College-wide Benefits Committee
Minutes of the Meeting
March 22, 2011

Present
Fran Chandler, Co-Chair
Marcia Wade, Co-Chair
Anna Rojas
Al Vasquez
Dennis Frisch
Lenore Banders
Linda Sinclair
Sherri Lee-Lewis
Willis Barton

Assistants
Vanna Ratnaransy, HR Analyst-Leaves & Benefits
Laurie Heyman, HR AA-III-Confidential

The meeting was called to order at 2:40 pm.

Approval of the Minutes

Minutes for the meeting of March 16, 2011
Move to accept the minutes:

Motion made by: Linda Sinclair
Seconded by: Sherri Lee-Lewis
Ayes: 8
Noes: 0
Abstain: 1 (due to absence at 3/16/11 meeting)

Discussion: Long Term Care Insurance

- The following questions (and subsequent answers) were asked by the committee in the 3/16/11 meeting after the presentation by K. Perry.

  1. Can the District offer LTCi from more than one company at a time?
     - No; the companies will not compete against each other in the same venue and will not underwrite.

  2. How long does a decision to go with one company lock in the District?
     - Not locked in.

  3. Does Prudential offer a 5 year rate guarantee?
Rate guarantee is attractive, but looking at TransAmerica proposal, there is something regarding the premium being adjusted.

May mean less frequent rate increases with larger jumps; premiums have gone up historically.

What is guaranteed health purchase option?

If you met the limited level of eligibility you are guaranteed ability to purchase.

My guess is that they will stay competitive.

I have LTCi through El Camino College; I have continued that product. Annual rate due first of the year, same rate as when I started.

Are we ready to make any kind of recommendation on LTCi? That was the reason for this meeting.

Is this something you want to offer employees?

This is between individual staff members and the insurance company.

Does anyone have really strong feelings, one way or the other?

The presentation was skewed to TransAmerica.

Despite that ‘skewing’ it is not a reason to distrust TransAmerica. In comparing the two products, the products are comparable, and I do like the 5 year (rate) guarantee as it allows for budgeting. Like Acura and Lexus, I’ll go with the Acura because it is a little cheaper.

I think the facility would be thinking in terms of premium cost and which company would offer the cheapest.

I wish I had my mom on LTCi, but when it was offered the cost was prohibited due to her age. Having a LTCi option would have given us options. Having the ability to dialogue about this is important.

I think the committee has decided.

Motion:
Move that the committee recommend TransAmerica as a Long Term Care Insurance provider.

Motion made by: Dennis Frisch
Seconded by: Sherri Lee-Lewis
Ayes: 9
Noes: 0
Abstain: 0

Further Discussion:

HR will coordinate.

Implementation to be ASAP.

Motion:
Move that we implement this as soon as possible.

Motion made by: Al Vasquez
Seconded by: Linda Sinclair
Ayes: 9
Noes: 0
Abstain: 0

Page 2 of 3
Minutes to reflect that implementation shall be Fall 2011.

Further Discussion:
- Meetings shall be moved to Tuesdays after the April 27 meeting.
- Next agenda: Consider comparison of medical insurance options.

**Next Meetings:**
- **Wednesday, April 27**  1:30pm – 3:00pm Location Drescher Hall Loft (DPAC day)
- **Tuesday, May 24**  1:30pm – 3:00pm Location TBD

Meeting adjourned approximately 03:24pm.