

Santa Monica College  
Collegewide Benefits Committee  
Minutes of the Meeting  
May 11, 2005

Present

Pat Brown, Co-Chair  
Sandi Burnett, Co-Chair  
Lenore Banders  
Al DeSalles  
Peter Geltner  
John Gonzalez  
Jeanette Goolsby  
Mitra Moassessi  
Ana Rojas

Committee Assistants

Letty Kilian, Staff Assistant  
Mimi Vaval, Resource Staff Assistant

Co-Chair Sandi Burnett opened the meeting at 2:35 p.m. and asked the committee to review the May 4, 2005 minutes.

May 4, 2005 Minutes

Motion was made by Peter Geltner and seconded by Jeanette Goolsby to approve the minutes of May 4, 2005. **Unanimously approved.**

Reports and Discussion

**Retirement Benefits Cost Breakdown** - Co-Chair Pat Brown provided the Committee with an April 2005 snapshot representing three categories of the monthly expense: early retirees, PERS and STRS retirees. The average monthly amount the District pays for early retiree health insurance above the contribution of \$372.06 is about \$500 per early retiree. It was also noted that few faculty actually take early retirement.

**Current Policy on using SMC's Zip Code** - Discussion focused on how the Committee could implement a policy for active current employees enrolled in the PERS PPO who live outside the Los Angeles region. If they voluntarily use the SMC's zip code, it would be a cost-saving measure for the college. It was suggested that a statement could be added to the form that Benefits sends out annually requesting voluntary use of the SMC zip code and assurance that there will be no adverse affects in benefits to employees who use SMC's zip code. It was also suggested that at the time of enrollment with CalPERS PPO, employees be encouraged to use the SMC zip code. The Committee will continue to look into the current policy of using the college's zip code for those enrolling with CalPERS PPO and implementing a voluntary implementation of this cost-saving action.

Motion was made by Mitra Moassessi and seconded by Al DeSalles that the committee recommend that new employees enrolling in PERS be given the option of using the Santa Monica College zip code as well as their own. In addition, the committee will create a letter explaining the cost-savings method of using SMC's zip code.

**Unanimously approved.**

The Committee will also create a flyer to be included in the benefits packet for new employees.

**Co-Chairs Report on Meeting with the Superintendent** - Co-Chairs Pat Brown and Sandi Burnett reported that Interim Superintendent Tom Donner contacted consultant Anne Clifford of Fickewirth & Associates and has asked her to work with the Committee. She will provide the Committee with a comparison analysis of LACD, LARISA, and PERS benefits as well as a cost analysis.

**Benefits Survey Response**

- Our current telephone system can no longer support broadcast e-voicemails, therefore, the message discussed at the last meeting was not sent out
- The Employee Benefits Survey deadline was set for May 20<sup>th</sup>
- Mitra Moassessi volunteered to enter Benefits Survey data from hard-copy surveys
- The Co-Chairs will send an e-mail announcing the May 18<sup>th</sup> Health Benefits Forum and the May 20<sup>th</sup> Benefits Survey deadline
- In an effort to maximize knowledge of the Committee's upcoming Health Benefits Forum and the May 20<sup>th</sup> Benefits Survey deadline, the college's different constituency groups will also be asked to send a district e-mail
- The Benefits Survey data summaries should be ready by May 25<sup>th</sup>

**Health Benefits Forum**

The committee discussed the format of the May 18<sup>th</sup> Health Benefits Forum and is expecting to receive more input regarding employee opinions about the current employee health benefits.

Agenda for Next Meeting

- Mimi Vaval's report on using SMC's zip code from the PERS manual
- Consultant Anne Clifford
- Benefits Survey Response

Adjournment 4:00 p.m.

The next meeting of the Collegewide Benefits Committee will be held on Wednesday, May 18, 2005 in the **Math Complex 10** (MC 10). Please note location change.