



**College-wide Benefits Committee
Minutes of the Meeting
October 14, 2009**

Present

Marcy Wade, Co-chair
Fran Chandler, Co-Chair
Anna Rojas
Lenore Banders
Linda Sinclair
Al Vasquez
Sherri Lee-Lewis

Absent

Dennis Frisch

Guest

Dr. Susan Aminoff

Assistants

Laurie Heyman, Recording Assistant
Mimi Vaval, Resource Staff Assistant

The meeting was called to order at 1:30 p.m.

Approval of Minutes –

Minutes for meeting of Sept. 16, 2009

Moved in favor: Linda Sinclair

Seconded: Al Vasquez

Vote: Unanimous

Reports and Discussion

ING Workshops – Updated by L. Heyman: David Oren, formerly of ING, called to say that ING was not interested in continuing the workshops. Mr. Oren, now an independent agent, would be willing to continue the workshops on a monthly or quarterly basis.

Discussion: Put workshops on hold; research should be done by Committee members to identify other companies which might be interested in making presentations. Contact information for these companies should be forwarded to L. Heyman. Presentations to be scheduled in consultation with co-chairs.

Presentations:

Keygent: Presentation by Jennifer Rossel, Senior Consultant - Program Manager and Gene Yee, Managing Partner (Keygent are Medical Benefits Consultants- not Insurance Brokers)

- Independent advisors
- Fiduciary only
- No insurance sales
- Internal process review
 - Audit overview
 - Bargaining unit agreement reviews
 - Retirement Program review
 - COBRA: self certification re: dependent information. What controls and processes do we have internally?
 - Reimbursement and Recovery
- Coordination between payroll and benefits; follow through with correct process
- Process is quantitative driven with computer models that highlight inconsistencies
- Resulting Data base:
 - Ownership: Belongs to District
 - Format: Excel (able to convert to Access)
- Fees: Flexible, Contingent basis in an option on identifiable savings; open to fee arrangement and willing to extend payment over 12 month period
 - Range of fees to expect: \$2,000-\$200,000; probably in range of \$100,000
- Experience
 - High schools
 - Community Colleges experience restricted to public finance side, not on benefit analysis side

Fickewirth: Presentation by Ann Clifford, VP and Andrew Mullen, Sr. Account Manager (Insurance Brokers and Consultants)

- Experience with public sector
 - Los Angeles Community College District
 - Ventura Community College District
 - El Camino Community College District
 - CalPERS Experience with joint labor management committees (i.e., LA County Coalition of Unions)
- Analyze current process - Will look at active and retirees to come up with total costs
 - Current employees, retirees
 - Salary and Benefits are blended
 - Contributions
- Analyze current MOU's, Goals
- Know how premiums are set so decisions can be made
- Must review administration needs
- Discuss state of budget and goals
- Fee Structure: paid by the hour
- Prior scope of services:

- o Blue Cross had a competitive program for active staff, but not for retirees; Blue Cross has changed; There are options, but reimbursements from government are decreasing

Discussion re Presentations:

F Chandler: Committee wants to find an equivalent choice at lower cost.

Dr. Aminoff (Chair of LACCD committee): LACCD moved into CalPERS this year; worked with Fickewirth. AON, a new consultant, came in on an RFP. Move to CalPERS saved \$15million (3200 retirees); probably will cost \$2,500-\$100,000 to find out if there is a viable option.

M Wade: At El Camino, there were 3 different vendors reviewing the plans. It was cheaper to stay with CalPERS because CalPERS reduced the rate. We have a different situation here; different program options; we need to seriously look at what options are available in the market now with CalPERS.

What is the status of the existing contracts? Are they multi-year? What is the savings of staying in the plans? Freedom of choice is very important.

F Chandler: Look at costs re equivalent plans. Educate members of true cost of benefits, i.e., total compensation.

Discussion re Scope of Committee:

It was agreed that L Heyman would email the MOU regarding the committee.

Agenda for Next Meeting

- Employee Benefits website update
- Meeting Schedule

Next Meeting

Nov. 18 – Cancel meeting

Dec. 02 – move to Monday, Dec. 07, 1:30pm-3:00pm; find location

The next meeting of the College-wide Benefits Committee will be held on Monday, Dec. 07, 2009 from 1:30pm – 3:00 p.m. in Library 193.

Adjournment: 3:00 p.m.