

Santa Monica College  
**Collegewide Benefits Committee**  
**Minutes of the Meeting**  
**September 13, 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

Assistants

Letty Kilian, Staff Assistant  
Mimi Vaval, Resource Staff Assistant

Co-chair Sandi Burnett called the meeting to order at 1:33 p.m.

Approval of September 6, 2007 Minutes (as amended)

Motion was made by Mtira Moassessi and seconded by Jeanette Goolsby to approve the Minutes of September 6, 2007 as amended.  
**Unanimously approved.**

Reports and Discussion

Motion was made by Rhonda Hyatt and seconded by Mitra Moassessi to send a certified letter from HR with the intent to notify the non-responders that if appropriate documentation is not submitted by the end of Open Enrollment on **October 12, 2007**, CalPERS will be notified that their dependents will no longer be covered. **Unanimously approved.**

Reports and Discussion

**Benefit Audit Progress** - The Committee co-chairs will draft a final letter that will be sent to the non-responders, making it clear that those who have not complied with the appropriate documentation of dependent eligibility by the end of Open Enrollment, October 12, 2007, their dependent coverage will discontinue effective November 1, 2007.

This communication will be sent by certified mail with Return/Receipt and via email with a Read/Receipt attached to each non-responder.

**RFP and Alternative Packages** - A handout with excerpts of past Minutes addressing options and incentives to minimize the cost of health insurance and an RFP Timeline were distributed to the Committee. The understanding of the Committee is that employees are happy with the District's current health plans. However, the goal of the Committee continues to be to save money.

Motion was made by Co-Chair Marcy Wade and seconded by Martin Goldstein that Santa Monica College stay with the current CalPERS plan and that the decision to generate an RFP be postponed until April 2008.  
**Unanimously approved.**

Discussion centered on a possible separate fund created by the District as an incentive to employees currently enrolled in PERSCare to make the switch to an alternate PERS PPO. The fund would eliminate the risk of increased out-of-pocket expenses. The main difference in the PERSChoice plan compared with PERSCare is the co-payment and the \$5 million lifetime maximum. Concern was expressed with the cost of administering such a fund.

It was suggested that in an effort to help reduce the cost of benefits, that new employees not be offered the same benefits upon entering the District but be offered a lesser choice in terms of health coverage. However, this suggestion will likely not be considered by the District bargaining units as an acceptable method in minimizing the cost of health care.

Co-chair Marcy Wade distributed to the Committee an Executive Summary of the Health Benefits Survey of benefits provided for both active and retired employees in the California Community College districts.

**COBRA for Delta and VSP** - SMC is in compliance with the federal law that holds the District responsible for notifying employees separating from the District of their right to continuation of health coverage under COBRA. However, the District is unable to notify employees when their dependents are no longer eligible for dental and vision coverage at age 25.

Co-chair Marcy Wade requested that for clarity and awareness, the information provided during the Open Enrollment campaign contain an additional statement addressing the age limit of employees' dependents. She requested that this information be provided on an annual basis during Open Enrollment.

**457 STRS Workshop** - STRS Representative Ronni Vasconcellos will give a presentation on the 457 retirement plans, address the liability issues that a community college should consider in implementing a 457 plan, and also address the Los Angeles County payroll constraints with having a 457 plan. The presentation will be held during the Committee's scheduled October 25, 2007 meeting.

**Goals for 2007-08**

- Understanding and Implementation of a 457 Retirement Plan
- Hold meetings for employees interested in 457 Retirement Plan
- An enhanced Benefits website which provides informational links to: PERS, STRS, LARISA
- Repeat the Health Fair and continue education and awareness with health-related information available to employees
- Compliance with state mandated TB testing notification
- Alternatives in Cost Saving - How can we save money

Adjournment: 2:55 p.m.

The next meeting of the Collegewide Benefits Committee will be held on **Thursday, October 11, 2007 from 1:30 - 3:00 p.m.** in the **Library Conference Room.**