

Santa Monica College
Collegewide Benefits Committee
Minutes of the Meeting
April 20, 2005

Present

Sandi Burnett, Co-Chair
Lenore Banders
Al DeSalles
Peter Geltner
Jeanette Goolsby
Mitra Moassessi

Absent

Pat Brown, Co-Chair
Peggy Rhoads
Reagan Romali

Committee Assistants

Letty Kilian, Staff Assistant
Mimi Vaval, Resource Staff Assistant

Guest

John Yoder

Co-Chair Sandi Burnett opened the meeting at 2:30 p.m. noting that there was no quorum, but suggested that the committee proceed by reviewing the April 6, 2005 minutes. Amendments were made to the minutes as reflected below, however, no action was taken.

April 6, 2005 Minutes (As amended per Peter Geltner's request)

Motion was made by Peter Geltner and seconded by Peggy Rhoads that if we join with LACCD and a cap is brought up, the district ~~hire~~ obtain a ~~writer~~ rider to increase the cap to a substantial amount before taking it to the ~~faculty~~ college employees for a vote.

Approval of the minutes was placed on the agenda for May 4, 2005 due to lack of quorum.

Reports and Discussion

Superintendent's Report on LACCD's Response - No report was available on the proceedings of the discussion between the SMC Superintendent and LACCD Chancellor.

Benefits Audit Method - Co-Chair Burnett reported on her discussion with Lydia Oller, UCLA Benefit Services Manager, regarding UC's Health and Welfare Random Audit.

- The Office of the UC president implements the audit
- The public announcement is that 20% of the cases are audited but, in fact, only 2,600 cases out of 80,000 are actually audited. (Note: this is still more cases than the ratio of IRS audits.)
- This will be the first year that the UC will enforce the penalties when/if the audit reveals enrollment of dependents not "legally" covered; the penalty is removal of employer support for the entire cost of coverage
- The "threat" of being randomly chosen for the audit has already produced results, in that many employees are updating their records with the Benefits office. No

hard data about the ultimate reduction of costs is available. The Manager's opinion is that it is an effective process.

- Penalties of insurance payment cancellation will be imposed as a result of an employee failing to respond to the eligibility verification request, or failing to provide the required documentation.

Discussion of the topic voiced that the process is probably more easily executed by an outside entity, rather than by those who are involved with employees on a day to day basis.

Analysis of Survey - John Yoder of Academic Computing reported that there were approximately 60 visitors to the website but that very few went past the first page. There was discussion that there needs to be some marketing tool to engage employees to visit the committee's website and perhaps an e-mail from the co-chairs of the committee or from the union leaders should be sent out. Launching of the committee's website took place just before the Spring Break and Public Information Officer Bruce Smith sent a campus-wide e-mail. However, it is possible that on returning from the break, many employees may have deleted e-mails that accumulated during the break.

The committee made some amendments to the survey. John Yoder will test it again for all possible combinations and it will be ready Thursday, April 21, 2005.

- The Collegewide Benefits Committee Spotlight handout will be posted at the College's public posting locations.
- A link to the Collegewide Benefits Committee will be posted on the Faculty Association website.

Los Angeles Times Article - Al DeSalles reported that The *Los Angeles Times* did not grant permission to re-publish the "At What Cost?" article on the committee's website without a fee. He will check whether the SMC Library subscription gives access to the document for the website.

LARISA Benefits Plan - Resource Staff Assistant Mimi Vaval provided the committee members with a LARISA Plan Highlights 2005-06 packet.

- The quantity discounts that LARISA has negotiated make its programs less expensive than many statewide programs
- Under LARISA, SMC can design its own health plan and will be less costly than CalPERS
- LARISA has established a relationship with SISC to offer Blue Cross PPO plans on a self-insured basis

Retirement Benefit Costs Breakdown - It is requested that the committee be provided with the actual amount spent for retirees and to which account this expenditure is charged. For example, the breakdown should include the number of early retirees, early retiree with dependent(s), retirees with and without a dependent or surviving spouse. Since this is a health benefit expenditure, the Accounting department should be able to provide the committee with this information.

Committee member Mitra Moassessi requested that the minutes reflect the growing concern that the committee is running out of time in making a recommendation to the District and the collective bargaining unit before the Memorial Day holiday. There has been no report from the Administration to move forward.

A concern was raised about the timeliness of a campus-wide announcement informing employees that benefits are being discussed and that employee input is crucial. There was discussion that the different college constituency groups should be responsible for making a consistent announcement requesting employee input.

Agenda for Next Meeting

- Superintendent's Report on LACCD's Response
- Analysis of Survey Test Findings
- LARISA Findings
- Retiree Benefit Cost Breakdown

Adjournment 3:43 p.m.

The next meeting of the Collegewide Benefits Committee will be held on Wednesday, May 4, 2005 Business 111 (B-111). Please note location change.