



Executive Summary – 2016 Strategic Planning Session

The MSIA Board of Directors held its Annual Strategic Planning Session on February 3, 2016 in San Rafael. The Board worked collectively to review its 2015 Strategic Goals and Objectives which were established following the completion of a Viability Study of the Liability, Property, Workers' Compensation, Dental and Vision Programs. The Strategic Goals and Objectives reviewed included two, key strategic and five operational goals. The Board determined that while the five operational goals had all successfully been completed, the two strategic goals required continued attention and updated its Strategic Goals and Objectives for 2016 as follows:

STRATEGIC GOALS

- 1) Evaluate the ultimate direction and operation of MSIA's Workers' Compensation Program while developing and managing the equity levels needed for current risk retention.

Key Objectives

- Evaluate existing Workers' Compensation Program to include:
 - Continuation of current program
 - Merge with or join another JPA
 - ✓ SIA – meet to determine viability of joining
 - Meet with Shasta-Trinity SIG re: outcome of 2014 Workers' Compensation Program move to SIA
 - ✓ SIA to present to the Board (*include all Member District Superintendents and CBOs*)
 - ✓ Alternatives
 - SISC
 - CCCSIG

Key Considerations

- Increased premium

- 2) Evaluate the creation of a Health Benefits Program via merger with another JPA, joining another JPA or finding an available joint purchase program for Health Benefits.

Key Objectives

- SISC – meet to determine viability of joining
 - Determine effect of Cal-PERS and Non Cal-PERS Member Districts
- CCCSIG – meet to determine viability of joining
- CVT
 - Determine requirement for CTA affiliation

Key Considerations

- Affordability
- Member options of compatible coverage/deductibles/plans
- Quality
- Reduce exposure to Cadillac tax
- Standard program options

The Board further established the following operational goals for the 2016 year:

OPERATIONAL GOALS

1. Explore overall direction of MSIA's Workers' Compensation Program.
2. Meet with potential JPAs regarding merger of MSIA's Workers' Compensation Program.
3. Continue to monitor and implement a resolution of the large, unfunded Workers' Compensation claim.
4. Develop and implement an MSIA Health Benefits Program.
5. Meet with identified JPAs regarding joining existing Health Benefits Program.

The MSIA Board of Directors collectively determined the following steps would be taken to address the defined objectives:

Workers' Compensation Program – The Board directed staff to explore the possibility of joining another JPA's Workers' Compensation Program. Moving forward, it is the intention of the Board to continue to manage and monitor the large, unfunded workers' compensation claim. The Board additionally directed staff to develop an analysis of the litigation expense to-date in order to monitor expenses directly related to the large, high profile workers' compensation claim.

Health Benefit Program – The Board directed staff to contact the JPAs identified in order to obtain information regarding the potential of joining an existing Health Benefit Program.

MSIA staff will present its findings from the informational meetings to the Board of Directors. Additionally, each Member District's Superintendent and Chief Business Official will be invited to attend and participate in presentations made to MSIA by JPAs identified as viable options for either a Workers' Compensation or Health Benefits Program.

For any questions or additional information, please contact Jennifer Jobe, MSIA Assistant Executive Director at (800) 541-4591, ext. 1141 or jjobe@bickmore.net.