



## College-Wide Benefits Committee

### Minutes of the Meeting April 19, 2016

#### I. Call to Order/Introductions

The meeting was called to order at 1:36 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
Vacant	Linda Sinclair	Charlie Yen

Resource Staff: Laurie Heyman, Recording Staff Assistant  
 Lugina Rogers, HR Analyst-Leaves & Benefits  
 Heather Memarian, Benefits Support Technician

Absent: Willis Barton  
 CSEA Rep (Alternate)

Guests: Carla Spalding, Administration Alternate  
 Susana Furlong, Pacific Educators,  
 Marianna Weaver, Colonial Life, District General Agent  
 Joel Wright, Ameriflex, Regional Sales Manager

#### III. Review and Approval of Minutes from Prior Meeting

Minutes of March 29, 2016

Motion to Approve: Peter Morse

Seconded: Charlie Yen

Vote: Aye: 6 (2 absent during voting)

No: 0

Abstain: 0

#### IV. Business

##### 1. American Fidelity - issues and options.

Ongoing issues with American Fidelity customer service for some time includes high turnover of representatives, responsiveness to district questions and concerns, lack of knowledge of District rules on the part of the vendor's representatives, errors made by the vendor's representatives, inflexibility on the part of the vendor regarding in person meetings. (See attachment.)

Presentation by Pacific Educators and their partners: Colonial Life Insurance and Ameriflex.

**Pacific Educators** offers voluntary benefits to employees for purchase, and employees have the ability to pay premiums payment through payroll deductions.

**Ameriflex.** Primary focus is on the Section 125 accounts (health flexible spending accounts reimbursement for eligible medical out-of-pocket expenses); also Dependent Care Flexible Spending Accounts are available;

For Employer:

- Dedicated Account Executive at no additional charge
- Free real-time reporting capabilities
- Free online enrollment capability
- Ability to connect to the HRIS system at no additional charge

For Employees:

- Free debit cards for members and qualified dependents
- Customizable member messaging options (including balance reminders)
- Email substantiation requests available
- Access to dedicated Member Services team via phone and live chat
- Online claims submissions available 24/7 through member portal
- Personalized website for SMC employees

**Colonial Life.** Picks up all fees associated with the Section 125 accounts by offering the following voluntary, employee paid benefits:

- Short-term disability insurance
- Accident insurance
- Cancer insurance
- Critical illness insurance, hospital insurance

Discussion:

- HR support staff was directed to contact several references including community colleges and the City of Beverly Hills.
- Information to be shared with constituent groups.
- Compare rate plans of different policies.
- Colonial will need to meet with employees to compare existing policies with new policies.
- Wellness programs are not well publicized; employees are not requesting reimbursement for wellness visits.
- Decision needs to be made at the next scheduled meeting. If a vendor change is to be made, the new vendor team needs 3 months to put the processes in place.

2. Long-term Care Insurance rollout update.
  - i. Twenty-eight (28) appointments booked for next week.

**V. New Business**

1. Faculty Association Benefits Conference is scheduled for May 13, 2016.

**VI. Dates for Next Meetings**

Tuesday, May 17, 2016                      1:30 p.m. to 3:00 p.m.    HSS 301 (Confirmed)

**VII. Adjournment**

Motion to adjourn.

Motion to Approve: Linda Sinclair

Seconded:                      Charlie Yen

Vote:                              Aye:     8

No:     0

Abstain: 0

Meeting adjourned at 2:41 pm