

Santa Monica College
Collegewide Benefits Committee
Minutes of the Meeting
October 11, 2007

Present

Sandi Burnett, Co-Chair
Marcy Wade, Co-Chair
Lenore Banders
Martin Goldstein
Jeanette Goolsby
Rhonda Hyatt
Anna Rojas
Mitra Moassessi
Sherri Lee-Lewis

Excused Absent

Lenore Banders
Jeanette Goolsby
Mimi Vaval

Assistant

Letty Kilian, Staff Assistant

Co-chair Sandi Burnett called the meeting to order at 1:38 p.m.

Approval of September 13, 2007 Minutes

Motion was made by Mtira Moassessi and seconded by Martin Goldstein to approve the Minutes of September 13, 2007. **Unanimously approved.**

Reports and Discussion

Open Enrollment - Several people have left Kaiser and have switched to a PPO. Open enrollment for Section 125 American Fidelity is currently in progress. Co-chair Burnett reported speaking to Louise Salomon, a representative with American Fidelity, about the limited list of reimbursable expenses under SMC's Section 125 as compared to UCLA's wide breadth of possible options covered under the same tax code as our flex accounts. Louise will look into the listing of possible options for reimbursement and contact Co-chair Sandi Burnett.

Co-chairs Sandi Burnett and Marci Wade provided handouts of the proposed 2008 PPO rates and Driver Alliant's medical Kaiser Plan for adjunct faculty. 2008 PERSCare PPO rates are down across the board for the Los Angeles region. There is a slight increase in the PERSChoice rates but we may not have any enrolled in Choice. Co-chair Wade stated that the District pays PERS a monthly administrative fee has increased to \$98 per each employee as part of the health and welfare expenses. The Committee requested the CalPERS Kaiser rate for 2008 from HR.

A question was raised as to what the numbers are in terms of people enrolled in each plan. Human Resources will provide those numbers and also of those enrolled in the Driver Alliant group.

The Committee discussed making a motion that the Benefits Committee urge the Human Resources Department to implement the newly agreed upon contract option which allows adjunct faculty to use pre-tax dollars to pay for additional coverage as soon as the contract being negotiated is ratified and if at all possible, that it implement that option before the contract is ratified. After some discussion, the Committee decided this was a fact-finding issues and a motion was not necessary. The Committee will seek to identify the stages of implementing this option to expedite adoption of the option once feasible.

Benefit Audit Update - As of October 11, 2007 there were 9 faculty members; 10 classified staff; and 4 managers who did not comply with the Benefits Audit. All non-compliant employees were sent a letter via certified mail and a return-receipt email notifying them that unless they provided the required

documentation of dependent eligibility by the end of Open Enrollment (October 12), their dependent coverage would discontinue effective November 1, 2007. It was reported that some of the letters mailed were returned because they had invalid addresses. Co-chair Wade reported that since the last Committee meeting a number of people who had not complied up to that point have dropped their dependents from enrollment.

Mitra Moassessi asked if it was possible to measure the cost-savings as a result of the benefits audit. Co-chair Wade said that the Accounting department might be able to provide this information by comparing the cost of benefits beginning with January 2007 and with January 2008.

ING Financial Education Services - Thomas Nieves, Sr. Vice President of Benefits Services at ING, spoke to the Committee of the ING's Financial Services educational programs and investment options. They offer a wide range of diversified workshops which might be of interest to the District. They are willing to accommodate any type of workshop the Committee may want to offer to the college community. It was stressed that their investment products are not presented to employees unless an individual consultation is requested by a participant. ING offers these workshops at no cost to the District. The co-chairs will contact Mr. Nieves and discuss holding workshops for the college in 2008.

Website Enhancement - Human Resources continues to work on the website enhancement.

Alternatives For Cost Savings - Co-chair Wade stated that the Human Resources department has copies of the *2008 Health Benefits Summary - A Side by Side Comparison of all CalPERS Health Plans*, helpful information for those who may consider switching from Care to Choice. The Committee was given an assignment to come prepared to discuss the plans and, possibly, share alternatives and cost-saving ideas at the next meeting.

TB Testing Notification - Gloria Lopez, Coordinator of Health Services, is finalizing the data entry on ISIS from which a report on TB testing will be generated. Gloria proposes that Health Services Center continue to perform the testing and the Human Resources department handle the notification follow-up aspect of the TB testing notification process. More discussion on the TB testing notification process and the cost associated with the testing needs to take place. In the past, this service has been provided by the District, however, there may now be a cost to the employee even though TB testing is required by the state.

457 STRS Workshop -A STRS representative will give a 457 presentation on October 25 at our regularly scheduled meeting time.

Donation of Sick Days toward Catastrophic Leave - The Committee discussed the process outlined in the Ed Code for donating sick leave towards the catastrophic leave bank as specified in the classified and faculty contracts, to be used by employees who have exhausted their sick leave.

A part-time faculty retirement workshop scheduled October 17, 6-9 PM, offered by the Faculty Association, was announced. A trainer from FACCC will conduct the workshop.

Agenda for Next Meeting

- STRS Workshop
- Benefits Audit Final Result
- Suggestions on Cost-saving Ideas
- Orthodontia Coverage
- Implementation Process - Adjunct Faculty Option to Purchase Additional Coverage

Adjournment: 2:55 p.m.

The next meeting of the Collegewide Benefits Committee will be held on **Thursday, October 25, 2007 from 9:30 - 11:00 a.m.** in the **Library Conference Room.**

