



SCARE Newsletter

Sonoma County Association of Retired Employees

Published Quarterly

February 2016

Volume 28 Issue 1

Calendar of Events 2016

General Membership

Meetings

Steele Lane Community Center in Santa Rosa at 1:00 PM—Social at 12:30

2/23/16, 5/24/16, 8/23/16, 11/22/16

Luncheons

Quail Inn in Oakmont at 1:00 PM

3/9/16, 6/8/16, 9/14/16, 12/14/16

Board Meetings

1:00 PM Location changes so call Board member first.

3/2/16, 5/4/16, 7/6/16, 9/7/16, 11/2/16

Many members have agreed to get notices and newsletters via email. This saves money and trees and lets us get info to you more quickly, which is really important as we work to protect retiree health benefits and take legal action. Plus you get the newsletter in color and can increase the font for easier reading!! If you are willing to get the newsletter and notices via email, send an email to communications@sonomacountyretirees.com authorizing Kathy Wertz to send them to you. Please add that address to your address book so spam filters let it through.

President's Message by Carol Bauer

I hope everyone had a good holiday and that the New Year is going well. If weather is an indicator of a good new year, then in Sonoma County we will have a great year as it appears many of the problems caused by four years of drought may be ending. The drought is not the only thing that may be coming to an end. We are also moving closer to resolving the health care lawsuit. Mediation is scheduled for March. In negotiations with employee unions, the County is offering to pay the dollar value of 75% of the Kaiser HMO rate towards health insurance. We hope that will be extended to retirees as well although there is no guarantee that the County will agree to this.

Recently the SCARE Board began a process to review the bylaws and make necessary changes. Changes to the bylaws will be voted on at the February General Membership Meeting. A full listing of the changes are included on page 7 of this newsletter.

At the November membership meeting the SCARE Board submitted a slate of candidates to fill one vacant position and to reelect five SCARE Board members whose terms were expiring. At the January SCARE Board meeting, officers were elected for the current year. All of the officers from last year were reelected to their positions: President Carol Bauer, Vice President Greg Jacobs, Treasurer Phyris Tobler and Secretary Patty Hamley.

I want to take this opportunity to welcome Bill Robotka to the SCARE board. Bill filled the vacancy left when Ron Piorek left the Board last year. Bill retired from the County over a decade ago and went to work as the business agent for ESC which represents engineers and scientists employed by Sonoma County. Bill who is a long time SCARE member retired from his position with ESC and began his role as SCARE board member. If you see him at a meeting, take the opportunity to meet him and let him know what members want from the SCARE Board.

I hope to see you at the February meeting or at the next luncheon.

From Bob Bulwa: SCARE now has its own Facebook page. It is a private (closed) group meaning that the public may not view the contents, and membership must be requested and approved. For those of you already on Facebook, it can be found by searching for "Sonoma County Association of Retired Employees (SCARE)" or using the direct link: <https://www.facebook.com/groups/1519844528337032/>. To join the group, go to the page and at the top you will see a box that indicates "Join Group." Once I verify you are indeed a member of SCARE, or are a spouse of a member, you will be added.

The purpose of the group is to facilitate discussions, answer questions, disseminate information and provide a forum where the SCARE Board can communicate with members, and SCARE members can communicate with the Board and one another on a one to many rather than one to one basis. While the membership is still quite small, composed mostly of Board members, our hope is that it will grow over time and provide a valuable service. Please join if you are already on Facebook, and if not, consider joining Facebook, if only for this purpose. If you are internet challenged, feel free to contact me and I will be happy to walk you through the steps. And again, all postings on the group page are private and cannot be seen by non-members.

Board of Directors

Officers

President — Carol Bauer

707-874-9149

bfuzzy51@aol.com

Vice President — Greg Jacobs

707-823-7341

gjacobs48@gmail.com

Secretary — Patty Hamley

707-579-1726

phamleyis@hotmail.com

Treasurer — Phyris Tobler

707-795-6926

phyris@comcast.net

Immediate Past

President — Dick Gearhart

707-577-0227

sgearhart@pacbell.net

Directors at Large

Bob Bulwa

Eeve Lewis

Lou Maricle

John Pels

Bill Robotka

Joe Romano

Alix Shor

Retirement Board

John Pels

Alternate: Neil Baker

Committee Chairs

CRCEA Rep: John Pels

Alternate: Dick Gearhart

Legal: Phyris Tobler

Membership: Patty Hamley

Luncheons: Patty Hamley

Newsletter Editor: Lonna Necker

Programs: Bob Bulwa

Scholarships: Bob Bulwa

Facebook—Bob Bulwa

Board Meeting Minutes can be viewed at our website or you can request a copy from Patty Hamley.

Minutes of the SCARE Business Meeting of November 24, 2015

1. Call to Order: The meeting was called to order by President Carol Bauer at 1 p.m. There was a quorum, as more than 25 members were present.

2. Guest Speaker: Bob Bulwa introduced Julie Wyne, SCERA Retirement Administrator. Julie provided a 10-page handout outlining how SCERA operates and explaining why retirees have not received a COLA in many years. She also answered many questions from the audience and invited members to contact her at julie.wyne@sonoma-county.org with other questions or concerns.

Bob announced he has scheduled a speaker on Single Payer Health Care for our next Business Meeting (February 23, 2016).

3. JLMBC: Phyris reported there may be more health insurance plans offered next year. Several proposals for health care were received and are being reviewed by JLMBC members. Unfortunately none of the plans are available nationwide. The County Health Plan is the only option for retirees under 65 who are living outside the area. (Dick Gearhart, Carl Jackson, Lou Maricle, Bill Robotka, and Kathy Wertz are also members of the Joint Labor Management Benefits Committee.)

There is a slightly positive sign. The County is offering to pay SEIU employees 75% of their health insurance costs based on the lowest HMO plan (Kaiser). SEIU was on a three-day strike last week. They are still negotiating with the County.

Alix Shor and Bill Robotka are on a task force looking at ways to keep health insurance costs down. Bill said this is the first time there is a study with other agencies including the Junior College, Cities of Santa Rosa and Windsor. Unlike Sonoma County, the other agencies pay a percentage of their employee health insurance costs.

4. Facebook: Bob Bulwa has opened a Facebook group for SCARE or Sonoma County Association of Retired Employees. This is only open to SCARE members and they have to request approval to join. Bob will maintain the group and approve requests.

5. Legal Update: Carol reported that several SCARE Board members and one regular member attended our Request for Summary Judgment Hearing on October 29 in Federal Court (Oakland). It was more positive than we had anticipated. We will be going into the mediation with the County once again. The Judge suggested this occur within 90 days, but the mediator selected is not available until March 16 and 17. If mediation is once again unsuccessful, the next step would be to go to trial.

6. SCARE Board Election: The two-year terms of SCARE Board members Carol Bauer, Bob Bulwa, Lou Maricle, and Phyris Tobler are expiring, and all have agreed to continue if re-elected. There is also one vacancy, which Bill Robotka has agreed to fill if elected. There being no other candidates nominated from the floor, it was moved by Joe Romano, second by Alix Shor, and approved by all that this slate is elected. Per SCARE By-Laws, the membership elects the Board and the Board decides which offices they will fill.

7. Next SCARE Luncheon: Carol reminded members of the December 9th SCARE Luncheon at the Quail Inn in Oakmont. Reservations (\$20 for members/\$24 for non-members) must be sent to Patty Hamley by December 3rd. Fliers were included in the November Newsletter and also placed on the table at today's meeting.

8. Drawing: 31 retirees signed today's roster. Trudy Simonton and Phyris Tobler won the drawing for free luncheon tickets to the SCARE Luncheon at the Quail Inn on December 9 or a future luncheon.

9. Adjourn: There being no further business, the meeting was adjourned.

Respectfully submitted, Patty Hamley, Secretary

Respectfully submitted, Patty Hamley, Secretary

SCERA Update Report by John Pels

The SCERA Administrative-Benefits Committee held a discussion regarding retiree Cost of Living Adjustments (COLA) at its January 20th meeting. The SCERA COLA policy requires that SCERA's reserves be at certain levels before it can recommend a COLA to the County Board of Supervisors, the entity with the authority to adopt the COLA. SCERA's reserves have a negative balance, and as such, in accordance with the COLA Policy, the Committee was unable to recommend a COLA to the Board of Supervisors. The SCERA Board will act on the Committee's recommendation at its January 28th meeting. The Committee also directed staff to undertake an objective investigation of Article 8.4 of the County Employees Retirement Law that relates to the splitting of accounts between a member and their ex-spouse or ex-domestic partner upon dissolution. This Article has not been adopted in Sonoma County. There are many issues that need to be investigated with the help of tax counsel and SCERA's actuary before a recommendation is made to the County Board of Supervisors regarding the adoption of the Article. Once these issues are investigated, the matter will be brought back to the Administrative-Benefits Committee for further discussion and then to the SCERA Board before a recommendation is made.

SCERA is pleased to report that Brian Williams was re-elected to the elected Safety Board member position and David Rabbitt was reappointed to the Appointed Board member position. Their terms began on January 1, 2016 and run through December 31, 2017. Greg Jahn was elected Chair of the Investment Committee and Brian Williams was elected Vice Chair. Bob Williamson was elected Chair of the Admin-Benefits Committee and Michael Gossman was elected Vice Chair. Elections for Chair and Vice Chair of the Board will be held on January 28th.

SCERA hired its first ever Chief Retirement Counsel, John Weech, who began on January 19th. John comes to SCERA from CalSTRS where he spent six years in the office of General Counsel as Assistant General Counsel and Senior Counsel. He is an integral part of the Executive Management team and will primarily be advising the Board and Staff on operations issues.

JLMBC Report by Kathy Wertz and Phyris Tobler

In July of 2015, the County sent out a Request for Proposals (RFP) to current and potentially new health plans asking for premium costs and plan coverage that could be offered to employees and retirees of the County. The goal of this process was to evaluate what is currently available to meet our geographic and coverage needs, as well as to find plans that could offer competitive pricing to what is currently being offered. The Joint Labor Management Benefits Committee evaluated the plans through a sub-committee comprised of union representatives, retirees and county management.

The criteria used to evaluate the plans included plan benefits, premium cost, entity's ability to administer to a large group, provider networks, patient access, performance guarantees, references and flexibility. Recommendations from the JLMBC are to be presented to the Board of Supervisors sometime in March and you will get specific information in the Annual Enrollment Booklet. **Annual Enrollment will be from March 21st through April 8th.**

The County received proposals from six different plans:

- Anthem Blue Cross (our current County Health Plan administrator)
- Keenan & Associates
- United Healthcare
- Kaiser Permanente
- Sutter Health Plan
- Western Health Advantage

Anthem Blue Cross, Keenan & Associates and United Healthcare were evaluated for their ability to administer the self-insured County Health Plans (CHP) and to offer a fully insured replacement for the County Health Plans which offers coverage outside the local area. United Healthcare offered only a Medicare Supplement Plan and would not cover non-Medicare members. Anthem provided a quote for a fully insured product that could replace the County Health Plan that was 26% less expensive for actives and retirees under 65, but Medicare retirees costs would have increased by 102% from current rates. In order to replace the CHP with an alternate plan it needs to benefit both Medicare retirees (854 members) and actives (420 members) so replacing the County Plan is not likely to be option.

Keenan & Associates costs which included claims cost and administrative fees were 4.2% higher than Anthem. This was due to Keenan's provider network (Blue Shield) whose discount on claims cost was not as cost effective as Anthem Blue Cross. The JLMBC has recommended staying with Anthem Blue Cross as administrator of our self-insured plans because of the cost savings.

While this lengthy process provided some good alternatives for employees and retirees living in the greater Bay Area, unfortunately it did not provide any new alternatives for those on Medicare and those who live outside the Kaiser area. Consultants provided estimates for 2016 monthly costs for the County Plan, which reflect a high estimate of 20% increase (Yikes...), due to high claims experience in the plan. While it is likely that this will decrease a little as the original estimate is always high,

Continued: we think you can still expect it to be a big increase, and of course, retirees will pick up all of the increase since the County contribution is limited to \$500. The total cost is shown below. To determine your cost, deduct the \$500 County contribution.

	Retiree under 65	Retiree under 65 + 1	Under 65 Family	Medicare Retiree	Medicare Retiree +1 Medicare
CHP PPO	\$1,296	\$2,547	\$3,560	\$697	\$1,394
CHP EPO	\$1,067	\$2,085	\$2,908	\$574	\$1,148

Kaiser Permanente HMO and its 2 high deductible plans will likely remain as County offered plans because of their high enrollment. No other high deductible plans can be offered this year or we would lose Kaiser's 4% rate guarantee on all their plans, but it is likely Sutter and/or WHA will offer them next year.

Sutter Health Plus, (www.sutterhealthplus.org) and Western Health Advantage - WHA, (www.westernhealth.com) are new offerings in our local area and are less expensive than Kaiser. For those of you under 65, these two new plans have many of the same doctors as the CHP so it may be worth checking them out. Their service areas are limited and vary by zip code so please check their websites to see if yours is a covered area. You can also check online to see what doctors are available to you or ask your own doctor to see if s/he is associated with one of these plans. We recommend checking on this as the number of family practice doctors is also somewhat limited. Neither WHA nor Sutter currently offer Medicare plans for retirees although Sutter expects to have a Medicare plan in 2017.

Plan benefits for the new Sutter and WHA plans are nearly identical except for prescription drug co-pays which are higher than Kaiser. Please read the Annual Enrollment information that will show the differences. Total 2016 proposed monthly costs are below. As above, deduct the \$500 County contribution to determine your monthly cost.

	Retiree under 65	Retiree under 65 + 1	Under 65 Family	Medicare Advantage Retiree	Medicare Advantage Retiree +1
Kaiser HMO	\$695	\$1390	\$1,968	\$325	\$651
Kaiser DHMO	\$559	\$1,119	\$1,584	N/A	N/A
Kaiser HDHP	\$519	\$1,039	\$1,470	N/A	N/A
Sutter Health Plus	\$572	\$1,145	\$1,620	N/A	N/A
Western Health Adv.	\$667	\$1,334	\$1,888	N/A	N/A

For retirees who are on Medicare and whose spouse (if there is one) is also on Medicare, the AARP/United Healthcare plan remains a good alternative to the County Health Plan. It is available nationwide and is even less expensive than the Kaiser Senior Advantage Plan. You can choose your own doctor and pharmacy. The cost varies by location and by age but generally, the \$500 County contribution covers most of the cost for a couple and all of the cost for a single retiree. There are no deductibles or co-pays for medical care. There are co-pays for prescriptions, although if you are taking just generic drugs, the cost is minimal. If you are taking high tier or specialty drugs, the co-pay can be high. The savings for a couple are close to \$900/month on the premium over CHP plus savings on the annual deductible of \$300 each plus no medical co-pays. Feedback that we have gotten from many members who have changed to AARP is that they are very pleased with it and are saving money. The only complaints have been with the application process. To get more information, you can check online at www.aarpmedicaresupplement.com or you can contact Care Counsel at 888-227-3334 and they will help you figure out if this is a good plan for you.

Note: For those of you on Medicare, if you move from CHP to either Kaiser or AARP, you will have a Medicare Part D surcharge if your income is over \$85,000 if you are single and \$170,000 for a couple. You will probably still save money by making this change.

Around Annual Enrollment time (March 21st–April 8th), the County will be having several 2 hour informational sessions giving information on the plans that are available to you. These meetings will take place in March and can be very helpful. Watch your mail for the meeting schedule and the Annual Enrollment booklet.

SONOMA COUNTY ASSOCIATION OF RETIRED EMPLOYEES LUNCHEON

When: Wednesday, March 9, 2016
Where: Quail Inn Restaurant, Oakmont Golf Club, 7035 Oakmont Drive., SR
Time: 1 p.m. (This is a sit-down luncheon)

Cost: \$18.00 (tax and tip included) for members & associate members
\$22.00 (tax and tip included) for non-members and guest

MENU

Mixed Green Salad

Dinner Rolls

Coffee & Tea

Entrées:

- (1) Lightly Breaded Boneless Chicken with Marinara Sauce, Mozzarella Cheese, Penne Pasta, and Seasonal Vegetables
- (2) Pork Tenderloin with an Orange/Rosemary Sauce, Garlic Mashed Potatoes, and Seasonal Vegetables
- (3) Mushroom Ravioli with Pesto, Garlic Mashed Potatoes

Dessert: Ice Cream Sundae

Please be sure to indicate your preference of entrée for lunch.

RESERVATIONS AND CHECKS DUE BY WEDNESDAY, MARCH 2nd.

We can take late reservations until Thursday, March 3rd, if you call Patty Hamley at 579-1726)

Non-Responsibility Declaration: All luncheons or other activities arranged for by Sonoma County Association of Retired Employees (SCARE) are for the convenience and pleasure of the members and their guests who desire to participate. SCARE does not assume any responsibility for the well being or safety of the members or their guests when attending SCARE activities.

Cut here

Make checks payable to "SCARE" and send to:

Patty Hamley
2112 Berkeley Drive
Santa Rosa, CA 95401

Name _____

Choice of Entrée _____

Name _____

Choice of Entrée _____

Name _____

Choice of Entrée _____

Member _____ Associate Member _____ Non-Member _____

Amount Enclosed: \$ _____

Phone # _____

Bylaw Changes to be Voted on at the February 23rd General Membership Meeting

The SCARE Board of Directors is proposing several changes to the SCARE Bylaws to bring them up to date and in conformity with the needs of the organization. As SCARE becomes more of an advocacy organization for retirees, we need our rules to reflect that role. The proposed changes are shown below but the following gives you some idea of why they are needed:

Article III, Section 5, adds language related to taking legal action. We have taken votes from the members related to legal issues in the past but it was never spelled out in the bylaws.

Article V, Section 10, Allows another venue for holding Board meetings when decisions are needed between formal Board meetings.

Article VIII, Section 2(f) changes wording related to sending out financial statement to what is required by law.

Article VIII, Section 6, allows a SCARE committee to take action by email as well as letter to allow the use of modern technology.

Article IX - Section 7. A new section is proposed to allow the Board of Directors to hold an executive/closed session to allow for the private discussion of anticipated or current litigation. Given our long standing law suit against the County Board of Supervisors over the reduction of the County's subsidy of retiree health benefits, this section is needed.

Article X, Section 2 - Additions to this section would allow SCARE to pay for legal bills on a deferred basis. The lengthy litigation with the County over the retiree health insurance subsidy requires this new approach in order to press the litigation forward.

We look forward to presenting these changes to the Bylaws at our business meeting on February 23rd and answering any questions that you may have. We will take a vote on the proposed changes after the discussion. As shown in our bylaws, we do not use proxies. While we realize that does not allow many of you to vote, that decision was made years ago because of the cost of doing votes using proxies, and the difficulty in getting quorums when proxies are used and then not returned. If anyone who cannot attend the meeting has a strong objection to one of the changes, you can at least contact one of our Board members to express your objection. Thank you for your understanding.

We are not putting the full bylaws in the newsletter as they are too lengthy. They are available online at <http://sonomacountyretirees.com/bylaws.pdf> or you can ask Patty Hamley (707 579-1726) to send you a copy. Below are the sections that are being changed. For those of you who get the newsletter online, you will see changes in color but for those who get hard-copies, changes will be bolded and underlined.

Article III , Membership: Section 5. It is intended that the basic rights and privileges of this corporation afforded members by these bylaws and the California Nonprofit Mutual Benefit Corporation Law shall be vested in its members. Regular members shall vote upon changes to bylaws, election of Directors, changes in membership dues, decisions related to mergers or dissolution of the corporation, **causing the corporation to conduct or participate in formal dispute resolution procedures involving matters pertaining to their county retirement and/or health benefits**, as well as any other matters the Board of Directors submits to the Regular membership for a vote. Each Regular member has one (1) vote.

Article V, Board of Directors: Section 10. **Regular or** special meetings may be held by conference call (so long as all participants may speak to and hear one another during the meeting), or in person. **Meetings may also be held via internet conference "chat room" so long as all participants may speak to and hear one another during the meeting.**

Article VIII, Committees, Section 2 (f) The Financial Oversight Committee reviews the corporation's financial statements and backup documents/bank statements after the end of the calendar year. **Annual financial statements will be disclosed to members when and as may be required by law.**

Article VIII, Committees, Section 6. Any action that a committee is required or permitted to take may be taken without a meeting if all committee members consent in writing by letter **or email** to the action. Such action by written consent shall have the same force and effect as any other validly approved committee action. All such consents shall be filed with the minutes of the proceedings of the committee.

Article IX, General Meetings: **Section 7. Upon the motion of any corporate officer, any meeting of the Board of Directors may hold a closed/executive session at any duly called meeting to review, discuss, or plan anticipated or current litigation involving the corporation, with or without legal counsel present. In such instances, the Board shall meet privately and may exclude any non-Board members from the session.**

Article X, Limitations: Section 2. No **commercial loan or** debt shall be incurred in excess of the funds in the treasury of the corporation, **provided however that the Board of Directors may, in its good faith judgment, retain legal counsel for the corporation with a contingent or deferred fee arrangement, or a combination of both, on terms and conditions deemed fair and reasonable to the corporation by the Board.**

The SCARE Board of Directors



Congratulations New Retirees and *New SCARE Members* (in italics and bold)

- Hector Altamirano—Sheriff
- John Anderson—Health Services
- Darlene Arriola—Transportation and PW
- Rosa Ataiyan—Health Services
- Bradford Burke—Sheriff
- Steven Brown—Sheriff
- Robert Childs - CRA**
- Marybeth Compton—ACTTC
- Joyce Cooley - Human Services**
- Tim Crossleysmith - Health Services**
- Connie Douglas— Sheriff's Office**
- Cheryl Hegg—District Attorney
- Linda Lemus - Health Services**
- Victoria McArthur—Human Services
- Sally Molsberry—County Counsel
- Pamela Moniz—Human Services
- Kimberly Murphy - Auditor/Controller**
- David Newlon—Probation
- David Pedersen—Sheriff
- Mark Regan—Human Services
- Dennis Rehe—ACTTC
- Elaine Rotondo—Ag Comm
- Marie Shupe—Health Services
- Theodore Van Bebber, Jr. - Sheriff**
- Gail Wood—Child Support Services

Encourage Fellow Retirees to join SCARE!

While we have added many new members, we are stronger with even more. If you see people you know on the above list who have not joined SCARE, please encourage them to do so. That way they can continue to have a say in the future of their benefits. You can call Patty Hamley at (707) 579-1726 to get a copy of our application form or go to our website.

In Memoriam

Our deepest sympathy is extended to the families and friends of the following retirees:



- | | |
|-------------------------|------------------------|
| <i>Irene Barnett</i> | <i>Linda Nordberg</i> |
| <i>Donald Bean</i> | <i>John Ross</i> |
| <i>Starle Driscoll</i> | <i>Lynn Stevens</i> |
| <i>Diane Gage</i> | <i>Ron Sullivan</i> |
| <i>Luis Garcia</i> | <i>John Sully</i> |
| <i>Theresa Hansen</i> | <i>Preston Thomson</i> |
| <i>Melvin Hayne</i> | <i>Dorothy Watt</i> |
| <i>Polly Holbrook</i> | <i>Johnny Yu</i> |
| <i>Michael Magill</i> | |
| <i>William Nicholas</i> | |

DONATIONS TO THE LEGAL FUND

We would like to acknowledge our many members who have donated to our legal fund. Members who have donated **since the last Newsletter** are listed below. Members have been very generous. **The SCARE Board thanks all who have donated so generously toward our legal expenses.** Unfortunately legal expenses still continue to climb so additional donations are gladly accepted. If you would like to send a donation, make check out to SCARE and mail it to 7675 Blair Ave, Rohnert Park, CA 94928. Donations are not tax deductible.
Phyris Tobler, Treasurer

- | | |
|--------------------------|-----------------------|
| Charles Arden | George Neher |
| Zepha Berlin | John Pels |
| Jeanne Delucca | Ron Piorek |
| Jacqueline Egbert | Joe Romano |
| Rich Goldberg | Alix Shor |
| Stephen Lochner | Rose Sissle |
| Lou Maricle | Janice Smith |
| Cynthia Moore | Leta Sperry |
| George Neher | Gary Wilkening |
| John Pels | |

Shingles Vaccinations

Shingles vaccinations are covered as a preventative service for anyone over 50 years. There is no cost to the retiree for this vaccination if it is given in your doctor's office. **Do not go to CVS or other pharmacy for it.**

The SCARE Newsletter is printed quarterly. The information printed in the newsletter is believed to be accurate and from reliable sources. However, no responsibility is assumed by SCARE, the Editor, or the writers for inaccuracies in the articles as published.

Luncheon Donations for F.I.S.H.



December 21, 2015

Dear Friends of F.I.S.H.

We greatly appreciate your generous gift of \$214 to F.I.S.H. November was a record month for F.I.S.H. for 2015. We gave food to 5,222 people. For the five days before Thanksgiving we gave out holiday meat so that 1,905 people enjoyed a special meal on that holiday. Your gift will help us keep our shelves filled with food that we purchase from the Redwood Empire Food Bank.

Thank you for your much needed support, kindness and generosity to F.I.S.H.

Director, Jeanne-Marie Jones

A total of \$489 was donated to F.I.S.H. in 2015 by those attending our four luncheons at Oakmont. Thank you, Carl Jackson, for placing collection baskets on the tables and delivering the donations to F.I.S.H. Thank you also for the poinsettias you placed on the tables at our Holiday Luncheon.

SCARE Membership and Financial Information

As of Dec. 31, 2015, we had 1392 members and 160 associate members. We are no longer including our financial information in our newsletter, but if you would like to get the year-end financial statement, just contact me (contact information is on page 2). I can send information to you via email or the postal service.

Phyris Tobler, Treasurer

Dr. Rick Flinders—Guest Speaker for February General Membership Meeting

The subject of our February guest presentation will be our broken healthcare system where we continue to spend twice as much per person as any other nation, while our outcomes remain measurably worse and where 30 million Americans remain without coverage. Health care costs not only impact our health but funding for public priorities like education, public safety, parks and recreation, and the budgets of state and local governments because of unfunded but promised benefits to retirees, as we are all very aware. Despite its numerous benefits, the Affordable Care Act has not controlled rising costs, due in large part to the costly and burdensome private insurance industry. Our speaker will argue that the solution is a national health care system characterized by the mechanisms of Single Payer, with greater access and better outcomes. The question is: Why should we pay more and settle for less?

Our speaker will be Dr. Rick Flinders. Dr. Flinders has been a practicing physician for over 40 years. He is the Director of the Santa Rosa Family Medicine Residency Program at Sutter Hospital where he is responsible for the medical training of all interns and resident physicians in the Sutter program, along with the care of all of their in-patients. He also oversees the training of Physician Assistants, Nurse Practitioners and other students who come to Sutter from U.C. Davis, Merritt-Peralta, and other medical training programs.

Dr. Flinders has taught Family Medicine to medical faculties in Japan. He has numerous honors recognizing his work in Family Medicine and is widely published in his field.

Updating Contact Information

If you move, you need to give your **change of address** to the following organizations. They do not share information with each other.

SCARE - send changes to Phyris via email at phyris@comcast.net, or address to 7675 Blair Ave., Rohnert Park, CA 94928, or call 707 795-6926. I also need changes of phone numbers and email addresses.

SCERA - You get your pension check from them. Contact them to report changes at 433 Aviation Blvd., Suite 100, Santa Rosa, CA 95403, or call them at 707 565-8100.

VERY IMPORTANT AS OPEN ENROLLMENT MATERIALS WILL BE SENT IN MARCH—Sonoma County Human Resources Benefits Unit - They handle health, dental, and life insurance and send out Annual Enrollment Booklets. If they don't have your current address, you may not received your Open Enrollment Booklet in time to make changes before the deadline. Contact them at 575 Administration Drive, Suite 116C, Santa Rosa, CA 95403, or benefits@sonoma-county.org, or 707-565-2900.

And if I don't hear from you, this is what happens: Mail and newsletters were returned with no forwarding address for the following members - **Mildred Albright, Mary McDonald, Anne Newman, , Robert Nissen and Patricia Pombo**. Attempts to contact these people by phone and/or email have failed and we have no way of contacting them. If anyone knows how to reach them, would you please contact them and ask them to call me (# shown above) or give me their number and I'll call the person. Thanks to our members, I have been able to locate several retirees.

Thank you, Phyris Tobler

Sonoma County Association of
Retired Employees (SCARE)
P.O. Box 5513
Santa Rosa, CA 95402

Address Service Requested

General Membership Meeting—February 23, 2016

Steele Lane Community Center DeMeo Room

415 Steele Lane (between Mendocino & Hwy 101 - best approached from Mendocino)

12:30-1:00-Meet and Greet

1:00-3:00—General Meeting

**REMEMBER TO COME AT 12:30 FOR PRE-MEETING NETWORKING WITH FRIENDS
AND COLLEAGUES—SNACKS PROVIDED**

Please join us if you can

AGENDA

BUSINESS MEETING

- II WELCOME
- II SPEAKER—SINGLE PAYER HEALTH CARE—Dr. Rick Flinders
- III LEGAL UPDATE
- IV BYLAWS REVIEW AND VOTE
- V JLMBC REPORT
- VI OTHER
- VII DRAWING