live with. 13

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CHAIRPERSON FECKNER: Thank you.

Ms. Greene-Ross.

ACTING COMMITTEE MEMBER GREENE-ROSS: And also just is it possible to understand if the current federal administration's decision to not pursue the Cadillac Tax and the whole screwing up of the Affordable Care Act, and what it really means, is that affecting this as well?

INTERIM HEALTH POLICY RESEARCH DIVISION CHIEF MALM: At this time, it does have a per member per month cost of \$5 per person. So it is impacting it, but we're having those conversations still with the -- with the plans. And Liana is going to add to that.

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We did that on purpose.

2 CHIEF HEALTH DIRECTOR BAILEY-CRIMMINS: Okay.3 There we go.

So it's -- specifically, the \$5 that Ms. Malm 4 just mentioned is for the HIT tax, the Health Insurance 5 The Cadillac Tax we're still looking at what's going 6 Tax. on at the federal level. So -- and then unfortunately, 7 8 the plans will not know if it applies to them till after our rates. And so we are going back and forth with them 9 on what they should be including and charging as a part of 10 our premium for 2020. 11

ACTING COMMITTEE MEMBER GREENE-ROSS: Okay.

CHAIRPERSON FECKNER: Anything else, Ms.

14 Greene-Ross?

15 ACTING COMMITTEE MEMBER GREENE-ROSS: No, thank 16 you.

17 CHAIRPERSON FECKNER: All right. Seeing no other 18 requests from the Board.

19 I do have a request from the audience. 20 Mr. Woodson. Mr. Jones, is -- there he is. COMMITTEE MEMBER JONES: Yeah. Thank you. Yeah. 21 Ms. Greene-Ross's comment raises a question about the 2.2 23 Cadillac Tax being known after the decision about the rates are determined. So what happens then, is that a 24 25 retroactive benefit during the course of the year? Is it

1 just the impact is in the following year?

CHIEF HEALTH DIRECTOR BAILEY-CRIMMINS: 2 So Cadillac tax was delayed -- let me just confirm with Ms. 3 -- for two years, correct? So it's not apply --4 applicable for 2020. I'm looking at my expert there. 5 So it is not -- the Cadillac tax is not applicable. 6 For the 7 HIT tax, since they won't know until after, many of our 8 plans did not include it. Others did. And so that is where we are from a negotiation point making sure. 9 Because at the end of the day, if they get the bill from 10 the IRS, the only way that they can pay it is if they've 11 collected it via the premium. 12

So we are making sure that they are able to meet their obligation if the federal government does make that decision, but doesn't do it at the high cost of overinflating our premiums.

17 INTERIM HEALTH POLICY RESEARCH DIVISION CHIEF 18 MALM: But also ensuring that we're not giving them money 19 for a bill that they have not received.

COMMITTEE MEMBER JONES: Received.

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CHAIRPERSON FECKNER: Ms. Taylor.

COMMITTEE MEMBER TAYLOR: So in addition to that, and I know I've asked this before, because the individual mandate is gone, because people don't have to buy health insurance through the ACA and get penalized if they don't,

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because of what they're trying to do to the ACA, I think I agree with Ms. Greene-Ross in that as health plans are having higher costs hit them over in Covered California, 3 we were -- I think what I'm wondering then, does that 4 cost - and we'll never know, I'm sure. But do you feel 5 that that cost gets passed on to private insurers? 6

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CHIEF HEALTH DIRECTOR BAILEY-CRIMMINS: Well, the 7 8 benefit of CalPERS is in statute that our premiums must truly reflect the cost of care. Not all commercial buyers 9 have that luxury. But because it's in statute -- not 10 saying that there isn't cost shifting. We know there's 11 Medicare, Medicaid, and commercial. And at some point, 12 the commercial makes -- but I do want to do a plug. 13

In July, we will have at the offsite a specialist 14 that will come out and talk to us about what's going on, 15 16 and how those interact, and how that cost shifting happens, and what levers CalPERS has as we move forward in 17 this unknown time to make sure that we can keep those 18 rates affordable for our members. 19

> COMMITTEE MEMBER TAYLOR: Thank you. CHAIRPERSON FECKNER: Mr. Woodson.

MR. WOODSON: Good morning, again. Larry 22 23 Woodson, California State Retirees. You know, first of all, I'd, you know, like to thank all the Board members 24 25 who just commented. I wanted to reiterate from a

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stakeholder standpoint that we think many of these rate increases are too high. And, you know, the sharpen the pencils analogy is a good one. So we hope you're able to go back and bring these down.

Just a kind of a -- just a request in the future. Since we get these plans the day of -- these tables on preliminary rates the day of, it was very helpful when Ms. Malm gave the percentage increase in each one and went through that in her presentation. I'm wondering in the future if that could be an additional column for us, so we'd have a few more minutes to look at it, and not have to do math, which I did.

And so, you know, finally, I guess, you know, it 13 goes without saying that we have a for-profit health care 14 system in this country, and in California. 15 And I think 16 I've said this before, I always look at the Fortune 500 list of revenues and profits of these companies. 17 And they're all doing pretty well. And so the rate setting is 18 19 always -- their profits are always figured into their rate setting. And I think they can absorb a little bit lower 20 premiums on some of these plans. 21

Thank you.

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23 CHAIRPERSON FECKNER: Thank you. And before I go
24 to the next commenter, I would -- just would like to
25 reiterate what I said earlier for the plan's

understanding. When I said employers have caps, my 1 current employer has a cap of \$350 a month max, regardless 2 if it's a single or family. So do the math. You can see 3 if it's a \$1,200 premium, those members are paying \$850 a 4 month out of pocket. So anytime there's an increase, even 5 if it's only \$10, that affects them deeply. 6 And education, as you know, is not funded correctly in this 7 8 State. So those employees are paying -- are a lot less paid than what we would like to imagine. So understand 9 that hit with they get that rate increase each year, 10 they're making decisions based upon their pocket book. 11

Ms. McCray.

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Please speak you name for the record and you'll have up to 3 minutes.

MS. McCRAY: Thank you so much. Hello, Chairman 15 16 Feckner and members of the CalPERS Board. My name is Crystal McCray. I'm an AGPA for the California 17 Environmental Protection Agency, and I save taxpayers 18 money by running a recycle and reuse store where people 19 20 can come in and bring items that are gently used. I track them. And over the last five years, I've been able to 21 save the State and the taxpayers over \$1.5 million. 2.2

I said that to say, as I move in, each year, we know that CalPERS negotiates our health care premiums rates for the upcoming year. But our premiums have been

rising much faster than the cost of living. Over the past few months, we have been in conversation with our members. We've heard over 600 stories from members who are suffering from economic insecurity and the rising cost of health care. I shared some of those stories with you and the audience today.

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7 We come before you today to request that you continue negotiating with health care companies to find a way to keep the cost increases to a minimum. And I hear what you've been saying today, and I support what you're saying. Ask these health care companies to do the right thing and not pass these high costs onto our members. 12

The stories that I share today, I can't got them 13 out of my mind. The one that talked about a gentleman 14 who, after he pays his rents -- his rent and health care 15 16 costs, has nothing left. Or the women who put off mental care -- menta health care therapy because she can't afford 17 That's unbelievable. That's human. copays. 18

As a strong member-led union, SEIU Local 1000, 19 we're standing up to say don't raise our rates. We join 20 all workers of California that are fighting back against 21 out of control increases in health care premiums, while 2.2 23 the CEOs are earning millions of dollars.

California's working families deserve to be 24 25 provided every opportunity to have quality, affordable

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health care. By standing together in collaboration, CalPERS and SEIU Local 1000 have the capability to have a profound effect on the entire State of California, just like I do by running a small recycle and reuse store, and giving people the opportunity to reuse pencils.

We can do this. Please stand with us today and help negotiate affordable health care rates. And CalPERS Board, please know we support you 100 percent in your efforts of trying to get our members what they need, quality, affordable health care.

Thank you so much. We appreciate your time.

12 CHAIRPERSON FECKNER: Thank you for your 13 comments.

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Anything else, Ms. Malm?

15 INTERIM HEALTH POLICY RESEARCH DIVISION CHIEF 16 MALM: No, sir.

17 CHAIRPERSON FECKNER: I want to -- if not, then I 18 want to personally thank the health care staff for all the 19 hard work so far. But unfortunately, there's a deep dive 20 still to come. So we thank you for your continued effort, 21 and we look forward to seeing what you come up with in 22 June.

Thank you.

24 INTERIM HEALTH POLICY RESEARCH DIVISION CHIEF25 MALM: Thank you so much.

CHAIRPERSON FECKNER: That brings us to Agenda 1 Item 7b, Summary of Committee Direction. 2 3 Ms. Bailey-Crimmins. CHIEF HEALTH DIRECTOR BAILEY-CRIMMINS: Mr. 4 Chair, I have no Board direction at this time. 5 CHAIRPERSON FECKNER: That's always good to hear. 6 7 (Laughter.) CHAIRPERSON FECKNER: Item 7c is public comment. 8 9 I have no requests from the public to speak. Does anyone that did not put in a card wish to speak to the Board at 10 this time? 11 Seeing none. This meeting is adjourned. 12 (Thereupon California Public Employees' 13 Retirement System, Pension and Health Benefits 14 Committee meeting open session adjourned 15 16 at 12:06 p.m.) 17 18 19 20 21 2.2 23 24 25

| 1  | CERTIFICATE OF REPORTER                                    |
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| 2  | I, JAMES F. PETERS, a Certified Shorthand                  |
| 3  | Reporter of the State of California, do hereby certify:    |
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| 5  | foregoing California Public Employees' Retirement System,  |
| 6  | Board of Administration, Pension and Health Benefits       |
| 7  | Committee open session meeting was reported in shorthand   |
| 8  | by me, James F. Peters, a Certified Shorthand Reporter of  |
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| 10 | under my direction, by computer-assisted transcription;    |
| 11 | I further certify that I am not of counsel or              |
| 12 | attorney for any of the parties to said meeting nor in any |
| 13 | way interested in the outcome of said meeting.             |
| 14 | IN WITNESS WHEREOF, I have hereunto set my hand            |
| 15 | this 19th day of May, 2019.                                |
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