

Riverside Community College District
EMPLOYEE WELL-BEING SUB-COMMITTEE
October 6, 2025

Minutes

Committee Members Present:

Tammy Few, Vice Chancellor, Human Resources & Employee Relations
John Geraghty, Controller
Maria Alvarez de Pacheco, Professor, Counseling, MVC
Kara Zamiska, Associate Professor, Psychology, NC
Casandra Greene, Curriculum Program Coordinator, RCC

Committee Members Absent:

Star Taylor, Associate Professor, English, RCC

District Staff:

Claudia Jones, Administrative Technician (for Rosa Espinoza-Leal, Executive Administrative Assistant)

- I. Welcome and Call to Order
 - a. Called to order at 1:03 p.m.

- II. Approval of Minutes
 - a. [March 25, 2025 Meeting Notes](#)
 - i. Motion to approve: Kara Zamiska and John Geraghty
 - ii. Minutes approved.

- III. Presentations/Guest
 - a. Open Enrollment Debrief – Edwina Cardenas, Benefits Specialist
 - i. Associate Faculty are required to complete an attestation form each spring and fall. The Benefits Specialist then verifies each individual's teaching assignment and determines whether they remain eligible to enroll in or continue medical coverage. At the start of the enrollment period, there were one hundred fifty-three (153) existing enrollees. Associate Faculty are only eligible for HMO plans and are not eligible for the PPO option. Of the existing enrollees, one hundred thirty-eight (138) submitted a signed attestation form and were confirmed as eligible. Eleven (11) did not respond. This may be due to changes in eligibility, separation from the District, or failure to submit the form. To support engagement, Edwina sent weekly reminders along with two (2) targeted emails during the enrollment window. Additionally, three (3) part-time faculty members transitioned to full-time status and forty-eight (48) new Associate Faculty members enrolled.
 - ii. Employee Engagement Overview - Eleven (11) vendors each delivered two (2) presentations, for a total of twenty-two (22) sessions. Across all sessions, two hundred and ninety-one (291) employees attended. Highest attendance ThrivePass (new FSA vendor) with seventy-six (76) participants. Lowest attendance: Long-Term Care, with only twenty-one (21) participants. *Note: This is the third year offering Long-Term Care, and there were no new enrollees this year.* MetLife Pet Insurance, a new vendor this year, drew thirty-three (33) attendees. While this is a voluntary benefit with no district contribution, there was still a notable level of interest.

- iii. BenefitBridge Engagement - A total of three hundred and ten (310) employees accessed BenefitBridge during the Open Enrollment period. Activities included verifying current benefit elections, updating demographic and dependent information, and making benefit changes.
 - iv. Common benefit changes observed; switching to a different medical plan; enrolling in or dropping VSP; and updating or removing VSP coverage.
 - v. Catastrophic Leave - This year, there was a slight increase in donations compared to previous years.
- b. Chronic Conditions – Keenan & Associates, Carmen Crane, Senior Account Executive- Employee Benefits
- i. Keenan and Associates is comparing the actual observed data to expected benchmarks for school districts which helps Keenan and Associates to understand where RCCD aligns with or deviates from typical trends. Some of the conditions that stand out with particularly large gaps are hyperlipidemia (that's high cholesterol), lower back pain, osteoarthritis, depression, and chronic pain, all of which are significantly above benchmark. This suggests potential areas for targeted intervention.
 - ii. Kaiser Data - A high-level view of chronic conditions affecting our population not only in terms of prevalence but also in terms of cost. The analysis is based on clinical data from Kaiser Permanente for the period of April 2024 through March 2025. Diabetes, our population is performing better than industry benchmarks. Obesity, slightly higher than both regional and industry averages. This data informs how Kaiser targets wellness efforts and highlights areas for potential intervention.
 - iii. Diabetes Care - HEDIS (Healthcare Effectiveness Data and Information Set) compares our group's diabetes care performance to national benchmarks based on HEDIS, published annually by the National Committee for Quality Assurance (NCQA). Our group is outperforming regional, industry, and HEDIS benchmarks across all three key metrics: Eye Exams, our members 84.7%, regional average is 76.9%, industry average 74.2%. Blood Sugar Control, our group 87.1%, HEDIS benchmark 82.4%. Blood Pressure Control, outperforming all comparative benchmarks. Asthma Medication Adherence, our group achieved a perfect score of 100% for asthma medication regional average 88.5%, HEDIS 90th percentile benchmark 90.2%. Hypertension Management, our group score 73.2% for adequate blood pressure control, regional and industry averages, slightly higher HEDIS 90th percentile, just above your current score.
- c. Employee Wellbeing Benefit Inventory of Carrier Resources – Carmen Crane, Senior Account Executive-Employee Benefits
- i. Employee Resources - Wellness resources available through the PPO Plan. Our plan offers a variety of valuable wellness awareness resources designed to support employee well-being and promote healthy living. Some of the key features are: GlobalFit, access to over 8,000 gyms nationwide with flexible membership options; discounts on a wide range of services including theme parks, car rentals, mobile food; Fitness Tracker (via the HNAS App), helps members track nutrition and physical activity from their phones; and Health Risk Assessment, creates a personalized health profile for each member, identifies potential health risks and supports global health tracking, all online. These resources align with your broader wellness strategy by offering engaging, accessible tools to help employees make healthier choices.
 - ii. HealthNet Value-Adds - Health Net offers its own set of value-added programs that further support member health and well-being: Active & Fit Direct Program, access to over 12,000 gyms nationwide more than 9,700 on-demand workout

videos. Offers personalized well-being coaching to support fitness goals. Healthy discounts program savings on weight management programs, hearing aids, and a wide variety of health and wellness products. Designed to help members stay healthy while saving money. All of these benefits are easily accessible through the Health Net portal or by calling Member Services. These value-adds are designed to make it easier for members to take charge of their health in flexible, affordable ways.

- iii. Kaiser OnePass Select Affinity Program - Kaiser OnePass Select Affinity Program is a flexible, subscription-based fitness and well-being network designed to support healthier lifestyles and meet individual needs. Program Highlights: choose from five membership tiers, each with different monthly fees and levels of access; no contracts, members can switch tiers or cancel at any time; includes access to gyms and fitness centers, live and on-demand digital workouts, personalized workout builders; and even grocery and home essentials delivery through Walmart+ and Shipt(depending on the selected tier). Members can access a variety of popular fitness brands, including: Planet Fitness, CrossFit, Pure Barre, Club Pilates, and many more.

IV. Updates and Discussion

- a. Employee Health Management (Phase 1): Introduction/Participation Focus
 - i. Employee Health Management (Phase 1) - Keenan & Associates recently gave a presentation on wellness and promoting healthier lifestyles. One concern raised was that many of our employees are still unaware of the wide range of benefits available through our insurance plans. Currently, our carriers are sending out promotional materials via email, text, and U.S. mail, but it's unclear whether these efforts are effectively reaching or engaging our staff. We'd like to explore a more proactive approach to benefit awareness and marketing. One idea is to begin planning a soft marketing and promotional campaign in November, with a potential program launch in mid-January.
- b. District Strategic Plan Update
 - i. We are anticipating that by January the District will have all four (District, MVC, NC, RCC) new Strategic Plans. The plans were reviewed about a week or two ago at DSPC and Chancellor's Cabinet.
- c. DSPC EWB: Provide one written assessment of the assigned goal(s) to the DSPC in Spring
 - i. To be discussed at the next meeting as to what can be shared/discussed to the Board.
- d. AllOne Health App
 - i. Previously Dear Oaks EAP - AllOne Health have a new app to bring awareness and resources for our employees to access and benefits from the many options or resources available to explore.
- e. Workplace Violence Prevention Program
 - i. [Human Resources & Employee Relations – Employee Violence](#)
 - ii. [Safety](#)
 - iii. [Police](#)
 - 1. Want to ensure everyone is aware of the legislative change that took effect in 2024 regarding workplace violence prevention. This initiative primarily falls under the purview of the District Safety and Security Committee (DSSC), but it also intersects with other subcommittees. For example, due to its components related to harassment, the program is also being shared with the DEIA subcommittee. Additionally, because it addresses both physical and psychological well-being, particularly psychological trauma, it's relevant to broader employee wellness

efforts. I wanted to bring this to your attention so you're aware of its existence and ongoing development. The program can be accessed through the following webpages: Human Resources and Employee Relations, Risk Management, or RCC Police Department website.

V. New Agenda Item(s)

- a. EWB Employee Awareness
 - i. The committee has agreed to begin a soft launch focused on promoting healthier choices in vending machines and the school cafeteria. Edwina and John will work together to contact vendors and our cafeterias to offer healthier food and beverage selections.
- b. EWB Survey
 - i. A discussion also came up around providing nutritional information before purchasing items from vending machines. Suggestions included using a QR code or logo that employees can scan to view nutritional details. Kara, Cassandra and Carmen will take the lead on developing a nutritional QR code or logo design that can be used to promote this initiative and encourage employees to make healthy choices.
- c. Champions
- d. AllOneHealth Presentation December 1, 2025, 1-2:30pm (Topic)
 - i. Services
 - ii. Utilization Report
- e. Intranet HRER (Employee Portal)
 - i. [Employee Portal – Home](#)
 - 1. Would like the committee to focus on leveraging the intranet as our primary internal resource. This is where Modern Campus can play a key role, partnering with us to design and build a system that aligns with our goals. They can help define the type of content we want to include, how it should be organized, and who should have access to it. The intranet should also serve as the foundation for building out programs and services we currently offer. With the ability to create additional channels, we can use this space as a central hub and repository for internal communications and resources.

VI. Presentations/Guest
(None)

VII. Next Meeting

- a. October 29, 2025, 8:30 – 9:30 a.m.



RCCD

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Open Enrollment Results 2025-2026

Edwina Cardenas

Benefits Specialist



RCCD

RIVERSIDE COMMUNITY
COLLEGE DISTRICT

MORENO VALLEY COLLEGE | NORCO COLLEGE | RIVERSIDE CITY COLLEGE

DISCUSSION POINTS

- Associate Faculty Enrollment
- Engaged Employees
- New Flexible Spending Account Vendor
- Catastrophic Leave
- Medical Plan Enrollment Changes



ASSOCIATE FACULTY

Each Term (Spring and Fall) AF are required to complete the Attestation Form.

- There were 153 existing enrollees (122 KP & 31 HNET)
 - 138 qualified and returned an Attestation Form
 - There were 11 existing enrollees who did not respond with a signed form. 2 targeted reminder emails were sent.
 - 3 transitioned to full-time
 - There was 1 who did not have a teaching assignment
- 43 new Enrollees (37 KP & 6 HNET)



Employee Engagement

Vendor Presentations

- 11 vendors – two presentations each
- 291 employees in total attended
 - Highest attendance – (76) ThrivePass FSA
 - Lowest attendance – Long-Term Care(21)

Benefit Bridge – 310 employees verified or made a benefit change.



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New Vendors

ThrivePass FSA

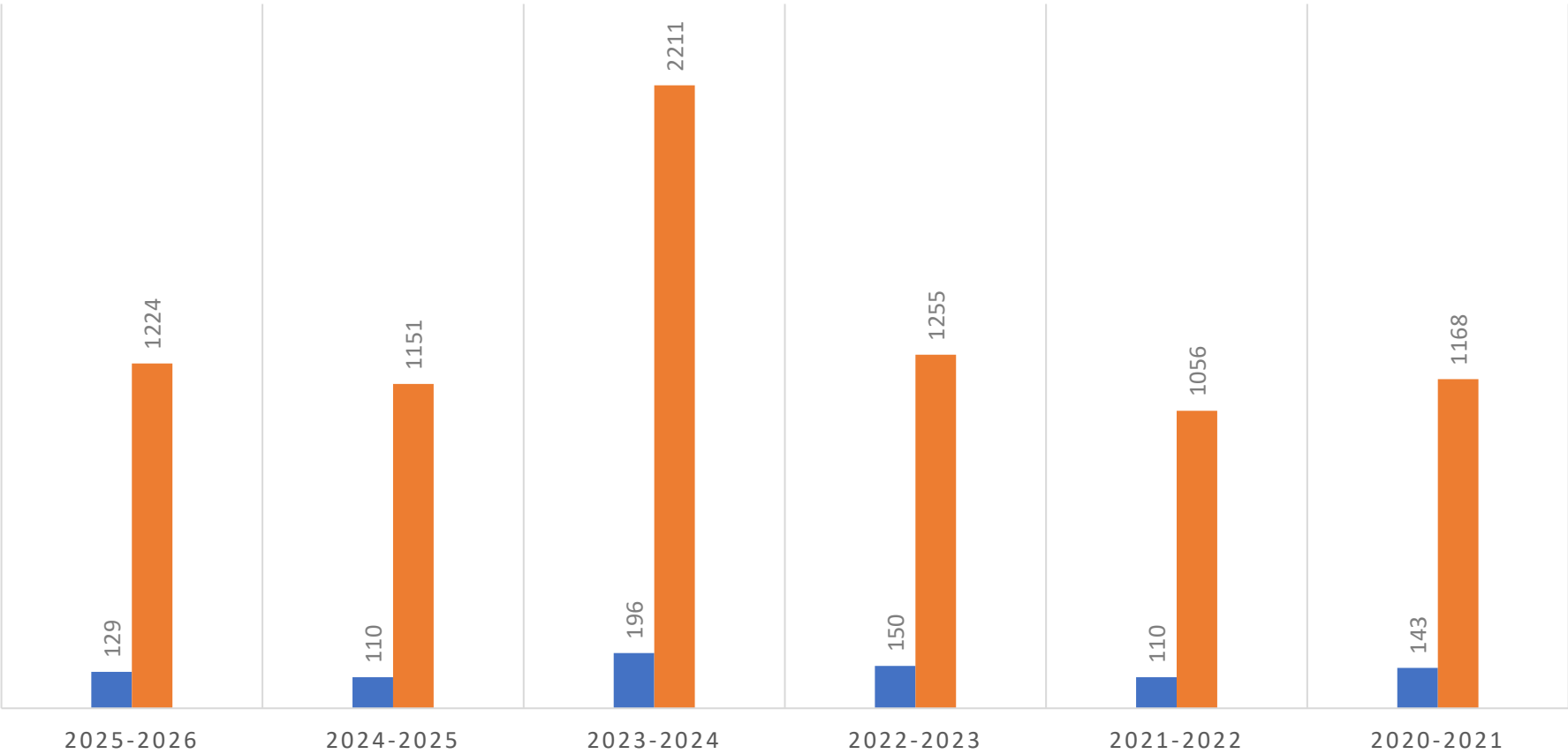
- Enrollment through Benefit Bridge – 199
- 2024/2025 enrollment - 169

MetLife Pet Insurance

- 2 presentations – 33 employees

CATASTROPHIC LEAVE DONATIONS

■ Employees ■ Hours





MEDICAL PLAN CHANGES

FROM	TO	Employees 2024-2025	Employees 2025-2026
PPO	HEALTH NET	2	0
PPO	KAISER PERMANENTE	2	3
HEALTH NET	PPO	15	15
HEALTH NET	KAISER PERMANENTE	4	1
KAISER PERMANENTE	PPO	22	17
KAISER PERMANENTE	HEALTH NET	1	4
TOTAL		46	40



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Thank You

Riverside CCD

Employee Well-Being Sub-Committee

October 6, 2025

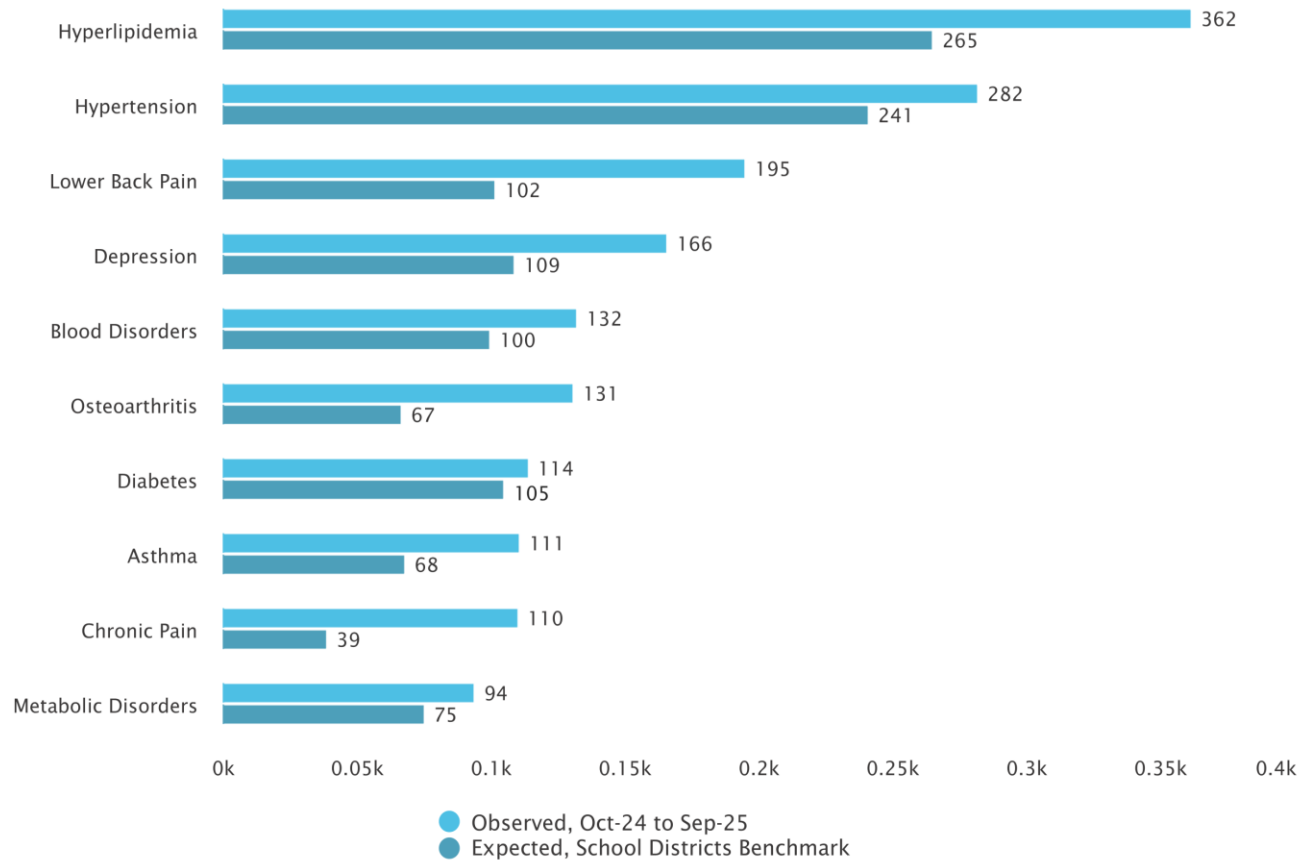


CHRONIC CONDITIONS

PPO

Top 10 Chronic Conditions (PPO)

Top 10 Chronic Conditions by Member Count

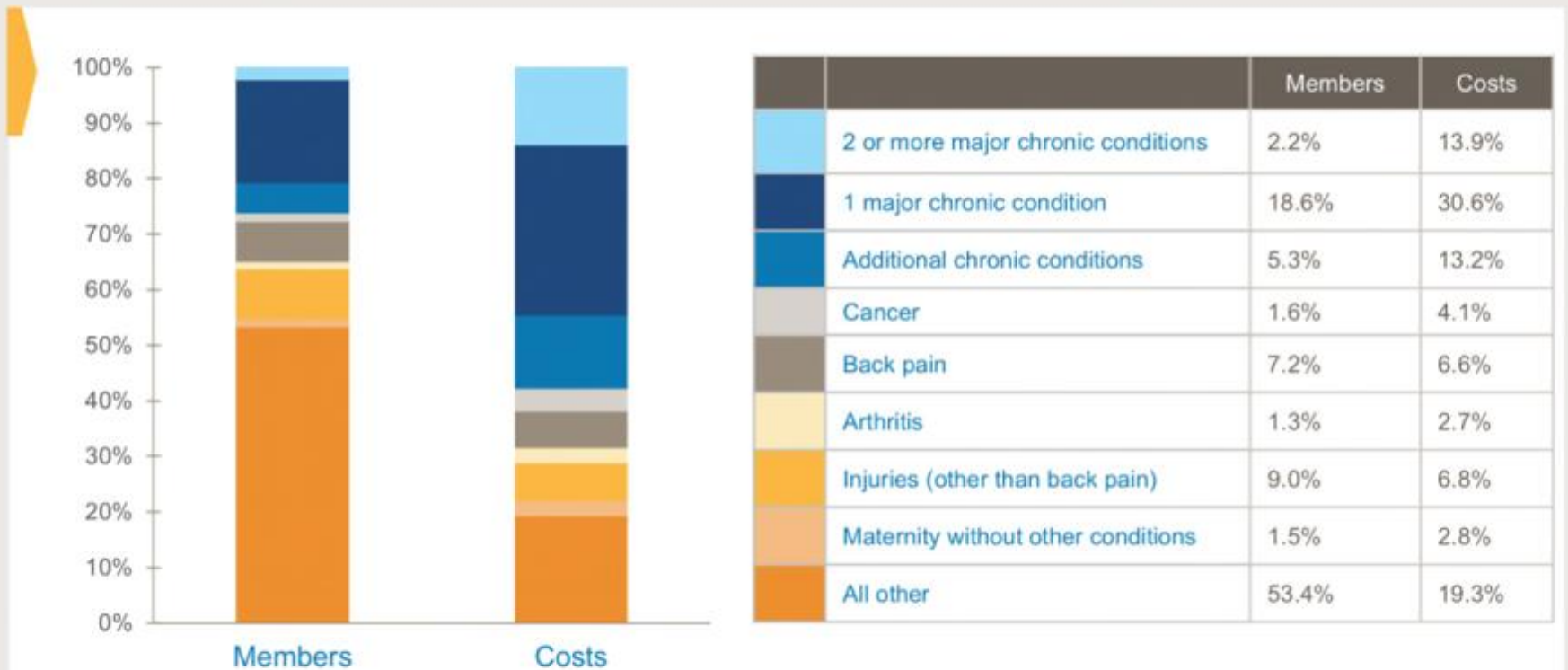


KAISER

CHRONIC CONDITIONS REPORT
Clinical data

Percentage of your costs driven by conditions — segmented

Percentage of members compared to percentage of cost by condition¹



58% of your costs are driven by 26% of your members²

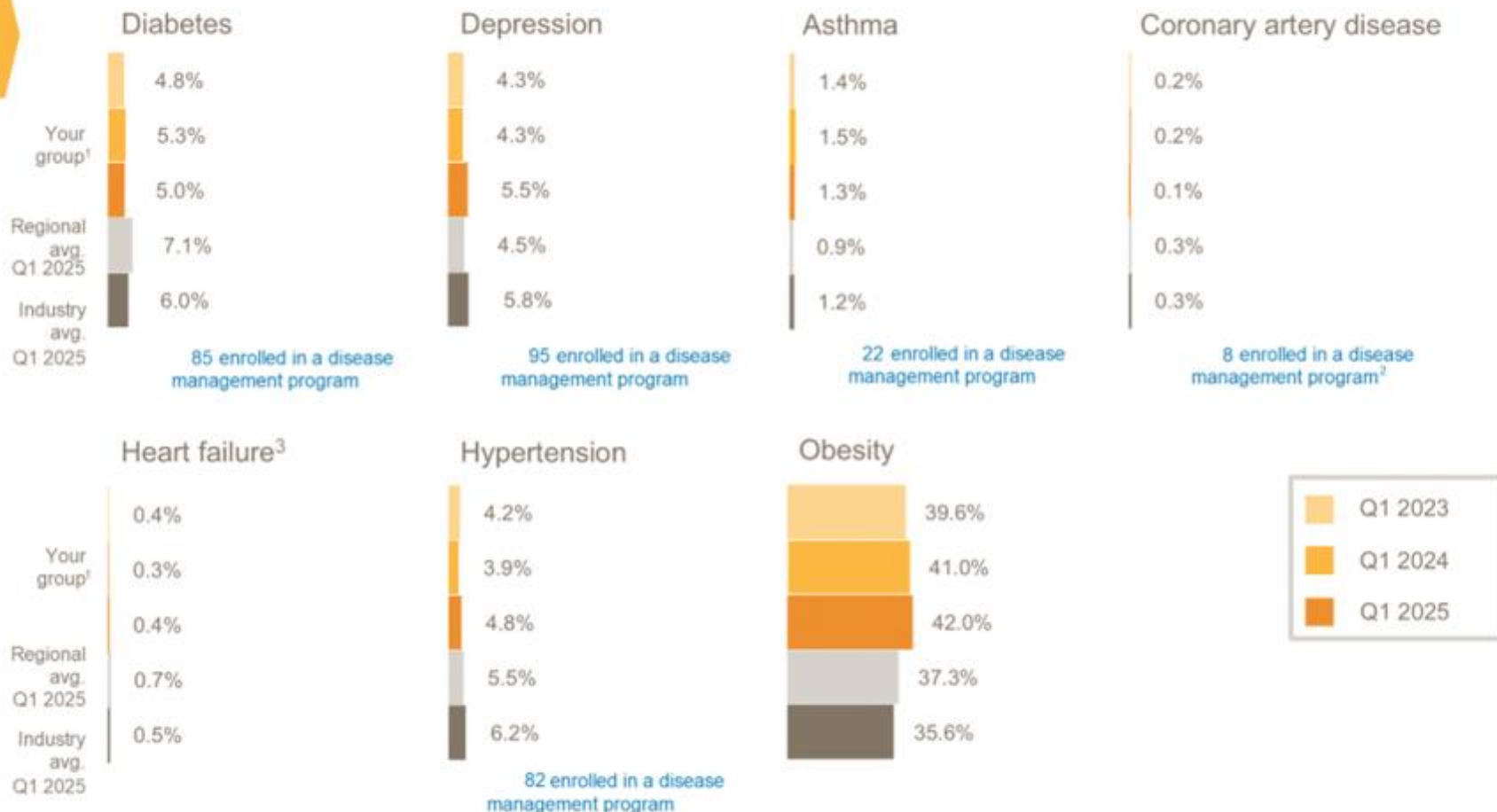
¹Continuously enrolled members during measurement period. ²See note 1.

Note: Major chronic conditions = diabetes, asthma, coronary artery disease, heart failure, chronic obstructive pulmonary disease, chronic kidney disease, and depression. Calculations for this graph use DxCG methodology.

CHRONIC CONDITIONS REPORT

Clinical data

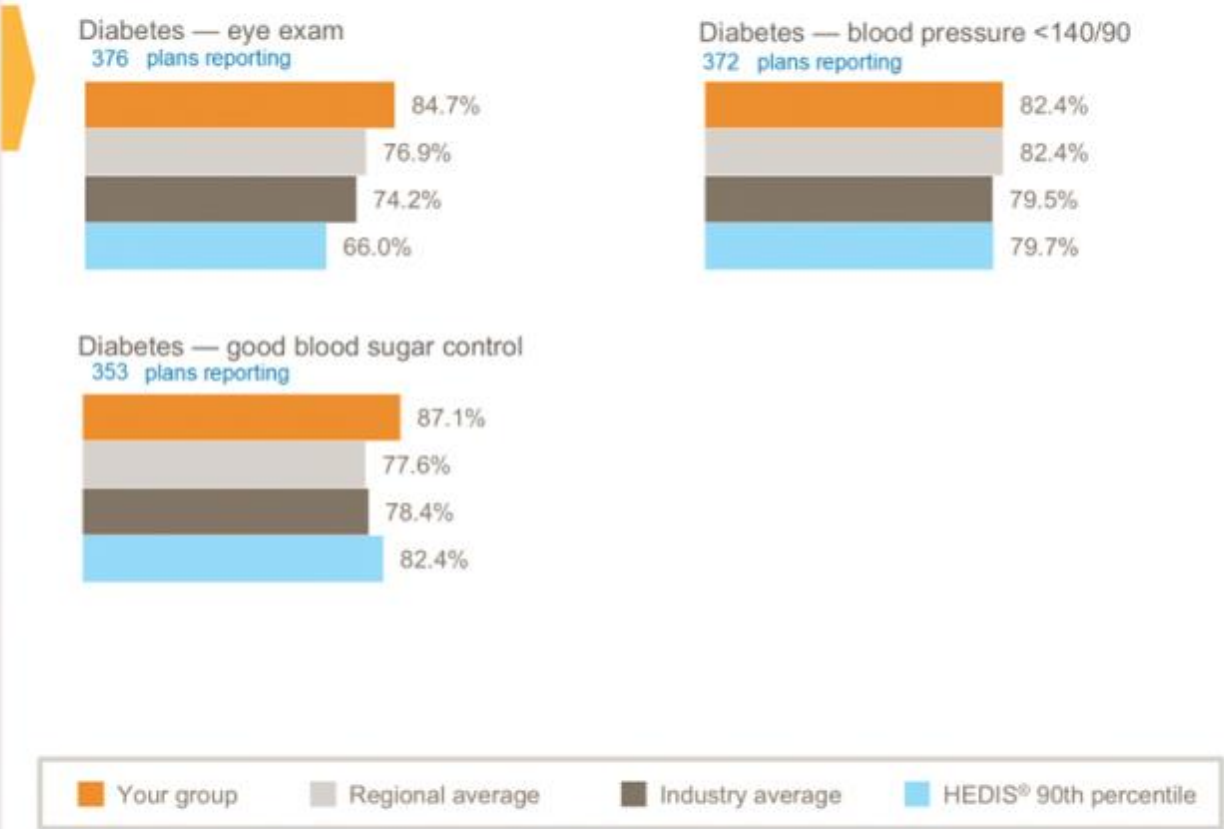
Prevalence by chronic condition



¹Continuously enrolled members during measurement period. ²Includes members with heart failure. ³See note 2. Note: Results will not be displayed if the eligible population for the metric is insufficient. Regional and industry averages are based on Kaiser Permanente membership.

CHRONIC CONDITIONS REPORT
Clinical data

How your group compares to current HEDIS® national benchmarks



Kaiser Permanente HEDIS® scores. Benchmarks provided by the National Committee for Quality Assurance (NCQA) Quality Compass® and represent all lines of business. Note: Results will not be displayed if the eligible member population for the metric is insufficient. Regional and industry averages are based on Kaiser Permanente membership.

People with depression have an increased risk of cardiovascular disease, diabetes, stroke, pain, and Alzheimer's disease.¹

Employees with diabetes miss about 6 more workdays a year than nondiabetic employees.²

✓ AT KAISER PERMANENTE

Targeted outreach to members with type 2 diabetes improved their use of mail-order pharmacy by 14% and medication adherence by 6%.³

¹NIH, 2021.
²Zack et al., *Healthcare*, September 30, 2021.
³Ramachandran et al., *JGIM*, October 1, 2020.

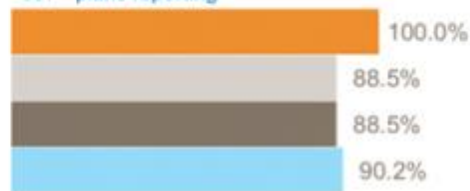
CHRONIC CONDITIONS REPORT

Clinical data

How your group compares to current HEDIS® national benchmarks (cont'd)

Asthma medication ratio

367 plans reporting



Hypertension* — adequate blood pressure control <140/90

329 plans reporting



■ Your group
 ■ Regional average
 ■ Industry average
 ■ HEDIS® 90th percentile

Kaiser Permanente HEDIS® scores. Benchmarks provided by the National Committee for Quality Assurance (NCQA) Quality Compass® and represent all lines of business. Note: Results will not be displayed if the eligible member population for the metric is insufficient. Regional and industry averages are based on Kaiser Permanente membership.

Total health care costs are \$6,767 higher for employees with hypertension.¹

Nearly half of U.S. adults have high blood pressure — and only 1 in 4 of them have it under control.²

✓ AT KAISER PERMANENTE

In California and the Mid-Atlantic States, Kaiser Permanente members are 43% less likely to die from heart disease and 14% less likely to die from stroke than the average person in the U.S.³

¹McGough et al., Peterson-KFF Health System Tracker, January 4, 2024.

²CDC, 2021.

³Pearl and Madvig, *Harvard Business Review*, February 2020.

CARRIER RESOURCES

PPO Value-Adds

GlobalFit

- Savings at over 8,000 gyms
- Flexible membership options
- Discounts on various services, theme parks and car rentals

Mobile Food and Fitness Tracker

- Available vis the HNAS App

Health Risk Assessment

- Provide a profile of your current health status
- Pinpoint any risk factors you may have
- Help you track personal goals online



It's Time to Assess Your Health

A health r
It shows v

HRAs can

- Provide a
- Pinpoint e
- Help you

Getting st

1. Log into
2. Select O
3. Click Vie

GlobalFit
Simplifying access to wellness

As a valued HNAS member, you have special access to the GlobalFit discount gym and wellness program. GlobalFit inspires you to make better choices — and rewards you when you do. With GlobalFit, you get discounts for gym memberships nationwide as well as health-related products and services to engage, reward, and inspire healthy lifestyles.

GlobalFit features include:

- Exclusive savings to more than 8,000 national, regional, and local gyms in over 60 major cities and surrounding areas: 24 Hour Fitness, Curves®, LA Fitness, Power Pilates, the YMCA, and others
- Flexible gym membership options and lowest-price guarantee, as well as travel privileges while away from home
- Discounts on Jenny Craig®, Nutrisystem®, and Zumba®
- The latest deals on spa services, theme parks and attractions, flights, hotels, car rentals, and much more

HealthNet Value-Adds

Active & Fit Direct

- Access to over 12,000 gyms
- On demand videos
- 1:1 Well-being coaching

Healthy Discounts

- Weight management
- Hearing aids
- Health and wellness products

Members can access this information via the HealthNet portal.

Health Net of California, Inc. and (Health Net)

health net

Healthy Discounts

GET HEALTHY AND STAY HEALTHY WITH HEALTHY DISCOUNTS!

Active&Fit DIRECT™

health net

One Membership. Thousands of Ways to Stay Active and Save Money.

- 12,200+ Gyms
- 9,700+ On-Demand Videos
- 1:1 Well-Being Coaching
- Enroll Your Spouse²

No annual fees or long-term contracts. Switch gyms anytime.

LA|FITNESS. snap fitness. CHØZE FITNESS. blink. Curves. ANYTIME FITNESS. EōS FITNESS.

Plus: 5,800+ Premium Gym Options at exercise studios, outdoor experiences, and others with 20% – 70% discounts at most locations³

STANDARD FITNESS MEMBERSHIP \$28/mo

12,200+ FITNESS CENTERS
9,700+ WORKOUT VIDEOS


Active&Fit DIRECT™

Learn More: Register or log in at www.healthnet.com (Group members) or www.myhealthnetca.com (Individual & Family Plan members) to access the Active&Fit Direct™ website, located under the Wellness Center tab.

Kaiser One Pass Select Affinity

One Pass Select Affinity Fitness can help you reach your health goals!

- 5 membership tiers with different monthly fees; flexibility to change tiers
- No contracts; pay month-to-month
- Cancel anytime
- Access to gyms and fitness locations nationwide
- Live, digital fitness classes and on-demand workouts
- Personalized workout builders to try new exercises
- Grocery and home essentials delivery to make healthy eating easy with Walmart + and Shipt
- Save on wellness services



One Pass Select Affinity

A subscription-based fitness and well-being network that supports a healthier lifestyle

Provided by **Optum**

Access to the One Pass Select Affinity gym network

Digital (23k+)	Classic (12K+)	Standard (14K+)	Premium (15K+)	Elite (19K)
LES MILLS ON DEMAND	LAIFITNESS.	CYCLEBAR	LIFE TIME HEALTHY WAY OF LIFE	CrossFit
DAILY BURN	planet fitness	LIFE TIME HEALTHY WAY OF LIFE	pure barre	LIFE TIME HEALTHY WAY OF LIFE
fitbit premium	CRUNCH FITNESS	ROW HOUSE	CLUB PILATES*	F45
yogaworks	ANYTIME FITNESS	barre3	CRUNCH FITNESS	9R
VOLT	SNAP FITNESS 24/7	yogaSIX	STRETCH LAB	STRETCH LAB
FITNESS ON DEMAND	EGS FITNESS		TITLE	ORANGE THEORY FITNESS
FAN HUDDLE				

Provided by **Optum**

* Chart accurate as of November 2023. Please refer to onepassselect.com for the most up-to-date gym tiers.

 KAISER PERMANENTE.

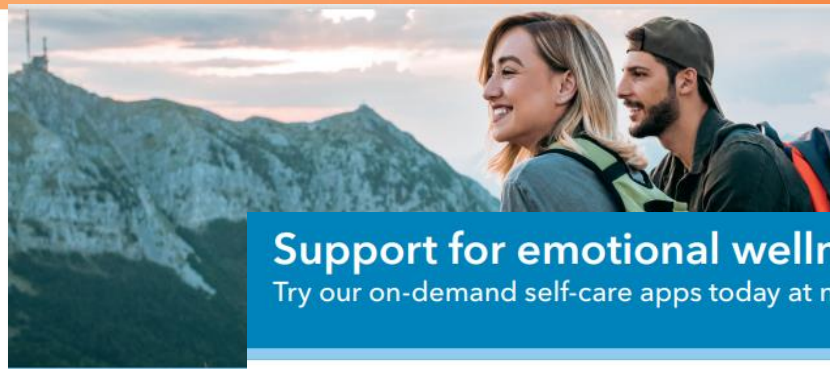
Kaiser Value-Adds

Calm App

- Provides guided meditations
- Sleep stories
- Mindful movement videos

Headspace

- 1:1 emotional support coaching
- Coaches available 24/7
- Text based coaching services at no cost



Support for emotional wellness

Try our on-demand self-care apps today at no additional cost

Get help with anxiety, stress, sleep, mood, and more. Anytime you need it.

Kaiser Permanente members can explore 2 evidence-based apps:^{1,2,3}

Explore here

You deserve support for help you reach your health goals, designed to help you feel your best.

For your mental health

Members can get help with mental health – without a referral.

Access resources that help you feel your best.



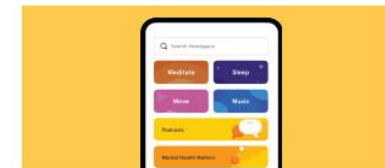
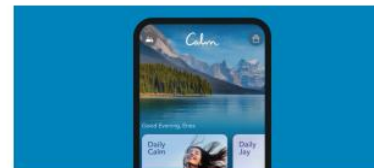
Calm is the number one app for meditation and sleep.⁴ You can choose from hundreds of programs and activities, including:

- Guided meditations
- Sleep Stories
- Mindful movement videos



Headspace offers 1-on-1 emotional support coaching and self-care activities to help with many common challenges.

- Coaches are available by text 24/7
- You can use Headspace's text-based coaching services at no cost, no referral needed^{5,6}



Visit kp.org/selfcareapps to get started

The AllOne Health App— Instant Access to Your Assistance Program



Taking care of your mental health should be simple, supportive, and always within reach. That's why we created the AllOne Health App—to make it easier than ever for you to access the care you need, when you need it.

Whether you're navigating life's challenges, looking for resources, or just need someone to talk to, we're here to help.

WHAT YOU'LL FIND INSIDE THE APP

Virtual Counseling Made Easy

Self-schedule virtual counseling sessions directly through the app.

Izzy, Your AI Mental Health Navigator

Receive guidance and personalized support in real time.

On-Demand Self-Help Resources

Explore self-guided therapy (iCBT), articles, videos, assessments, and tools.

Real Human Support

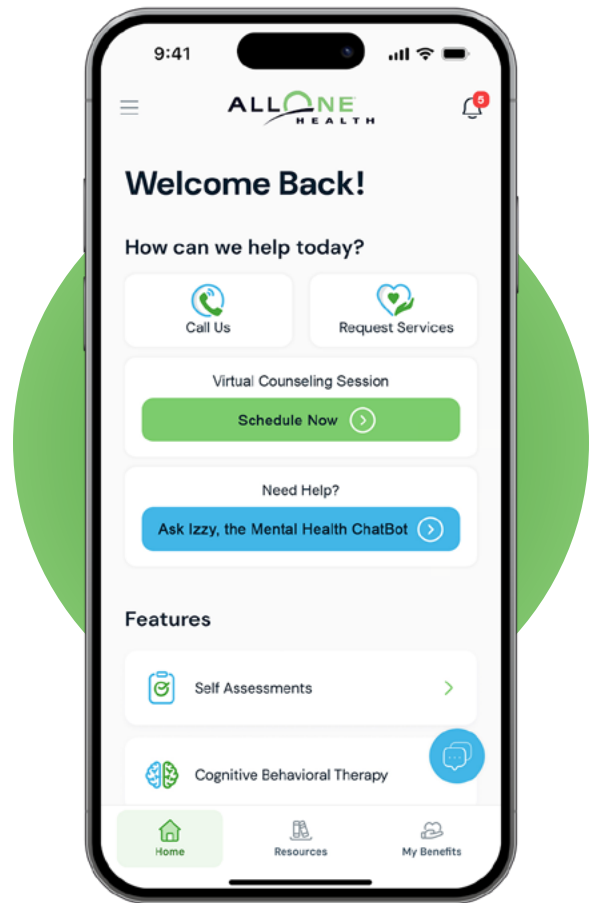
24/7 live assistance is always just a tap away when you want to speak to someone.

HOW IT WORKS

1. **Download the AllOne Health App** from the [Apple App Store](#) or [Google Play Store](#).
2. **Sign Up** using your existing member portal access code. You'll still have access to the member portal. However, the new AllOne Health App makes accessing care and requesting support easier and more convenient.
3. **Start Exploring** – Book sessions, chat with Izzy, and discover resources that support your whole health.

Download the App and Take the First Step

No matter where you are in your journey, support is here—because your mental health deserves care that's easy to access, always available, and built around you.



Contact AllOne Health

Call: (888) 993-7650

Visit: allonehealth.com/deeroaks

Code: RCCD

