

Santa Monica College
Collegewide Benefits
Minutes of the Meeting
October 6, 2005

Present

Sandi Burnett, Co-Chair
Lenore Banders
Al DeSalles
Peter Geltner
Mitra Moassessi
Ana Rojas
Reagan Romali

Absent

Pat Brown, Co-Chair
Jeanette Goolsby
Mimi Vaval

Assistants

Letty Kilian, Staff Assistant

Co-chair Sandi Burnett called the meeting to order at 9:35 a.m. A quorum was not present. The Committee reviewed the September 29, 2005 Minutes.

Quorum was reached at 9:45 a.m.

Approval of September 29, 2005 Minutes (As amended)

Motion was made by Peter Geltner and seconded by Mitra Moassessi to approve the minutes of September 29, 2005 as follows:

Summary of Health Benefits Forum

- **Currently the percentage of members enrolled in PERSChoice is 85% and 15% in PERSCare**
- **PERSCare's premium cost is 68% higher than PERSChoice premium but the estimate of the added value is 5% more with PERSCare**

Ayes: 7
Noes: 0
Abstention: 0

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

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.

Motion was made by Peter Geltner and seconded by Mitra Moassessi to find out if Human Resources' New Employee Packets provide information on Section 125, the 403B Plan and life insurance. If it is not provided, the Committee makes a recommendation that this

information be included in the packets or by other means.

Unanimously approved.

Co-chairs Report on Meeting with the Interim Superintendent - Co-chair Burnett reported that there is no District support at this time to move forward with the Committee's recommendations to proceed with the RFP and to hire Consultant Anne Clifford.

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.

It was decided that the Co-chairs meet again with the Interim Superintendent to discuss the Committee's motion as follows:

Motion was made by Peter Geltner and seconded by Reagan Romali to ask the Interim Superintendent whether the District intends to continue with the Committee in accordance with the MOU between the District, Faculty Association and the CSEA. If so, which of the following is applicable to the Committee:

- That the District proceed with the RFP and that the Committee review the RFP prior to February 1, 2006;
- That the Committee meet with the person preparing the RFP prior to its release to carriers on December 1, 2005;
- That the Committee cease to exist; or
- The District has other options available to the Committee.

Unanimously approved.

Consultant Gregory Brookins - Gregory Brookins has been invited to attend the October 13th meeting to report his findings. The Committee discussed having Gregory Brookins continue his work on the detail analysis regardless of the outcome of the co-chairs meeting with the Superintendent. The Committee feels that detail analysis will provide information that will be useful to Human Resources.

"Flex" Incentive Status - There is no "flex" incentive 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 be open to ideas for incentive plans and whether there should be an incentive plan.

Agenda for Next Meeting

- Report on Consultant's Gregory Brookins' data analysis progress
- Co-chairs Report on meeting with Interim President

Adjournment: 10:40 a.m.

The next meeting of the Collegewide Benefits Committee will be held on Thursday, October 13, 2005 from 9:30 - 11:00 a.m. in the Library Conference Room.