



**College-wide Benefits Committee  
Minutes of the Meeting  
December 07, 2009**

Present

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

Absent

Dennis Frisch  
Linda Sinclair

Guest

Mitra Moassessi

Assistants

Laurie Heyman, Recording Assistant  
Mimi Vaval, Resource Staff Assistant

The meeting was called to order at 12:15 p.m.

**Approval of Minutes** –

Minutes for meeting of October 14, 2009

Change: page 3, delete 'total compensation' and replace with 'travel, conferences, professional development, etc.'

Moved in favor: Anna Rojas

Seconded: Lenore Banders

Vote: Unanimous

**Reports and Discussion**

**Discussion re: Board of Trustee Agenda for Meeting of Dec. 08, 2009/  
Consent Agenda: Grants and Contracts: Recommendation No. 8 Ratification  
of Contracts and Consultants**

Fran: The language explaining this item was problematic.

Marcia: In terms of HR's internal process, HR is interested in contracting with Keygent. We are not looking at brokerage or alternatives to CalPERS, but we are interested in identifying and preventing benefits administration problems. We have checked references on Keygent and are satisfied. We want to get a clean record and

have to gage where we are before we start with the new HR Analyst Leave/Benefits in the middle of January.

Fran: The wording, '50% of identified first year cost savings' seems to refer to the cost savings of health benefits.

Marcia: We are looking for a reduction of 'existing' in house expenses. The Benefits Audit that took place was to insure that the district is not paying premiums unnecessarily. We need to look at costs and how much the District has been paying.

Al: This is to find out if we are paying for people who should not be on the list?

Marcia: Yes. Other audits need to be done. We have systems for which we need to develop tracking methods and on going analysis. This is part of our move to a proactive position. There is a missing component in the HR office, i.e., tracking and analysis.

Anna: We didn't have checks and balances after the audit (of 3 years ago)?

MV: If someone doesn't let us know there has been a change, how would we know?

Fran: I understand that they (Keygent) will not be doing a full scale audit.

Marcia: No need for that.

Fran: How will the clarification for the Board item be done?

Marcia: I have to talk to Lisa Rose. There will be a paper showing the change at the meeting. (Laurie Heyman will follow up with Lisa Rose.)

The committee agreed that the language should be altered as follows:

Item: Keygent LLC

December 2009- June 2010

The fee for services rendered under the Agreement shall be 50 percent of identified first year ~~cost~~ savings in the District's benefit administration of health and welfare ~~benefit premiums or reduction in health and welfare~~ expenses resulting from the Recovery Max Review.

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Keygent's Recovery Max Benefit Review will provide the District with consulting services to identify health care cost and process savings.

District Budget/Human Resources

**Discussion re: Scope of Committee:**

Reviewed the original MOU – Creation of a joint College-wide Benefits Committee, dated Jan. 11, 2005.

The committee reviewed the MOU, which relates to health benefits program review. The MOU restricts the committee activity to health benefits.

**Discussion re: Fickewirth & Associates**

Marcia: I am getting information with regards to PERS Choice vs. PERS Care. There was a comparison of cost. We are getting a premium savings for the months of November and December- about \$550,000 savings for each month.

Fran: is the committee ready to give up on finding an equivalent plan at a lower cost? Do we want to narrow our choices at this point?

Marcia: Three to five years ago there was a lot of energy spent in looking for an alternative to CalPERS. At that time, there was no real alternative (when looking at the total package). I don't know if now is the time; who are we going to get to do this? It will take 2 years. At El Camino, all 3 consultants agreed that there was no real alternative to CalPERS. It was not advantageous to leave CalPERS at that time.

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A discussion ensued about the differences between PERS Care and PERS Choice:

PERS Care: 10/90 unlimited lifetime benefits; \$2,000 out of pocket annually  
PERS Choice: 20/80 \$2million lifetime benefit max; \$3,000 out of pocket annually;  
also, a lower number of visits annually for specific programs such as  
drug/alcohol/mental health.

PERS Select: unlimited access to providers

Regarding whether there is a way to pay a consultant, there is no money in the current budget.

What did it cost previously? What did the District pay Fickewirth?

Anna: Finding out the dollar amount of the previous study is worth making a few calls.

Marcia: I don't think it is feasible to do a study, the scope of which we are discussing; no time and no money at this time.

Fran: Benefits keep people motivated and loyal to the College. It must be a long time frame (a study). I don't think we can do this by the end of Spring Semester.

Mitra: PERS Care offers a supplemental plan at a lower cost. That is what we have now.

Fran: Retiree coverage is very important when 30% of the faculty is over 60 years old.

Mimi: SMC gives a stipend for Medicare coverage at age 65.

Fran: If we looked at going to PERS Choice, a lower cost, we could offer a cookie to retirees, a lifetime benefit? Ways to sweeten the pot to support a lower cost plan.

Mimi: If we go ahead and switch from one to another, the contract with Cal PERS must be amended. Must be negotiated and we would have to make changes in house which would require an intensive staff commitment

#### **Discussion re HR on Campus:**

Sherri: The goal was to promote better access to faculty and staff. In the beginning, attendance was very good. It was very busy. Attendance has tapered off dramatically. We will not be on campus during Winter Semester or Summer. There was definitely more traffic during Open Enrollment. We look at it as a Customer Service component of HR.

#### **Discussion re Vacation/Ill Days:**

Fran: What are the issues? Should the committee bring in Ian Fraser?

Sherri: Bringing in Ian to let him know of our concerns might be useful. How do they track vacation and sick time? What is the process?

Marcia: Maybe the new HR Analyst should work with Ian. There is a disconnect between the reporting and tracking of time.

Sherri: Chris Bonvenuto is Ian's supervisor. Maybe Chris should be brought into the discussion.

Marcia: If we look at the MOU, it states that the scope of the committee is restricted to health benefit programs. I will discuss the problem of vacation and ill time tracking and recording with Bob Isomoto as this is really a payroll issue, but that the committee is concerned and is raising the issue.

Marcia: I will consult with Fran on this and we will communicate with Bob Isomoto.

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**Agenda for Next Meeting**

- Cost of previous Fickewirth contract
- Comparison of Cal PERS and Cal CHOICE
- Supplemental information.
- Employee Benefits website update
- Meeting Schedule

**Next Meeting**

January 20, 2010 – Wednesday, 1:30pm-3:00pm; find in Library 193 (location is confirmed) [↗](#)

**Adjournment: -2:00p.m.**

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