

Santa Monica College
Collegewide Benefits
Minutes of the Meeting
November 3, 2005

Present

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

Absent

Pat Brown, Co-Chair
Jeanette Goolsby
Mitra Moassessi

Assistants

Letty Kilian, Staff Assistant
Mimi Vaval, Resource Staff Assistant

Co-chair Sandi Burnett called the meeting to order at 9:30 a.m.

Approval of October 13, 2005 - No quorum.

Approval of October 27, 2005 - No quorum.

Reports and Discussion

Health Benefits Forum - Co-chair Burnett reported that the forum was well attended. Committee members provided handouts and addressed the 403 (B) plan, the Section 125 plan, and the life insurance that the District provides to full-time faculty and classified employees with an assignment of 20 hours or more. The differences between the PERSChoice and PERSCare PPO's, the potential premium savings switching from Care to Choice, and whether an incentive to switch should be considered, all lead to a great discussion. One consideration was whether the burden of saving money for the District not be shouldered by those enrolled in PPO's or whether it should be shared by all including those in HMO medical plans. Another point was whether a "cafeteria" of benefits should be offered, allowing individuals to "spend" a dollar amount in an array of benefits. Some part-time instructors would like to purchase PPO coverage. Others commented on whether there might be ways to ensure that dependent coverage is only available for those who are truly eligible.

Co-Chairs Report on Meeting with Interim Superintendent - The co-chairs met with the Interim Superintendent to discuss the Committee's motion regarding the RFP and the Committee's continuance in accordance with the MOU between the District, Faculty Association and the CSEA. The District will ask the Purchasing Department to contact other Districts and JPA's who may be interested in adding another organization to their pool of medical health benefits. The existing model in terms of benefits will be used as the RFP. The Committee will be involved in reviewing the results achieved by Purchasing sometime before February 1, 2006 with the help of a consultant. The Interim Superintendent also feels that the Committee needs someone with expertise with Medicare and Medicare eligibility. (Mimi Vaval

stated that she is able to provide that expertise for the Committee.)

Co-chair Burnett also reported that the District wants the Collegewide Benefits Committee to continue as a committee.

Workload Summary of the Benefits Department - It was the consensus of the Committee that the report that will include the consultant's recommendations be attached to the Minutes of the last meeting.

October 13 and 27 Minutes - There was consensus by the Committee that the October 13 and 27 Minutes will be approved by e-mail.

Also, Committee members will be polled via e-mail regarding their preference to meeting on December 1 or 8, 2005 from 9:30 to 11:00.

Agenda for Next Meeting

- Demo of the Website
- Other developments
- Purchasing's Progress with JPAs
- Retirement Workshop in February and a Spring Health Benefits Forum