

Santa Monica College
Collegewide Benefits
Minutes of the Meeting
May 18, 2006

Present

Pat Brown, Co-Chair
Sandi Burnett, Co-Chair
Al DeSalles
Marvin Martinez
Mitra Moassessi
Anna Rojas

Absent

Lenore Banders
Peter Geltner
Jeanette Goolsby

Assistants

Letty Kilian, Staff Assistant
Mimi Vaval, Resource Staff Assistant

Co-chair Sandi Burnett called the meeting to order at 9:38 a.m.

Approval of May 11, 2006 Minutes – No quorum.

Reports and Discussions

Aetna and Health Net Quotes – No quotes have been made available.

Co-chairs Report on Meeting with the Superintendent – Co-chair Burnett reported that the meeting with Superintendent Dr. Tsang was positive and that he was supportive of the Committee's motions from the last meeting, including the Third Party Administration.

Change from PERSCare to Choice

- Dr. Tsang was supportive of exploring ideas for incentivizing a switch from PERSCare to Choice
- He was in favor of providing an incentive to employees who are currently enrolled in HMOs or in Kaiser
- He would like Anne Clifford to explore flex accounts or other options as possible incentives
- Dr. Tsang feels it is important that the Committee have a unified voice in order to effectively advocate the switch from PERSCare to Choice
- In order to have significant savings, the switch from PERSCare to Choice would have to be en masse and not on a voluntary basis
- Once the Committee has the necessary information and is satisfied with the components of a PERSCare switch to Choice, the Committee will be prepared to make a recommendation to the bargaining units
- If there is a decision to make the switch, the District and the bargaining units will have to issue a mandate for the switch
- Any additional work that may be required of the consultant will be part of the contract currently in existence

The Committee co-chairs asked Anne Clifford to find out if a former PERSCare enrollee who switches to PERSChoice and is approaching the \$2 million maximum may switch back to PERSCare.

Parameters of the Benefits Audit

- The Committee will ask Consultant Clifford to submit names of possible audit vendors
- All eligible enrollees and early retirees will be audited
- Part-time faculty will not be a part of this audit; MIS runs a report of all the adjunct faculty teaching assignments each semester
- A health benefits audit is planned for August 23 through September 10, 2006
- A notice of the planned health benefits audit will be mailed on July 1, 2006
- CalPERS eligibility criteria will be the basis for the audit and enrollees will be reminded of the criteria
- The bargaining units with the District will determine the penalty, if any, for ineligible enrollment in health plans
- The cost of the work involved in investigation of a benefits audit will require an additional contract

Agenda for Next Meeting

- Approval of May 11, 2006 Minutes
- Review the Brookins Report
- Homework: TPA vs. In-House
- Audit Vendors
- Incentive Alternatives
- Aetna and Health Net quotes, if available

Future Committee Meetings

Thursday, June 8, 9:30 – 11:00 a.m.

Thursday, June 15, 9:30 – 11:00 a.m.

Meeting over at 11:00 a.m.

The next meeting of the Collegewide Benefits Committee will be held on Thursday, June 1, 2006 from 9:30 – 11:00 a.m. in the Library Conference Room (2nd floor).