



**Benefits and Wellness Committee  
Meeting Agenda**

**Wednesday, April 1, 2026  
1:00 p.m.**

**[Zoom](#)**

**Meeting ID: 85951399101  
Passcode: 797017  
(669) 444-9171**

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All portions of this meeting will be conducted via teleconference in accordance with Government Code Section 54953. The teleconference locations are as follows:

- Sedgwick, 1750 Creekside Oaks Dr, Suite 200, Sacramento, CA 95833
- Alpine Fire District, 1364 Tavern Rd, Alpine, CA 91901
- Murphys Fire Protection District, 37 Jones St, Murphys, CA 95247
- South Lake County Fire Protection District, 21095 Hwy 175, Middletown, CA 95461
- Southern Marin Fire District, 28 Liberty Ship Way, Suite 2800, Sausalito, CA 94965

Each location is accessible to the public, and members of the public may address the Committee from any teleconference location.

In compliance with the Americans with Disabilities Act, if you need a disability-related modification or accommodation to participate in this meeting, please contact Amanda Bistolfo at (916) 244-1190, [amanda.bistolfo@sedgwick.com](mailto:amanda.bistolfo@sedgwick.com). Requests must be made as early as possible, and at least one full business day before the start of the meeting.

Documents and materials relating to an open session agenda item that are provided to the Committee will be available for public inspection at 1750 Creekside Oaks Drive, Suite 200, Sacramento, CA 95833.

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- 1. CALL MEETING TO ORDER; ROLL CALL**
- 2. APPROVAL OF AGENDA AS POSTED OR AMENDED**

3. **PUBLIC COMMENTS** - *This time is reserved for members of the public to address the Committee relative to matters of FRMS not on the agenda. No action may be taken on non-agenda items unless authorized by law. Comments will be limited to five minutes per person and twenty minutes in total.*

4. **CONSENT CALENDAR**

- 4 \*A. Minutes of October 24, 2025, Benefits and Wellness Committee Meeting  
***Recommendation: Approval of the Consent Calendar.***

5. **BENEFITS MATTERS**

- 10 \*A. Benefits Program Performance Update  
***Recommendation: None.***
- 14 B. Shelter Cove Resort Improvement District  
***Recommendation: Review for approval to join the FRMS Benefits Program.***
- 15 C. Assessments Update on Non-Responsive Members  
***Recommendation: None.***
- 16 D. Gold Ridge FPD Retroactive Withdrawal from Benefits Program  
***Recommendation: Recommend to the Board of Directors to approve early withdrawal of Gold Ridge from the FRMS Benefits program retroactive to last month of actual usage by member after 01/01/26.***
- 18 \*E. Benefits Administration RFP  
***Recommendation: Provide direction to staff regarding RFP responses and respondent presentations.***
- 34 \*F. Selection of RFP Consultant  
***Recommendation: Provide recommendation to the FRMS Board of Directors to approve contract with Muchmore Than Consulting for RFP consulting services.***
- 38 \*G. Update to COBRA and Retiree Direct Billing Administration RFP  
***Recommendation: Provide recommendation to the FRMS Board of Directors for which vendor(s) the Benefits and Wellness Committee recommends for selection.***

6. **ADMINISTRATIVE MATTERS**

- 42 \*A. Growth Goals for FRMS Programs  
***Recommendation: Provide direction to staff.***

7. **WELLNESS MATTERS**

- 48 \*A. Cancer, Cardiac, & Mental Health Screening  
***Recommendation: Review and provide direction to staff.***

**8. WORKERS' COMPENSATION MATTERS**

- 98 \*A. Workers' Compensation Position Statement Regarding Vendors Marketing to Individual Districts

***Recommendation: Review proposed position statement and provide feedback or recommend FRMS Board of Directors approve as written.***

- 104 B. Consideration of Guidance for Member Agencies Regarding Off-Duty Physical Fitness Policies

***Recommendation: Review and provide input regarding the development of guidance and a template policy for member agencies addressing off-duty physical fitness activities for fire service personnel, with the goal of mitigating Workers' Compensation exposure while maintaining reasonable support for occupational fitness requirements.***

- 106 C. Consideration of Authorization Parameters for Mental Health Treatment Programs

***Recommendation: Provide direction regarding the establishment of parameters that would authorize FRMS to approve certain mental health treatment programs for first responders when such treatment is denied through utilization review (UR) under the Medical Treatment Utilization Schedule (MTUS).***

**9. SAFETY & RISK CONTROL MATTERS**

- 109 A. Risk Control Update

***Recommendation: Review and advise on increasing Risk Control visits, workshops, and webinar participation.***

**10. FINANCIAL MATTERS**

- 113 A. Health & Wellness Draft Budget

***Recommendation: Approve the Health and Wellness Draft Budget as presented.***

**11. CLOSING COMMENTS**

- A. Committee  
B. Staff

**12. ADJOURNMENT**

**NOTICE:**

The next regular meeting of the Benefits Committee will be held at 10:00 a.m. on Tuesday, June 9, 2026, via teleconference.