



College-Wide Benefits Committee

Minutes of the Meeting September 22, 2015

I. Call to Order/Introductions

The first meeting of the year was called to order at 1:35 pm.

II. Committee Members

<u>CSEA</u>	<u>Faculty Association</u>	<u>Administration</u>
Willis Barton	Mario Martinez, Co-Chair	Marcy Wade, Co-Chair
Anna Rojas	Peter Morse	Sherri Lee-Lewis
Robert Villanueva	Linda Sinclair	Charlie Yen

Resource Staff: Laurie Heyman, Recording Staff Assistant-Absent
Lugina Rogers, HR Analyst-Leaves & Benefits

III. Review and Approval of Minutes from Prior Meeting

Minutes of June 2, 2015

Motion to Approve: Linda Sinclair

Seconded: Peter Morse

Vote: Aye: 8

No: 0

Abstain: 1

IV. Business

1. Committee members reviewed the MOU between FA and District which lead to the establishment of the college wide benefits committee.
2. Discussed ASCIP Delta Dental document received in August 2015 with Dental Options presented by Alliant to compare changes and to formulate a recommendation based on findings. Reviewed Options 1 and 2. Option 2 had max benefits increased to \$2000 (\$500 increase).

Motion made on June 2, 2015: The College-wide Benefits Committee recommends the ACSIG Delta Dental Option 2 Plan. If by September 30, 2015, ASCIP Delta Dental Plan matches this plan at the same or less cost to the District, the Committee recommends moving to the new ASCIP plan option.

Moved to Approve: Willis Barton

Seconded: Sherri Lee-Lewis

Vote: Aye: 9

No: 0

Abstain: 0

0

Motion made on September 22, 2015: As ASCIP proposed plan option 2 meets all of the requirements from the motion of June 2, 2015, the College wide Benefits Committee recommends moving to ASCIP Option 2 – PPO Plan effective January 2017 or as quickly as possible.

Moved to Approve: Peter Morse

Seconded: Mario Martinez

Vote: Aye: 9

Nay: 0

Abstain: 0

Co-Chairs will forward recommendation to Interim Superintendent/President Jeff Shimizu.

3. CalPERS Medical Benefits Open Enrollment period is from September 14, 2015 through October 9, 2015. Information and documents circulated by Human Resources Office on September 14, 2015 were clarified.
4. There are no changes to CalPERS Health Care options.

V. New Business

1. Goals

- a. No goals presented from FA or CSEA at this time.
- b. HR Benefits Administration team is researching additional voluntary insurance options. There is a concern about diminished customer service of American Fidelity, a third party administrator that handles the Section 125 administration and offers additional insurance options for employees.
 - i. Expressed concerns were high error rates
 - ii. Employee policy cancellations
 - iii. Refund checks with no explanation
 - iv. Poor customer service and follow through
- c. HR is reviewing other carrier options for employees and is looking at TDS.

VI. Dates for Next Meetings

Tuesday, October 20, 2015 1:30 p.m. to 3:00 p.m.

Tuesday, November 17, 2015 1:30 p.m. to 3:00 p.m.

Request was made to have all committee meetings held in HSS 301.

VII. Adjournment

Meeting adjourned at 2:55 pm