



**College-wide Benefits Committee
Minutes of the Meeting
March 22, 2011**

Present

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

Anna Rojas
Al Vasquez
Dennis Frisch
Lenore Banders
Linda Sinclair
Sherry Lee-Lewis
Willis Barton

Assistants

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

The meeting was called to order at 2:40 pm.

Approval of the Minutes

Minutes for the meeting of March 16, 2011
Move to accept the minutes:

Motion made by: Linda Sinclair
Seconded by: Sherry Lee-Lewis
Ayes: 8
Noes: 0
Abstain: 1 (due to absence at 3/16/11 meeting)

Discussion: Long Term Care Insurance

- The following questions (and subsequent answers) were asked by the committee in the 3/16/11 meeting after the presentation by K. Perry.
 - 1. Can the District offer LTCi from more than one company at a time?
 - No; the companies will not compete against each other in the same venue and will not underwrite.
 - 2. How long does a decision to go with one company lock in the District?
 - Not locked in.
 - 3. Does Prudential offer a 5 year rate guarantee?

- o No.
- Rate guarantee is attractive, but looking at TransAmerica proposal, there is something regarding the premium being adjusted.
- May mean less frequent rate increases with larger jumps; premiums have gone up historically.
- What is guaranteed health purchase option?
- If you met the limited level of eligibility you are guaranteed ability to purchase.
- My guess is that they will stay competitive.
- I have LTCi through El Camino College; I have continued that product. Annual rate due first of the year, same rate as when I started.
- Are we ready to make any kind of recommendation on LTCi? That was the reason for this meeting.
- Is this something you want to offer employees?
- This is between individual staff members and the insurance company.
- Does anyone have really strong feelings, one way or the other?
- The presentation was skewed to TransAmerica.
- Despite that 'skewing' it is not a reason to distrust TransAmerica. In comparing the two products, the products are comparable, and I do like the 5 year (rate) guarantee as it allows for budgeting. Like Acura and Lexus, I'll go with the Acura because it is a little cheaper.
- I think the facility would be thinking in terms of premium cost and which company would offer the cheapest.
- I wish I had my mom on LTCi, but when it was offered the cost was prohibited due to her age. Having a LTCi option would have given us options. Having the ability to dialogue about this is important.
- I think the committee has decided.

Motion:

Move that the committee recommend TransAmerica as a Long Term Care Insurance provider.

Motion made by: Dennis Frisch
Seconded by: Sherri Lee-Lewis
Ayes: 9
Noes: 0
Abstain: 0

Further Discussion:

- HR will coordinate.
- Implementation to be ASAP.

Motion:

Move that we implement this as soon as possible.

Motion made by: Al Vasquez
Seconded by: Linda Sinclair
Ayes: 9
Noes: 0
Abstain: 0

College-wide Benefits Committee
Minutes: March 22, 2011
April 19, 2011

Minutes to reflect that implementation shall be Fall 2011.

Further Discussion:

- Meetings shall be moved to Tuesdays after the April 27 meeting.
- Next agenda: Consider comparison of medical insurance options.

Next Meetings:

- [Wednesday, April 27](#) 1:30pm – 3:00pm Location Drescher Hall Loft (DPAC day)
- Tuesday, May 24 1:30pm – 3:00pm Location TBD

Meeting adjourned approximately 03:24pm.