



**College-wide Benefits Committee
Minutes of the Meeting
February 28, 2013**

I. Call to Order

The meeting was called to order at 1:35pm.

II. Committee Members

Present

Fran Chandler, Co-Chair
Marcia Wade, Co-Chair

Anna Rojas
Dennis Frisch
Linda Sinclair

Sherri Lee-Lewis
Willis Barton

Absent

Al Vasquez
Robert Villanueva

Guests

Sgt. Ray Bottenfield (substitute for Al Vasquez)
Arash Kouhi, OBS, LLC

Assistants

Laurie Heyman, HR AA-III-Confidential
Heather Memarian, Benefits Support Technician

III. Review and Approval of the Minutes From Prior Meetings

1. Minutes for the meeting of December 10, 2012

Motion to approve made by: Linda Sinclair
Seconded by: Willis Barton
Vote: Aye: 7
No: 0
Abstain: 1

IV. Old Business

1. Vendors to be identified by end of Spring Semester
 - a. Committee will respond to requests by Faculty Association and CSEA
2. PT Faculty Disability
Notification went out to PT faculty regarding SDI
 - a. Payroll deduction
 - b. Eligibility Period: 1st Quarter 2013
 - c. First effective date SDI available: April 1, 2013

V. New Business

1. Presentation by Arash Kouhi, OBS, LLC. (Substituting for Karen Perry, Marblestone Insurance Services, LLC., who was unavailable for this presentation)
 - a. Analysis of existing District paid life insurance policy (\$50,000 SunLife policy)
 1. Excellent cost to District (30-50% below market)
 - a) Presenter stressed existing policy is an exceptional policy (i.e., well below market rates)
 2. Policies > \$50,000 result in:
 - a) Additional cost to District
 1. New policy would result in re-rating at higher costs
 2. Average age of SMC full-time employees = 51 years old
 - b) Additional taxes to employee based on "Imputed Income Tax"
 - b. Presentation of Life Insurance options

Two options that both contain Long-term Care riders as built-in options

 - a) Supplements existing LTCi policies
 - b) No conflict/no coordination between two policies
1. TransSelect 10 (Group Term Life insurance)
 - a) Voluntary, employee paid
 - b) Full-time and part-time employees are eligible
 - c) 10-year Term w/ renewal of another 10 years
 - d) \$125,000 coverage w/no health questions for FT/PT staff
 - e) Spouses can elect \$15,000 w/no health questions
 - f) 60 yr old/\$50,000 coverage = \$88.54/tenthly
 - g) Doubles as a supplement for long-term care insurance
Riders included:
 - a. Accelerated Death for Terminal Illness
 - b. Long-term Care (LTC) Illness Rider
Example: \$100,000 life insurance policy with LTC Rider
LTC rider allows access to pay for LTC expenses:
4% = \$4,000 per month for 25 months for Nursing Home expenses
2% = \$2,000 per month for 50 months for Home Health Care
2. TransLegacy Universal Life (Permanent Life insurance)
 - a) Voluntary, employee paid
 - b) Full-time and part-time employees are eligible
 - c) Premiums locked and guaranteed at issue age to age 100
 - d) \$125,000 coverage w/no health questions
 - e) Spouse guarantee issue at \$15,000 w/no health questions
 - f) 60 yr old/\$50,000 coverage = \$210.25/tenthly
 - g) Fully portable
 - h) Payroll deduction or bank-direct payment
 - i) Limited number of questions based on coverage amount
 - j) Doubles as a supplement for long-term care insurance
Riders included:
 - a. Accelerated Death for Terminal Illness

b. Long-term Care (LTC) Illness Rider

Example: \$100,000 life insurance policy with LTC Rider

LTC rider allows access to pay for LTC expenses:

4% = \$4,000 per month for 25 months for Nursing Home expenses

2% = \$2,000 per month for 50 months for Home Health Care

c. Plan Rollout Specifics

1. Enrollment period: 30-45 days
2. Communication pieces sent by vendor
 - i. Home mailings
 - ii. Emails
3. Vendor meetings with applicants

2. Mr. Kouhi was asked to investigate the cost of a district paid \$100,000 life insurance policy

a. Discussion

Committee members were reminded that it was the District's interest to maintain, not increase existing benefit cost levels

3. Acknowledgement of Robert Villanueva as newly appointed CSEA representative

4. Part-time faculty medical coverage

a. Discussion

Chair member Fran Chandler will forward emails to Committee member S. Lee-Lewis regarding districts that have part-time faculty covered by PERS Choice

1. Community College Districts whose PT faculty have (reportedly) been covered by voluntary programs at no cost to districts (i.e., paid by employee):
 - a) Foothill De Anza
 - b) LACCD

VI. Next Meeting

Thursday, March 14, 2013 1:30pm – 3:00pm BUS 111

Agenda: Review vendor information for recommendation/action

- i. Life Insurance

Thursday, April 25, 2013 1:30pm – 3:00pm BUS 111

Agenda: Review vendor information for recommendation/action

- i. Vision
- ii. Dental

Thursday, May 09, 2013 1:30pm – 3:00pm BUS 111

Thursday, May 30, 2013 1:30pm – 3:00pm BUS 111

Thursday, June 06, 2013 1:30pm – 3:00pm BUS 111

VII. Adjournment

Meeting adjourned at 2:45pm