

Santa Monica College  
**Collegewide Benefits Committee**  
**Minutes of the Meeting**  
**March 2, 2005**

Present

Sandi Burnett, Co-Chair  
Pat Brown, Co-Chair  
Lenore Banders  
Al DeSalles  
Peter Geltner  
Mitra Moassessi  
Peggy Rhoads

Guest

Peggy Shannon, Labor Relations Representative

Absent

Reagan Romali  
Jeannette Goolsby

Committee Assistants

Letty Kilian, Staff Assistant  
Mimi Vaval, Resource Staff Assistant

Co-Chair Sandi Burnett opened the meeting at 2:35 p.m. and asked the committee to review the February 23, 2005 minutes. She welcomed CSEA Labor Relations Representative Peggy Shannon to the meeting.

Approval of February 23, 2005 Minutes

Motion was made by Mitra Moassessi and seconded by Al DeSalles to approve the minutes of February 23, 2005 as follows.

Reports and Discussion

Mimi Vaval added that on a yearly basis the Benefits Office ~~sends~~ sent out a college-wide e-mail asking employees to report any changes to their personal status.

Website

Add: Website front page to display a toothbrush instead of the dental pick.

Announcements

Reagan stated that **we are hopeful that** the over-payment will be reimbursed by PERS.

Ayes: 6  
Abstention: 1

## Reports and Discussion

### **Out of State Employees**

It was reported by Resource Staff Assistant Mimi Vaval that we have received confirmation from CalPERS that the fourth out-of-state person was rescinded and that PERS is using the local address.

### **CSEA Member**

Jeannette Goolsby has been appointed to the Collegewide Benefits Committee by CSEA. Anna Rojas was appointed to be the alternate member for Peggy Rhoads and Jeannette Goolsby in the event they are unable to attend the meetings. However, as the alternate, Anna Rojas will only serve in the capacity of information gatherer as she will be a non-voting member.

### **Website**

After looking at different models, Al DeSalles has decided on a prototype [www.nutrition.gov](http://www.nutrition.gov) that is an outstanding model for the Collegewide Benefits committee. It will be easy to navigate for the average person. This model will meet all the accessibility guidelines. He will begin construction of the website and e-mail it to the committee members for further discussion and decision-making. The committee will plan to execute its introductory statement by mid-March. Some of the information posted on the website will feature the following:

- Minutes of the Committee
- Memorandum of Understanding
- List of the members of the Committee
- Information provided by the Resource Staff Assistant, i.e., CalPERS 5-year rate chart

The cost of photographic images for the website as a communication tool will be between \$300 and \$500.

### **Timeline for Selection of Consultant**

- The date for selection of a consultant was set for April 5<sup>th</sup>
- Fickewirth and Associates Insurance Brokers/Consultants was recommended as a possible consultant
- The goal of the committee is to come up with a plan similar to the current one
- Fickewirth and Associates can operate as both consultant and agent
- The committee will decide if Fickewirth will operate on a consultant basis only
- A board action is needed in order to hire a consultant
- The consultant recommends the agent who will contact the health providers
- The consultant can also operate as the agent
- LACCD's health plan rates are lower
- The possibility of combining SMC with the LA district will be explored

The following is information the consultant will need.

- A. Sex, birth date, and zip code of the employees (names are not necessary)
- B. Number of retirees and their zip codes

Motion was made Peggy Rhoads and seconded by Lenore Banders to invite Fickewirth and Associates to the next committee meeting on March 9, 2005.

Ayes: 7  
Noes: 0

Co-Chair Sandi Burnett will formally invite Fickewirth and Associates to the next meeting.

In response to a suggestion made by Al DeSalles, it was agreed that the committee invite representatives from El Camino College and LACCD to share their experience with Fickewirth and Associates. It was also suggested that the committee consider looking at another consultant in the event Fickewirth does not work out.

Co-Chair Pat Brown stated that their needs to be an agenda item on the April 4<sup>th</sup> Board of Trustees agenda to hire a consultant.

Motion was made by Mitra Moassessi and seconded by Al DeSalles to invite El Camino College and LACCD health benefits committee representatives to attend a committee meeting.

Ayes: 7  
Noes: 0

It was agreed that the representatives be invited within the next two weeks as time is of the essence. This generated discussion that the committee consider inviting the person responsible for implementing the plan for the college.

#### **Pre-Retirement Workshop**

Resource Staff Assistant Mimi Vaval will be conducting the Pre-Retirement Workshop at the March 10<sup>th</sup> Professional Development Day at 2 p.m.

#### **Method for Survey of Employees and Retirees**

It was suggested that the committee consider hosting an employee informational forum before the month of May where people can come and talk to the committee.

#### **College Budget Review**

Mitra Moassessi will take the committee's budget concerns to the Budget Committee meeting on Friday, March 4.

Co-Chair Sandi Burnett brought up the need to have a sample/snapshot of what the college is currently spending. The following figures are needed:

- Number of employees per each category of health plan
- District cost for health plan in a typical month
- A spreadsheet providing the above-mentioned information is needed

Co-Chair Pat Brown said that she and Reagan Romali will work together to provide the information needed for comparison. The sample should also include dental, vision and the amount being spent on part-time faculty.

#### Goals for Next Meeting

- Invite Fickewirth and Associates representative to the March 9, 2005 meeting
- Website Update
- Budget Update

#### Adjournment 4:10 p.m.

The next meeting of the Collegewide Benefits Committee will be held on Wednesday, March 9, 2005 Business 111 (B-111).