

Santa Monica College
Collegewide Benefits
Minutes of the Meeting
October 13, 2005

Present

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

Absent

Peter Geltner
Reagan Romali
Mimi Vaval

Assistants

Letty Kilian, Staff Assistant

Guest

Gregory Brookins

Co-chair Sandi Burnett called the meeting to order at 9:35 a.m. As there was no quorum, Consultant Gregory Brookins was asked to give his report on the detail analysis of the Health Benefits department. The purpose of his summary was to provide documentation of the workload that includes the current general responsibilities handled by the Benefits Coordinator and as they specifically relate to CalPERS. His summary also provided a background of the Benefits Department and its staffing history. Consultant Brookins provided the Committee with copies of his report. His next report will address CalPERS and its current administrative responsibilities.

Quorum was reached at 9:45 a.m.

Approval of October 6, 2005 Minutes (As amended)

Motion was made by Mitra Moassessi and seconded by Anna Rojas to approve the minutes of October 6, 2005 as follows:

Reports and Discussion

Section 125 Savings - Reagan Romali reported that any savings generated by the Section 125 plan are used at the end of the year to cover any negative costs that Fidelity has incurred during the year by reimbursing 100% to employees who have terminated before the end of the year.

***Statement verified as correct by Reagan Romali, 10/17/05.**

Concern was expressed that there is limited awareness of the Section 125 Plan, the 403B Plan, and the life insurance offered by the District, and that this information may not be provided in the Employment Packets **or by other means.**

Co-chairs Report on Meeting with the Interim Superintendent

Concern was expressed regarding the Interim President's commitment to the Committee's goals and the MOU established by the bargaining units in creating the Committee, **i.e., all actions of the bargaining units are independent of the Collegewide Benefits Committee.** The Committee questioned the development of the RFP and its involvement in the process. It appears that at this time the Superintendent will handle the RFP.

"Flex" Incentive Status - There is no "flex" incentive ~~status~~ **agreement by the bargaining units.**

Health Benefits Forum - The November 2nd Health Benefits Forum will be structured to allow for employee input. As the Committee does not have an incentive plan, this Health Forum will ~~also~~ be open to ideas for incentive plans **and whether there should be incentive plans.**

Ayes: 7
Noes: 0
Abstention: 0

Health Benefits Forum - A notice of the November 2, 2005 Health Benefits Forum will be posted on the Committee's website and via e-mail. The notice will include Fidelity Section 125, the 403B Plan, life insurance, and the pros and cons of incentive plans. Mimi Valal will address the Fidelity Section 125; 403B Plan will be covered by Mitra Moassessi; Pat Brown will speak about the college's life insurance; and pros and cons of incentive plans will be covered by Sandi Burnett. Co-chair Brown will draft a copy of the Forum's notice and send it to the Committee for review by e-mail.

Meeting with Interim Superintendent - No report was available. The co-chairs will meet with the Interim Superintendent on October 19, 2005. They will give their report at the October 20th meeting.

Medicare Part D - Co-chair Pat Brown gave the Committee an article on Medicare Part D which spoke about federal funding designed to encourage employers to continue to provide prescription drug coverage for its retirees. Santa Monica College's retirees' prescription drug PPO plans are already covered under CAREMARK. The retirees will be receiving more information on Medicare Part D directly from CalPERS and should not sign up with any advertised offers.

Article "Incentive for Health" from Employee Benefit News, May, 2004, was given to members by Co-chair Burnett as a general interest item. The article describes an innovative insurance incentive program for adopting healthier lifestyles and reducing out-of-pocket expenses.

Agenda for Next Meeting

- Co-chairs report on meeting with Interim President
- Consultant Gregory Brookins' report
- Benefits Forum plans

Adjournment: 10:45 a.m.

The next meeting of the Collegewide Benefits Committee will be held on Thursday, October 20, 2005 from 9:30 - 11:00 a.m. in the Library Conference Room.