



**College-wide Benefits Committee
Minutes of the Meeting
May 30, 2013**

I. Call to Order

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

II. Committee Members

Present

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

Anna Rojas
Linda Sinclair

Robert Villanueva
Sherri Lee-Lewis
Willis Barton

Absent

Dennis Frisch, Al Vasquez

Guests

Charlie Yen (substitute for Al Vasquez/Management)
Tom Chen (substitute for Dennis Frisch/Faculty)

Assistants

Laurie Heyman, HR AA-III-Confidential
Heather Memarian, Benefits Support Technician

III. Review and Approval of the Minutes From Prior Meetings

1. Minutes for the meeting of May 09, 2013

Motion to approve made by:	Linda Sinclair
Seconded by:	Willis Barton
Vote: Aye:	8
No:	0
Abstain:	1

IV. Old Business

1. Discussion of vision policy options as presented by Alliant at the Sept. 13, 2012.
Recap of Plan options: See Minutes for May 09, 2013

Sherri Lee-Lewis contacted Alliant to inquire about increased laser eye surgery coverage at the following levels: 30%, 50%, 75%, 100% and the costs to the District associated with each level.
Alliant has not responded with the information.

Committee tabled the discussion on laser eye surgery until the meeting of June 06, 2013.

2. Dental Discussion. Delta Dental Premier (current PPO dental plan) vs. Delta Dental PPO (enhanced plan).

Major issues:

- Number of dentists who are in the current Premier plan and who are in the PPO (enhanced) plan. Nationally, numbers effective Jan. 01, 2012 were 186,000 dentists on the current Premier plan, 108,000 dentists on PPO (enhanced) plan.
- Will dentists on the Premier plan charge the SMC patient more if the District moves to the enhanced PPO plan?
- Savings for the District?
- Savings for the employee?
- ASCIP representative to be invited to June 6 meeting.

Discussion points:

- Full-time employees get more for their dollars with the enhanced plan since the dentists have agreed to charge less than the contracted Premier plan.
- Part-time employees get 100% coverage level immediately; no 4 year ramp up as with the current Premier plan.
- PPO (enhanced) plan will benefit the part-time employees, especially part-time faculty. (With the current Premier plan, every time there is a break in employment service the Premier plan recognizes their return as a new employee, not an existing employee. Therefore they never progress to 100% coverage level.)

Questions for ASCIP:

1. In Southern California, how many dentists contract with the current Premier plan, and how many in the PPO (enhanced) plan?
2. If you go to a Premier dentist, do you pay a different fee than if you had seen a PPO (enhanced) plan dentist?
3. Pro's and Con's for SMC employees of switching from Premier to PPO (enhanced)?
4. Cost savings for the District effective Jan. 01, 2014?

V. New Business

1. Part-time faculty medical insurance through either the current Kaiser plan or the PERS Kaiser plan, or both.

Question: Would Kaiser allow the District to offer both the Kaiser and PERS Kaiser plans? No response from Alliant.

Question: What is difference between PERS Kaiser rate and current Kaiser rate?
Rates effective Jan. 01, 2014 expected to be published in July, August.

Question: Does the part-time faculty want to switch from the current Kaiser plan to the PERS Kaiser plan?

Discussion: Other community colleges (i.e., Foothill DeAnza CCD) have pulled part-time faculty into PERS Kaiser, an option not available to SMC when it first switched to PERS products. Currently the non-PERS Kaiser plan has advantages that the PERS Kaiser plan does not have. However, the benefit to the employee would be access to the entire PERS family of products with the difference to be paid by the part-time faculty member or project manager.

Concern: Both co-chairs agreed to extend this discussion into the fall semester if necessary.

VI. Next Meeting

Thursday, June 06, 2013 1:30pm – 3:00pm BUS 111

Agenda: Review vendor information for recommendation/action

- i. Vision – laser eye surgery options
- ii. Dental – Current Premier (PPO) Plan vs. proposed PPO (enhanced) plan
- iii. Medical for PT Faculty (Kaiser options) Medical coverage for the part-time faculty re: coverage and policy recommendation

VII. Adjournment

Motion to adjourn made by: Anna Rojas
Seconded by: Robert Villanueva
Vote: Aye: 9
No: 0
Abstain: 0

Meeting adjourned at 2:35pm