



**College-wide Benefits Committee
Minutes of the Meeting
September 15, 2010**

Present

Fran Chandler, Co-Chair
Marcy Wade, Co-Chair
Al Vasquez
Dennis Frisch

Lenore Banders
Linda Sinclair
Sherri Lee-Lewis
Willis Barton

Absent

Anna Rojas

Assistants

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

The meeting was called to order at 1:34 pm.

Approval of the Minutes

Minutes for the meeting of June 23, 2010 –

Approval moved by Dennis Frisch

Seconded by Lenore Banders

Approved: 7

Abstained: 1 (due to absence from meeting on June 23, 2010)

Old Business

Discussion of Long Term Care Insurance tabled to October 13 or Nov 10, 2010;
Vanna Ratnaransy to develop comparisons of providers and offerings.

Hiring of consultant based on Resolution on Scope of Work for Benefits Consultant
Adopted Unanimously by Benefits Committee on May 05, 2010:

Motion: That Committee recommends hiring Fickewirth & Associates as Consultant

Moved by: Dennis Frisch

Seconded by Willis Barton

Discussion:

The motion was made in light of the fact that Fickewirth has worked with the District, knows the District while the other two vendors did not have or have had minimal experience with community colleges.

It was pointed out that the consultant must be mutually agreed upon by the District and the Committee, and that Fickewirth was not mutually agreed upon by the District.

Comments supporting Fickewirth by FA and CSEA representatives:

- Fickewirth was most convincing, more impressive, seems like they would do a better job
- Agreement with previous comment
- Fickewirth was very direct, patterned their responses after our resolution; they know community colleges; aware of cost – their fee was \$23-35,000 for 3 months of work; sensitive to timelines; trust issue, directed their campaign to the committee
- Agreement with most of the comments, however, at the end of the Fickewirth presentation, they brought up the VEBA option, and this is a way for them to make a lot of money in this district

The Committee decided that it was too soon to discuss this motion as presented and decided to pull the motion. Mover withdrew motion, accepted by second.

Further discussion:

Re: Fickewirth & Associates:

- Most important concerns regarding Fickewirth by District representatives:
 - Cost
 - Length of time
 - Approach should be 'even handed'
 - Prior project was too lengthy and not cost efficient
- The addition of the VEBA was probably as an alternative to the HRA and is not something the District is interested in. Other examples of alternatives, such as a cash bonus, should probably have been more clearly stated by the committee.
- Advantage of Fickewirth is its experience with community colleges

FA and CSEA concerns related to Aon and Mercer were as follows:

- Lack of significant experience with community colleges
- Lack of experience with Santa Monica College
- Lack of trust in their ability to provide a trustworthy product
- Lack of SMC focus in their somewhat canned presentations

Suggestion: Would Dr. Tsang meet with the committee for the purpose of asking him to reconsider his position on Fickewirth? We have heard the District's concerns, we can respond to them by developing a resolution that is very specific as to the scope of work and timelines for the work.

Motion by Dennis Frisch
Second by Marcia Wade

Committee to recommend hiring Fickewirth & Associates based on the Resolution on Scope of Work for Benefits Committee as adopted on May 05, 2010

Vote on Motion:

Ayes: 5

No: 3

College-wide Benefits Committee

Minutes: Sept. 15, 2010

Oct. 05, 2010

Abstention: 0

Motion died for lack of 2/3 +1 (Quorum of 8 needs 5.416 +1 to pass)

In an effort to determine committee interest in other consultants, a motion was made by Willis Barton to recommend Aon.

No Second

In an effort to determine committee interest in other consultants, a motion was made by Willis Barton to recommend Mercer

No Second

2:30pm Al Vasquez left for another meeting.

Committee directed the co-chairs to refine the following details concerning the use of Fickewirth and Associates as consultants to the Benefits Committee:

- o Scope of work must be very defined
- o Detailed time frame of each portion of work
- o Educational component is necessary for people to understand the change

Committee agrees to empower both co-chairs to meet with Dr. Tsang to alleviate his concerns about hiring Fickewirth and Associates as consultants to the Benefits Committee.

Meeting adjourned approximately 2:55pm.

Next Meeting:

Wednesday, Nov. 10, 2010, 1:30pm-3:00pm HSS 301

Wednesday, Dec. 01, 2010, 1:30pm-3:00pm BUS 111