



**College-wide Benefits Committee
Minutes of the Meeting
November 09, 2011**

I. Call to Order

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

II. Committee Members

Present

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

Al Vasquez
Anna Rojas
Connie Lemke

Linda Sinclair
Sherri Lee-Lewis
Willis Barton

Absent

Dennis Frisch

Guests

Sandi Burnett (substitute for Dennis Frisch)

Assistants

Vanna Ratnaransy, HR Analyst-Leaves & Benefits
Laurie Heyman, HR AA-III-Confidential

III. Approval of the Minutes

Minutes for the meeting of October 06, 2011
Move to accept the minutes:

Motion made by: Linda Sinclair
Seconded by: Connie Lemke

Ayes: 8
Noes: 0
Abstain: 0

IV. Old Business:

a. Long Term Care Insurance update on application status:

- o 43 full-time applications have been submitted
- o Threshold is 52 applications from full-time employees
- o Emphasize reduced health screening in future email
- o Continue sending out email notices
- o Consultants are being very 'even handed' in comparing individuals' existing LTCi plans with the TransAmerica plan offerings

- Number of classified applications seems low, possibly the result of salary issues
- CSEA representatives agreed to request the CSEA Executive Board to support the LTCi effort
- Emails from HR have been very effective

b. Comparison of PERS *Care* and PERS *Choice*:

- Discussion based on “new” scenarios by Fickewirth and the Faculty Association:
 - 2012 costs have decreased
 - Cost is determined in two ways;
 - District Cost- *Choice* is less expensive to the District
 - Employee Cost – *Choice* is more expensive out of pocket for the employee
 - Committee members disagreed as to whether there is equivalency and comparability
 - Two additional scenarios requested: Faculty Association will have Fickewirth prepare the requested scenarios: full medical services for stroke victim, and out-patient pulmonary scenario
- Conclusion:
 - The majority of the committee seems to think that the plans are not equivalent, that there is a higher cost to the individual and lower cost to the District.

V. New Business

a. Possible Incentives for Moving from PERS *Care* to PERS *Choice*

- Committee brainstormed a number of incentives as follows:
 - i. Substantial pay increase for all employees
 - ii. Lifetime medical, vision and dental for retirees
 - iii. Annual replenishment of HRA (amount to be determined)
 - iv. ‘Welfare Fund’- similar to CSEA’s negotiated fund for individuals who have PERS *Care* in 2011 and have medical issues not covered under PERS *Choice*
 - v. Two tier system
 1. Existing employees retain PERS *Care*
 2. New employees do not have PERS *Care* option
 - vi. Keep existing plan, District pays premium, but employee pays premium increases
 - vii. All non-permanent employees limited to HMO plans
 - viii. All retiree benefits vested equally
 1. 5 years/10 years/20 years
 - ix. Single coverage paid 100% by District, 2+ partially paid by District
 - x. Life Insurance Policy- increase policy coverage with District paying premium or allow employee to pay the increased premium for higher coverage
 - xi. Improved dental plan
- Committee decided to table review of the incentives listed until the next meeting due to time consideration
- Committee agreed these incentives were for discussion purposes only with the goal of making recommendations to the respective bargaining units

VI. Agenda for Next Meeting:

a. Agenda Issues

- i. Continue to review incentives
- ii. Review of additional PERS *Care vs Choice* scenarios as identified above
- iii. Formulate a recommendation regarding health plan options
- iv. Report on agreed procedures for Part-time Faculty health benefits notifications

b. Next Meeting

Tuesday, Dec. 13, 2011 12:00pm – 1:30pm Location BUS 220S
(Confirmed)

VII. Adjournment:

Meeting adjourned approximately 2:50 pm.