



**College-wide Benefits Committee
Minutes of the Meeting
October 24, 2013
BUS 111**

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
Al Vasquez

Robert Villanueva
Sherri Lee-Lewis
Willis Barton

David Zehr

Guest

Charlie Yen (substitute for Management)

Resource Support

Laurie Heyman, HR AA-III-Confidential
Heather Memarian, Benefits Support Technician
Lugina Rogers, HR-Analyst, Leaves & Benefits

III. Review and Approval of the Minutes From Prior Meetings

Minutes for the meeting of Oct. 03, 2013

- a. Correction: IV. a, Paragraph 7: the paragraph that starts, "The Faculty Association..." should be corrected to read, "...The Faculty Association requested the response come directly from Kaiser. Co-Chair Fran Chandler offered to contact Kaiser directly since HR said that they would not be able to do so and added that, until this issue is resolved, study of the Kaiser issue for part-time faculty will remain on the committee's work plan for future meetings".

Motion to approve correction made by: Fran Chandler

Seconded by:	David Zehr
Vote: Aye:	6
No:	0
Abstain:	3

Motion to approve Minutes for Oct. 03, 2013, as corrected, was made by Linda Sinclair

Seconded by:	Robert Villaneuva
Vote: Aye:	7
No:	1
Abstain:	1

IV. Old Business

1. Kaiser's written response regarding Kaiser plan(s) options for part-time faculty was provided to committee members:

On Oct. 16, 2013, Kim Hauk, Account Executive, Alliant Insurance Services, received via email the following:

"Kim,

This is to confirm that we are not able to offer both the current plan direct plan with Kaiser Permanente and the CalPERS plan to the same population.

I am not 100% of the rules for CalPERS but I do not think you are able to offer any other non-CalPERS plan alongside their offering.

The rationale behind why we cannot offer both plans is because our risk remains the same but we would be competing with ourselves and the client would then be able to game the rates. I believe this is common stance with all other carriers as well. For groups that would like to move into or out of CalPERS, we do have a break in breakaway policy that applies.

Best regards,

Colin Wong
Account Manager
Metropolitan Los Angeles
Large Group Account Management
Kaiser Permanente
3199 N Thornton Avenue, 3rd floor
Burbank, CA 91504"

Phone: (818) 525-2242
Fax: (818) 525-4378

Discussion:

The term, 'same population' is a critical point: Right now the adjunct faculty are not eligible for CalPERS benefits. That is why we are allowed to offer them the Kaiser Plan that is offered to the Project Managers. If we allowed them (adjunct faculty) into the CalPERS plans, they would be in the 'same population' (i.e., they would be in the CalPERS population) and would not be able to participate in the current Kaiser plan.

There are two colleges in the system that have the CalPERS plan and a Kaiser plan; that is where the Faculty Association got the idea, but those colleges are not in Southern California. It seems that the Southern California Kaiser has its own policies.

Fran Chandler reports:

The Associated Faculty leaders agree to drop this issue at this time. They no longer expect the Committee to investigate this further, and are satisfied it is not possible to have this done.

2. CSEA's response regarding Lasik/Laser Surgery.

Willis Barton reports:

CSEA discussed it and agreed that if it is going to affect either the members and or the District significantly on a financial basis, CSEA would not pursue it at this time. CSEA reserves the right to reintroduce it in the future (as part of a plan).

3. ASCIP/Delta Dental Plan Options.

We will not be able rebid a new dental PPO option for 2015 at this time. The earliest time to start the process would be the end of May 2014.

Important dates and information to consider:

1. May 2014:

The rebidding of the dental PPO option for 2015 cannot begin earlier than May, 2014. Insurance carriers need to see a minimum of six (6) months of usage immediately prior to the bid period. Rates are developed based on current claim use.

2. August 2014:

- a. Rates for the upcoming Plan Year are typically published in August of the prior year (i.e., rates effective January 01, 2015 will be published in August 2014).
- b. Decision to change dental plan(s) must be made by end of August 2014 in order for a new plan to be included as an option for Open Enrollment for Plan Year 2015.

3. September 2014:

Open Enrollment for Plan Year 2015 will start sometime in September 2014.

HR resource staff reminded the Committee that typically the first meeting of the Fall 2014 semester would occur in September, a date that would be too late to effect a change due to the Open Enrollment schedule. A special meeting was recommended to be scheduled in August 2014.

4. Goal of August 2014 meeting:

- a. Reviewing the options proposed by ASCIP's dental plan options; and
- b. Recommend an action based on that review.

It is anticipated that adoption of a new PPO plan similar to the *Delta Dental PPO Plus Premier Plan* as offered by ASCIP for 2014 would be a win-win (the district and employees will save money under the PPO/Enhanced plan).

Committee was reminded that a decision must be made during the August meeting if a change in PPO plan is desired.

Committee agreed to schedule a tentative meeting in August 2014 during Flex Week. The meeting would be tentative based on receiving plan and rate information from ASCIP in time for the meeting. Information received from ASCIP will be disbursed to the Committee immediately upon receipt.

V. New Business

Protocol for committee meetings to be discussed at the Nov. 14 meeting.

VI. Next Meetings

Thursday, Nov. 14, 2013 BUS 111 (Confirmed)

1. Protocol for committee meetings.

Tuesday, Dec. 03, 2013 BUS 111 (Confirmed) – alternate date needed

1. Open

Meeting in 2014

Schedule a committee meeting during Departmental Flex Day in August 2014.

VII. Adjournment

Motion to approve made by:	Willis Barton
Seconded by:	Linda Sinclair
Vote: Aye:	9
No:	0
Abstain:	0

Meeting adjourned at 2:20 pm