

Santa Monica College  
Collegewide Benefits Committee  
Minutes of the Meeting  
March 29, 2007

Present

Pat Brown, Co-Chair  
Sandi Burnett, Co-Chair  
Lenore Banders  
Martin Goldstein  
Jeanette Goolsby  
Mitra Moassessi  
Anna Rojas

Excused Absence

Marvin Martinez  
Hazel Peters  
Letty Kilian, Staff Assistant

Assistants

Mimi Vaval, Resource Staff Assistant

Co-chair Sandi Burnett called the meeting to order at 9:45 a.m. without quorum.  
Quorum was met at 9:49 a.m.

Approval of March 15, 2007

Motion was made by Sandi Burnett and to approve the Minutes of March 15, 2007. **Unanimously approved.**

Reports and Discussion

**Health Benefits Audit** - The Committee discussed the Benefits Service Center's *SMCCD Health Benefits Audit Final Results* report. Co-chair Brown informed the Committee that Human Resources personnel had reviewed the "non-respondents" and found that of the 246 individuals, 80 had no dependents (were inadvertently included on the data base from the County). Co-chair Brown stated that it was important to note that the majority of people did respond to the audit. The Committee discussed sending a letter to the non-responders, Co-chair Burnett volunteered to write the letter and e-mail it to the committee for approval.

**TB Test Update** - No report was available.

**Mission of the Committee** - The Mission of the Health Benefits Committee is unchanged. To implement the mission, e.g., contain cost, we will finish the audit, institute a third party database, and meet COBRA requirements with dental and vision. Co-Chairs Brown and Burnett stated that Dr. Tsang approved investigation into contracting with a third party administrator for a database and COBRA administration. The Committee discussed talking with other school districts (Culver City Unified, City of Santa Monica and Santa Monica Unified) to see how they are handling their databases. A memo was sent to several entities, but we have received no responses. Mitra Moassessi and Mimi Vaval volunteered to contact the Human Resources and Health Benefits Offices of El Camino and Los Angeles County, respectively. The Committee discussed asking for another RFP, perhaps in the Fall.

Mitra volunteered to contact Fickewirth to see what other plans are available that we haven't yet explored. Co-chair Burnett discussed whether we wanted to entertain getting another consultant later this year. Co-chair Brown discussed whether we wanted a different focus or plan.

**Third Party Administration** - The Committee had outlined in previous meetings what we wanted the third party administrator to do.

**COBRA** - Health care provider (PERS) handles the notification when an employee's dependent is no longer eligible at age 23. Mimi Vaval stated she does not have access to the daily, monthly, etc., notification by the provider; so the current database access is not sufficient to support COBRA notification for dental and vision. The Committee discussed asking dental and vision provider(s) to do the required notification. Employee's dependent child/children lose coverage at age 25 and early retirees lose coverage at age 65 for dental and vision.

**P/T Faculty** - Mitra Moassessi and Martin Goldstein discussed the survey of the P/T faculty. They stated that 4% have no health benefits; 15% don't qualify (don't have the required number of units); 11% don't apply for benefits; and 2% purchase benefits for their dependents. Discussion included the increase number of classes taught by P/T faculty; 51% of classes/ 1,000 FTE are taught by P/T and 49%/303 FTE taught by F/T faculty. **The number of FTES taught by P/T faculty should not exceed 25%, according to state law (SB 1725 of 1988).**

**Self-Insured** - The Committee discussed the self-insured option for health insurance contracting. Self-insured would mean that the District would pay both the premiums and claims, and would have to have monies in reserves. The District would contract directly with the insurer and it would be necessary to have a great database. USC is self-insured as well as Foothill-DeAnza.

**AB528** - Assembly Bill 528 guarantees that retirees, 65 years of age, can purchase Delta plan for life. Mimi mentioned that by law, the dental benefits provided at the time of retirement will remain the same regardless of future contract changes.

**Health Care Resources** - Co-Chair Burnett's Powerpoint presentation of her Health Forum on California Health Care Reform will be available online at [www.smcfa.org](http://www.smcfa.org). The LA Guild and FACCC will hold a Health Care Benefit Conference on Friday, April 13<sup>th</sup> at the Manhattan Beach Marriott. All are welcome to attend, cost is \$75.00, for more information go to [www.faccc.org](http://www.faccc.org). Faculty Association has information on their GASB 45 Workshop; for more information go to [www.smcfa.org](http://www.smcfa.org). Human Resources will be conducting a PERS retirement workshop for classified on April 26<sup>th</sup> in the Library Conference Room.

Adjournment: 10:44 a.m.

The next meeting of the Collegewide Benefits Committee will be held on Thursday, April 19, 2007 from 9:30 - 11:00 a.m. in the **Library Conference Room.**