I. **Call to Order**  
The meeting was called to order at 12:05 pm.

II. **Committee Members**  
Present  
Fran Chandler, Co-Chair  
Marcia Wade, Co-Chair  
Al Vasquez  
Linda Sinclair  
Anna Rojas  
Sherri Lee-Lewis  
Connie Lemke  
Willis Barton  
Dennis Frisch  

Guests  
Sandi Burnett  

Assistants  
Laurie Heyman, HR AA-III-Confidential

III. **Approval of the Minutes**  
Minutes for the meeting of November 09, 2011  
Move to accept the minutes as revised:  

Motion made by: Linda Sinclair  
Seconded by: Dennis Frisch  

Ayes: 7  
Noes: 0  
Abstain: 0

IV. **Old Business**  
1. **Long Term Care Insurance update on application status:**  
   Total number of applications unknown at this time; however, consultants have notified HR that all thresholds (minimum number of applications) have been surpassed.

2. **Agreed Upon Procedures for PT Benefit Notification:**  
   On October 12, 2011, the following was sent to the Faculty Association via email:  
   “To assist in resolving the concerns, the HR Office will:  
   a. Continue to send one generic notice to all adjunct faculty;
b. Send out one individual email to eligible adjunct faculty to apply for health benefits;

c. Send the Faculty Association the list of individuals who will each receive an email notice of benefits eligibility;

d. Continuously post on the HR website instructions for adjunct faculty benefits eligibility; and

e. Discontinue sending generic written notices to the departments.”

Committee tabled discussion of timing of notices to next meeting.

3. Incentives:
   Committee to review and make recommendations

V. New Business

1. Discussion of PERS Care and PERS Choice Scenarios XIII-XVI:
   (“New” scenarios by Fickewirth and the Faculty Association- see complete package of scenarios at end of these minutes)
   a. Scenarios all show increased employee cost under Choice vs. Care
   b. Pre-certification of costs, if granted, reduces cost borne by employee but employee bears out of pocket expense (not reimbursable) until insurance company agrees to extra coverage
   c. Most expensive out of pocket costs come from home health services and skilled nursing services (i.e., limited coverage)

2. Possible Incentives for Moving from PERS Care to PERS Choice
   a. Substantial pay increase for all employees
   b. Full payment of lifetime benefits (medical, vision and dental) for retirees
      a) Equal vesting for all classifications of employees (faculty, classified staff, confidential staff, administrators and managers)
      b) Longer vesting for special lifetime benefit
      c) Benefits coverage for retiree and dependent(s)
   c. Annual replenishment of HRA (amount to be determined)
   d. ‘Welfare Fund’- similar to CSEA’s negotiated fund for individuals who have PERS Care in 2011 and have medical issues not covered under PERS Choice
   e. Existing employees could retain PERS Care at their option with additional expense to be paid by employee
   f. District paid Life Insurance Policy
      a) Increase policy coverage with District paying premium
      b) Allow employee to pay the increased premium for higher coverage over baseline policy provided by District
   g. Improved dental plan
   h. Two tiered system option was discussed and subsequently removed from the possible incentives list at this point
3. **Look at Costs:**
   a. Lifetime medical/vision/dental for retirees
   b. Annual replenishment of HRA
   c. Welfare Fund extended to Faculty
   d. Life Insurance-increased coverage
   e. Dental – improved dental plan

4. **Motion:**
   The Benefits Committee officially thanks the Faculty Association for funding the work done by Fickewirth & Associates in compiling information used in the scenarios reviewed by the Committee with regard to equitability and comparability between PERSCare and PERS Choice 2012.

   Motion made by: Connie Lemke
   Seconded by: Willis Barton

   Ayes: 6
   Noes: 0
   Abstain: 1

**VI. Agenda for Next Meeting**

**Agenda Issues**
1. Formulate and vote on resolution regarding incentives to be offered to employees and retirees selecting PERS Choice medical coverage.
2. Formulate and vote on a recommendation regarding health plan options.
3. Review timing of Part-time Faculty health benefits notifications.

**VII. Next Meeting**

Friday, January 27, 2012  11:30am – 1:00pm  Location TBD
Monday, January 23, 2012  1:30pm – 3:00pm  BUS 111

**VIII. Adjournment**

Meeting adjourned approximately 1:35 pm.