

Santa Monica College  
**Collegewide Benefits Committee**  
**Minutes of the Meeting**  
**February 16, 2005**

Present

Patricia Brown, Co-chair  
Sandi Burnett, Co-chair  
Al DeSalles  
Peter Geltner  
Mitra Moassessi  
Peggy Rhoads

Absent

Lenore Banders  
Reagan Romali  
Committee Assistants  
Letty Kilian, Staff Assistant  
Mimi Vaval, Resource Staff Assistant

Co-chair Sandi Burnett opened the meeting at 2:40 p.m. noting that there was no quorum, but suggested that the committee proceed with the agenda and discuss the health benefits and fiscal information provided.

Approval of Minutes

The approval of minutes of the February 9, 2005 meeting was placed on the agenda for February 23, 2005 due to lack of quorum.

Reports and Discussion

**Fiscal Information** – Review of the Health and Welfare Benefits Budget and Retiree's Health and Welfare Benefits for 2004-05. It was noted that the 2004-2005 Adopted Budget is actually higher because the figures are projected and do include positions that have not been filled.

**Medical Benefits** – Review of medical benefits information that was sent via campus mail. Mimi Vaval spoke to the fact that the medical rates for all plans are effective January (they do not run on a fiscal year like accounting does).

**Website Construction** – Al DeSalles will move forward and work on developing the site. He will provide the committee with three models of the website. The following will also be addressed at the next meeting.

- Dissemination of actions of the committee and information it will provide
- The committee may authenticate who is accessing the site
- Confidentiality – do we want to know who is providing information

**CSEA Member** – Peggy Rhoads informed the committee that CSEA will be ratifying its third member of the committee at its meeting on Thursday, February 24, 2005.

Discussion Items

- The definition of Limited Term employment refers to employees who are here up to six months. Some limited term employees have received benefits in the past. However, current limited term employees are not receiving any medical benefits and are unable to join the medical benefits program.
- Peggy Rhoads pointed out that the contract states that part-time refers to anyone working less than 35 hours per week. Mimi Vaval stated that it has been her understanding that it is 36 hours per week.

- The STRS Active Handout lists four out of state faculty who are currently receiving medical benefits. Medical rates are based on zip codes and city and there was some discussion that using Santa Monica zip codes could help the college obtain cheaper rates.
- PERS is enforcing the rules for those who are eligible for Medicare Plan “A”, and this allows the college to save money.
- The Collegewide Benefits Committee will be looking at how PERS and other plans take care of retirees.
- Other plans do not have access to the paychecks like PERS, STRS, and Social Security. CalPERS is the only one that is tied to STRS. Using another company that does not have access to payroll may also mean that the company will not process the paperwork; this will incur an additional expense to the college.
- There was discussion regarding the notification of a change in a retiree’s situation, i.e. death. Mimi Vaval explained that Social Security, PERS, and STRS who are electronically linked would notify the college. In the event that it is not reported in a timely manner, when it is finally reported the college will receive credit for the amount that was paid out.

#### Concerns/Issues Raised

- Find out why there are four employees listed as living out of state
- Can part-time employees be on PERS
- Does PERS prevent part-time employees from being a part of Kaiser

#### Requested Information

The January medical rates will be a good indicator of the cost of medical insurance. In order to provide the consultant with the necessary information to assist with shopping for the best insurance coverage for the college, the committee will need to review the following information:

- Information to reflect January figures based on the new rates
- Number of part-time employees receiving Kaiser, Delta Dental, Delta Care benefits
- Number of part-time employees enrolled in each medical plan
- Current rates per person

#### Goals for Next Meeting

- Time set aside to review what has been covered in the meeting
- Review and Discussion of Existing Coverage
- Follow up on concerns/issues raised

#### Announcements

Co-chair Sandi Burnett announced that AFT, the Los Angeles College Faculty Guild, will hold a Health Benefits and Retirement Workshop on March 4. Among important topics to be addressed will be the current pension crisis and investing with TIAA –CREF, a retirement and investment company. Several SMC faculty will be attending the workshop.

#### Schedule of Meetings

The committee will meet on a weekly basis on Wednesday from 2:30–4:00 p.m. until further notice.

#### Adjournment: 4:05 p.m.

The next meeting of the Collegewide Benefits Committee will be held on Wednesday, February 23, 2005 at 2:30 p.m. in Drescher Hall 300-E (the Loft).