



# Management of Employee Benefits Workshop

Presented by

Sheila G. Vickers, Vice President and

Suzanne Speck, Director, Management Consulting Services

Another  
New Location  
Added

## Dates, Locations, and Times

April 22, 2013—Orange County Department of Education ~~(Full)~~

April 30, 2013—Fresno County Office of Education *(Full)*

June 4, 2013—Ventura County Office of Education *(New location added)*

**Registration:** 8:00 a.m. **Program:** 9:00 a.m. **Adjourns:** 12:00 p.m.

**New location added—afternoon session:**

May 2, 2013—San Mateo County Office of Education

**Registration:** 12:00 p.m. **Program:** 1:00 p.m. **Adjourns:** 4:00 p.m.

## About the Workshop

This workshop focuses on the changing environment of all employee benefits (pension, health, Workers' Compensation, etc.). New and revised laws and regulations, along with ways to address the continued increasing cost of employee benefits, will be addressed in an effort to provide school agencies with the information and tools to better manage the full spectrum of employee benefits. We will also be covering the provisions of employee leaves and the implementation challenges that local educational agencies can face.

This year there will be an expanded focus on the current and upcoming provisions of federal health care reform—especially the requirement for employers to provide adequate, affordable coverage starting in 2014 or pay a penalty, the “pay or play” provision. All school employers will need information on the calculations and potential penalties in order to make management decisions in preparation for this part of the new law.

In an era of tough economic times and tight budgets, employee benefit management is an increasingly important aspect of school finance. In order for school agencies to make sound financial decisions, this workshop will provide ideas for improving the budgetary impact of employee benefit programs and improving management of employee leaves. This workshop will provide superintendents, presidents/chancellors, assistant superintendents, vice presidents/chancellors, board members, directors of fiscal services, risk managers, and policy makers with the financial management tools they need to evaluate their current employee benefit and leave programs and move toward efficiency and best practices.

This workshop is cosponsored by School Services of California, Inc., (SSC) and Fiscal Crisis & Management Assistance Team (FCMAT) and is presented by Sheila G. Vickers, SSC's Vice President, and Suzanne Speck, SSC's Director, Management Consulting Services.

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## Workshop Content

### Health Benefits

- Trends
- Cost containment measures
- Preparation of the next provisions of federal health care reform:
  - ◆ Employee notification requirements
  - ◆ “Pay or play”—calculation for determining the number of “full-time” employees and for determining potential penalties
  - ◆ “Cadillac tax”
  - ◆ And more . . .
- Other new developments, both locally and statewide

### Retirement Benefits

- Early Retirement Incentive Programs
- Retiree health benefits
- The latest on the pension reform

### Workplace Accommodations

### Workers' Compensation

- Impacts of current legislation
- Industry trends
- Local agency best practices to mitigate risk

### Employee Leaves

- Interaction of other leaves with extended sick leave
- Catastrophic leave
- Other employee leave options

### Collective Bargaining and Benefit Programs

- Structure of benefit plans and dealing with federal health care reform impacts
- Total compensation comparisons
- Structuring of proposals



## Management of Employee Benefits

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 June 4, 2013—Ventura County Office of Education ■ May 2, 2013—San Mateo County Office of Education—*p.m. session*  
 Registration: 8:00 a.m. ■ Program: 9:00 a.m. ■ Adjourns: 12:00 p.m.  
*May 2, 2013 Afternoon Session Registration: 12:00 p.m. ■ Program: 1:00 p.m. ■ Adjourns: 4:00 p.m.*

District/Organization:			Contact Person:		
Address:		City:	Zip:	Contact's Phone Number: Extension:	
Phone Number:		Fax Number:		Contact's Email Address (if available)	

Attendee #1 Name: <i>(required)</i>	Select Location Orange CDE Fresno COE Ventura COE <del>(Full)</del> (Full) <input type="checkbox"/>	Attendee #3 Name: <i>(required)</i>	Select Location Orange CDE Fresno COE Ventura COE <del>(Full)</del> (Full) <input type="checkbox"/>
Attendee #1 Email Address: <i>(required)</i>	San Mateo COE (p.m. session) <input type="checkbox"/>	Attendee #3 Email Address: <i>(required)</i>	San Mateo COE (p.m. session) <input type="checkbox"/>
Attendee #2 Name: <i>(required)</i>	Select Location Orange CDE Fresno COE Ventura COE <del>(Full)</del> (Full) <input type="checkbox"/>	Attendee #4 Name: <i>(required)</i>	Select Location Orange CDE Fresno COE Ventura COE <del>(Full)</del> (Full) <input type="checkbox"/>
Attendee #2 Email Address: <i>(required)</i>	San Mateo COE (p.m. session) <input type="checkbox"/>	Attendee #4 Email Address: <i>(required)</i>	San Mateo COE (p.m. session) <input type="checkbox"/>

<b>REGISTRATION</b>	<b>CLIENT FEE</b>	<b>NONCLIENT FEE</b>
<p><b>Online:</b> Go to our website, <a href="http://www.sscal.com">www.sscal.com</a>, click on "Workshops &amp; Registration"</p> <p><b>Fax</b> completed registration form to (916) 313-3298 (include P.O. or credit card number)</p> <p><b>Mail</b> completed registration form to Michelle Berge          School Services of California, Inc., 1121 L Street, Suite 1060, Sacramento, CA 95814</p>	<p>_____ Attendees @ \$175 = \$ _____</p> <p>TOTAL: \$ _____</p>	<p>_____ Attendees @ \$275 = \$ _____</p> <p>TOTAL: \$ _____</p>

<b>PAYMENT OPTIONS</b>	<b>CHECK PAYMENT</b>	<b>PURCHASE ORDER/CREDIT CARD PAYMENT</b>
<p>(Note: Registration <i>will not be accepted</i> without a method of payment indicated.)</p> <p><input type="checkbox"/> Check enclosed. Make checks payable to School Services of California, Inc.          Check # _____</p> <p><input type="checkbox"/> Credit card authorization—MasterCard® or Visa® only.          Card holder name: _____          Account #: _____ Exp. Date: _____</p> <p><input type="checkbox"/> Purchase order #: _____ (A fax copy of the purchase order is an acceptable form of payment.)</p>	<p>If you are prepaying by check, please mail with a copy of the registration form to:</p> <p>School Services of California, Inc.          P.O. Box 15546          Sacramento, California 95852-1546</p> <p><b>Note: For faster processing, please also fax your registration form with a copy of the check.</b></p>	<p>If you are paying with a credit card or have a purchase order, please fax the registration form to (916) 313-3298 or mail it to:</p> <p>Michelle Berge, Event Planner          School Services of California, Inc.          1121 L Street, Suite 1060          Sacramento, CA 95814</p>

**Please Note:** All cancellations received up to three weeks prior to your scheduled workshop will be charged a cancellation fee of \$75 per person (\$105 nonclients); however, if you are a client and order the materials for \$75 (\$105 nonclients), the fee will be waived. *Cancellations received after 5:00 p.m. the Friday before the workshop will be charged the full workshop fee.* If you have a cancellation, please email [michelleb@sscal.com](mailto:michelleb@sscal.com) and you will be given a cancellation number. This number should be retained for your records. Please call Michelle Berge at (916) 446-7517 or send an email to: [michelleb@sscal.com](mailto:michelleb@sscal.com) if you have any questions.