

Santa Monica College
Collegewide Benefits Committee
Minutes of the Meeting
March 20, 2008

Present

Sandi Burnett, Co-chair
Marcy Wade, Co-chair
Lenore Banders
Martin Goldstein
Rhonda Hyatt
Sherri Lee- Lewis
Mitra Moassessi

Excused Absence

Lenore Banders
Willis Barton
Anna Rojas

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 February 14, 2008 Minutes

Due to the CalPERS presentation, there was insufficient time for review of the Minutes.

CalPERS 457 Plan Presentation - CalPERS representative Lori Doyle's presentation included some of the following points.

- 457 Plan is available to all eligible employees
- Adjunct faculty may be eligible if the District permits them to participate.
- Differences between 403(b) and 457 Plan
 - no early withdrawal penalty
 - not for profit or selling of insurance products
 - flexibility - employees may do whatever they wish with their investment
 - no annuity once distribution begins
 - no fee if employee changes their mind
 - PERS is the plan fiduciary
 - no indemnification clause because PERS assumes fiduciary status
- By law, funds from a 403(b) may not be rolled over into the 457 Plan.
- In the event of an emergency and if employee meets financial hardship requirements, employee will be entitled to an in-service distribution.
- PERS is the trustee for the plan and they remain the compliance contact for the plan.
- PERS 457 Core Funds - Asset Allocation Funds and Sector Focused Funds.
- PERS 457 Plan Enhancements for 2008 include PERS Custom Asset Allocation funds - Risk based funds and Retirement Based funds.
- The Pension System Resumption program will be implemented by 2009 and will provide integrated services.
- CalPERS will be adding two SMID funds.
- Complete transparency in all of their funds

- CalPERS Loan Program: Minimum loan - \$1,000; Maximum loan - 50% of account value up to \$50,000 with a provision of only one-five year loan at a time. The set-up fee is \$50.
- Application for the 457 Investment Plan must go through the District's payroll.
- A representative will be based in all of their regional offices in two years. Currently, they have a representative with City Street (subsidiary of City Group) and are contracted only for recordkeeping.
- CalPERS Participant Education specific to the District needs is available with streamlined retirement planning seminars.
- There is no problem with exclusivity and having more than one 457 plan.
- They do not have a TPA for the 403(b) but are thinking of offering this in the future.

Reports and Discussion

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

Purchased Benefits Implementation - Per the Faculty Association contract ratification, adjunct faculty have the option to pay for additional health coverage for their dependents. Mimi Vaval successfully worked with Payroll in implementing the codes necessary for payroll deduction to allow eligible adjunct faculty to purchase enhanced benefits for themselves and their dependents.

The co-chairs and Mitra Moassessi will prepare an announcement that employees who are eligible for Kaiser can enroll up to April 18 to purchase additional dental and vision coverage effective May 1, 2008.

Fall 2008 Health Fair - Discussion of this item moved to next meeting.

Agenda for Next Meeting

- 457 Plan Implementation Report
- Fall Health Fair

Adjournment: 11:50 a.m.

The next meeting of the Collegewide Benefits Committee will be held on Tuesday, March 25, 2008 at 2 p.m. in the Library Conference Room.