

Santa Monica College
Collegewide Benefits Committee
Minutes of the Meeting
February 14, 2008

Present

Sandi Burnett
Lenore Banders
Martin Goldstein
Rhonda Hyatt
Sherri Lee- Lewis
Anna Rojas
Mitra Moassessi

Absent

Willis Barton (replacing Jeanette Goolsby)
Marcy Wade

Assistant

Letty Kilian, Staff Assistant
Mimi Vaval, Resource Staff Assistant

Co-chair Sandi Burnett called the meeting to order at 1:40 p.m.

Approval of December 13, 2007

Due to lack of quorum, it was agreed that the Minutes would be approved via email. They were sent via email on March 11, 2008 and were approved by friendly consensus.

Reports and Discussion

Homework on Cost-containment Ideas - No report was available.

Implementation of 457 Plan - It was noted that there was not a remarkable difference between the Keenan presentation and the previous CalSTRS presentation; and that the Committee does not need to alter its original recommendation to the Board to accept CalSTRS as the designated 457 Plan vendor. The Committee will be inviting CalPERS to make a presentation to the Committee. Co-chair Sandi Burnett will follow up with Marcy Wade regarding Dr. Tsang's response to the Committee's recommendation that the district accept CalSTRS as the designated 457 Plan vendor.

Benefits Audit - It was reported that the total savings resulting from the Audit was \$38,522.94 this year and going forward to an unspecified number of future years. The savings included two employees who filed divorce certificates with the Benefits Department. These savings more than paid for the audit.

Flex Day Retirement Workshops - An announcement will be prepared by the Committee co-chairs highlighting the two 45-minute academic and classified retirement benefits workshops scheduled for Flex Day on March 4, 2008.

Fall 2008 Health Fair - This year the Health Fair will coincide with Open Enrollment and will also include CalPERS Long Term Care as part of the health fair.

Implementation of Purchased Health Benefits - Discussion centered on the process for implementing the contract option which allows adjunct faculty to pay for additional health coverage and the method for collecting payment for the additional coverage. (Note: Payment will be pre-tax dollars if health insurance, but not pre-tax if

vision or dental coverage, per tax code). Adjunct faculty do not have deductions taken for the months of July and August. Committee member Sherri Lee-Lewis provided a copy of an email addressing the steps for implementation of this option and the impact it will have on Human Resources. HR is considering all aspects in implementing the new opportunity for adjunct faculty to purchase enhanced benefits for themselves and/or dependents.

There are 320 adjunct faculty who have Kaiser health coverage; and an additional 300 who only have dental coverage. The question of hiring a Third Party Administrator to implement and handle this immense effort was raised. Co-chair Marcy Wade will address this question at the next meeting. The Committee requested an implementation deadline for implementation by Fall 2008.

Other

- CSEA member Willis Barton replaced former Benefits Committee CSEA representative Jeanette Goolsby.
- The 7th Annual Health Benefits and Retirement Conference sponsored by the LA Guild is scheduled for April 25, 2008 at the Manhattan Beach Marriott.
- The Committee was provided with a copy of the GASB 45 Task Force's recommendation to DPAC which will be forwarded to the Board of Trustees.

Agenda for Next Meeting

- Further Discussion of Implementation of Purchased Benefits by Adjunct Faculty
- 457 Plan Implementation Report
- Fall Health Fair
- Re-cap of Spring Flex Day

Adjournment: 11:50 a.m.

The next meeting of the Collegewide Benefits Committee will be held on Thursday, March 6, 2008 from 9:30 - 11:00 a.m. in the Library Conference Room.

(This meeting has subsequently been cancelled and the next meeting will be held on March 20 from 9:30 - 11:00 a.m.)