

Santa Monica College
Collegewide Benefits
Minutes of the Meeting
June 1, 2005

Present

Pat Brown, Co-Chair
Lenore Banders
Al DeSalles
Peter Geltner
Mitra Moassessi

Absent

Sandi Burnett, Co-Chair
John Gonzalez
Jeanette Goolsby
Ana Rojas

Guest

John Yoder

Assistants

Letty Kilian, Staff Assistant
Mimi Vaval, Resource Staff Assistant

Co-Chair Patricia Brown called the meeting to order at 2:37 p.m. noting that there was no quorum, but suggested that the Committee proceed with discussion of items requiring no action.

May 25, 2005 Minutes

The approval of minutes of the May 25, 2005 meeting was placed on the agenda for June 1, 2005 due to lack of quorum.

Reports and Discussion

Benefits Survey Analysis - The Committee reviewed and discussed the Benefits Survey findings provided by John Yoder. The total benefits survey responses including retirees, was 718.

5A - Most Important Aspect of Coverage

- #1. Individual choice of medical practitioners
- #2 Low out-of-pocket expenses
- #3 Maintaining 'no cap' on total lifetime benefits

5B Second Most Important Aspect of Coverage

- #1 Low out-of-pocket expenses
- #2 Low co-pay for prescription drugs
- #3 Individual choice of medical practitioners

5C Third Most Important Aspect of Coverage

- #1 Low co-pay for prescriptions drugs
- #2 Travel distance to my home/work
- #3 Low out-of-pocket expenses
- #4 Maintaining 'no cap' on total lifetime benefits

5D Fourth Most Important Aspect of Coverage

- #1 Low co-pay for prescription drugs
- #2 Maintaining 'no cap' on total lifetime benefits
- #3 Easy access to emergency care wherever you travel

#4 Little billing paperwork

6A Most Important Contract Benefit Option

- #1 No cost medical/health PREMIUMS for employee AND family members
- #2 No cost medical/health PREMIUMS for employee
- #3 'Early Retirement' plan w/no cost medical/health PREMIUMS for employee/retiree
- #4 'Early Retirement' plan w/no cost medical/health PREMIUMS for employee/retiree AND family members

6B Second Most Important Contract Benefit Option

- #1 No cost dental PREMIUMS for employee AND family members
- #2 No cost dental PREMIUMS for employee
- #3 'Early Retirement' plan w/no cost medical/health PREMIUMS for employee/retiree
- #4 'Early Retirement' plan w/no cost medical/health PREMIUMS for employee/retiree AND family members

6C Third Most Important Contract Benefit Option

- #1 No cost vision PREMIUMS for employee AND family members
- #2 No cost dental PREMIUMS for employee AND family members
- #3 No cost dental PREMIUMS for employee
- #4 No cost vision PREMIUMS for employee

6D Fourth Most Important Contract Benefit Option

- #1 No cost for Term Life Insurance Coverage (\$50,000)
- #2 No cost vision PREMIUMS for employee AND family members
- #3 'Early Retirement' plan w/no cost medical/health PREMIUMS for employee/retiree AND family members
- #4 No cost vision PREMIUMS for employee

John Yoder will prepare a Benefits Survey results page that will include the top three responses in each category for Nos. 5 and 6. Co-Chair Pat Brown will prepare a summary of the survey findings and provide a link to view survey raw comments. The target date to announce the results via e-mail was set for Friday, June 3, 2005.

DeltaPreferred Option (DPO) - DeltaPreferred Option (DPO) is Delta Dental's fastest growing plan that provides the lowest out-of-pocket solution when a DPO network dentist is selected. DPO dentists are Delta dentists who have agreed to charge reduced fees to DPO patients.

- Enrollees have advantages of two dental networks - the DPO network for the most optimal service level and the DeltaPremier network for the Delta safety net
- Out-of-network safety net offers cost protection to enrollees who visit a DeltaPremier dentist who is not a member of the DPO network
- Enrollees receive benefits with any licensed dentist
- Enrollees receive advantages when using DPO network, i.e., highest level of benefits and lowest out-of-pocket costs
- DPO dentists are invited to join the network based on qualifications and cost management criteria
- The DPO network includes specialists

- There are more dentists in DeltaPremier than in DPO

Consultant Update - Co-Chair Pat Brown reported that consultant Anne Clifford is working on the LACCD, LARISA, and PERS comparison analysis of benefits and cost analysis and plans to be at the June 8th Committee meeting. Her report will be not be available to the Committee prior to June 8th. She requested a copy of the CalPERS census report in order to prepare the report to the Committee for June 8th. Co-Chair Pat Brown and Resource Staff Assistant Mimi Vaval will assist with her request. The Committee requested that the Blue Shield and CalPERS comparison analysis be provided to the Committee at the next meeting. The Committee would be willing to wait for the LARISA and CalPERS comparison analysis, in the event the census report is not available to the consultant in time to be presented at the June 8 meeting.

Co-Chair Pat Brown also reported that Anne Clifford had informed her that LACCD's Joint Labor-Management Benefits Committee voted last week to replace Blue Cross PPO with Blue Shield and that Blue Shield will offer PPO and HMO as well. Anne Clifford suggested that the Committee consider the following:

- Currently, CalPERS handles all administration aspects. If SMC opts out of CalPERS, who would oversee the administration of health benefits if we join LACCD?
- Who will handle employee questions/phone calls?
- Who will take care of the retirees?

Agenda for Next Meeting

- Consultant Anne Clifford
- Discuss Schedule for Next Forum
- Future Meeting Schedule

Adjournment: 3:50 p.m.

The next meeting of the Collegewide Benefits Committee will be held on Wednesday, June 8, 2005 in the Library Conference Room (2nd Floor).