College-wide Benefits Committee
Minutes of the Meeting
May 05, 2010

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

Absent
Al Vasquez

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

The meeting was called to order at 1:35 pm.

Approval of the Minutes-

Minutes for the meeting of April 07, 2010
Moved for approval: Dennis Frisch
Seconded: Lenore Banders
Vote: Unanimous in favor

Minutes for the meeting of March 24, 2010
Moved for approval: Linda Sinclair
Seconded: Dennis Frisch
Vote: Unanimous in favor

Old Business
Discussion of Long Term Care Insurance (LTCi):

Motion: Move that vendor prices for LTCi be requested based on the following:
1. Ages 35, 45, 55
2. inflation factor vs. no inflation factor
3. $200 daily benefit amount option
4. payout of $365,000
5. elimination period: 90-100 days
6. Vanna Ratnaransy can make adjustments to items 1-5, above as dictated by vendor parameters.
Discussion:

- Goal is same level of service for less cost: CalPERSCare vs. CalPERSChoice
- Dr. Tsang has agreed that the committee may use a mutually agreed upon benefits consultant to assist with analysis and formulation of a timely recommendation.
- Marcy suggested committee members develop specific questions for the consultant.
- Fran drafted a proposed scope of work resolution for the consultant prior to this meeting. Draft document was reviewed and modified by committee members.
- Due to the passage of the national health care reform law, a benefit consultant can best help committee members to understand the impacts of the changes as well as alternative incentives available.
- District is interested in cost efficiency, timely development of a recommendation and that all employee groups be involved.
- District expresses goal to have alternatives available and in place for next enrollment period (mid September through mid October 2010)
- Committee members express concern and potential problems with constituents if recommendation is rushed.
- The committee has to do its work before this can be included. Faculty contract stipulates a recommendation from benefits committee must be made to them.
- CSEA is addressing this issue in its current negotiations. District has offer on the table.
- Time and Cost are issues
- District is clear that a consultant is needed
- Marcy will send potential benefits consultant options to committee members

Motion moved by Linda Sinclair
Seconded by Marcy Wade
Vote: Unanimous in favor

Motion: Move that the Resolution on Scope of Work, with amendments, be used for the selection of a mutually agreed upon benefits consultant.

Motion moved by ____________
Seconded by _________
Vote: Unanimous in favor

Meeting adjourned approximately 3:35pm.

Next Meeting: Wednesday, May 19, 2010. Location TBD (BUS 111 will be closed for painting and carpeting).

Other tentative meeting dates
Wednesday, June 02, 2010 in BUS 111
Wednesday, June 23, 2010 in BUS 111