



**College-wide Benefits Committee
Minutes of the Meeting
December 13, 2011**

I. Call to Order

The meeting was called to order at 12:05 pm.

II. Committee Members

Present

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

Al Vasquez
Anna Rojas
Connie Lemke
Dennis Frisch

Linda Sinclair
Sherri Lee-Lewis
Willis Barton

Guests

Sandi Burnett

Assistants

Laurie Heyman, HR AA-III-Confidential

III. Approval of the Minutes

Minutes for the meeting of November 09, 2011

Move to accept the minutes as revised:

Motion made by: Linda Sinclair
Seconded by: Dennis Frisch

Ayes: 7
Noes: 0
Abstain: 0

IV. Old Business

1. Long Term Care Insurance update on application status:

Total number of applications unknown at this time; however, consultants have notified HR that all thresholds (minimum number of applications) have been surpassed.

2. Agreed Upon Procedures for PT Benefit Notification:

On October 12, 2011, the following was sent to the Faculty Association via email:

"To assist in resolving the concerns, the HR Office will:

- a. Continue to send one generic notice to all adjunct faculty;

- b. Send out one individual email to eligible adjunct faculty to apply for health benefits;
- c. Send the Faculty Association the list of individuals who will each receive an email notice of benefits eligibility;
- d. Continuously post on the HR website instructions for adjunct faculty benefits eligibility; and
- e. Discontinue sending generic written notices to the departments.”

Committee tabled discussion of timing of notices to next meeting.

3. Incentives:

Committee to review and make recommendations

V. New Business

1. Discussion of PERS *Care* and PERS *Choice* Scenarios XIII-XVI:

(“New” scenarios by Fickewirth and the Faculty Association- see complete package of scenarios at end of these minutes)

- a. Scenarios all show increased employee cost under *Choice* vs. *Care*
- b. Pre-certification of costs, if granted, reduces cost borne by employee but employee bears out of pocket expense (not reimbursable) until insurance company agrees to extra coverage
- c. Most expensive out of pocket costs come from home health services and skilled nursing services (i.e., limited coverage)

2. Possible Incentives for Moving from PERS *Care* to PERS *Choice*

- a. Substantial pay increase for all employees
- b. Full payment of lifetime benefits (medical, vision and dental) for retirees
 - a) Equal vesting for all classifications of employees (faculty, classified staff, confidential staff, administrators and managers)
 - b) Longer vesting for special lifetime benefit
 - c) Benefits coverage for retiree and dependent(s)
- c. Annual replenishment of HRA (amount to be determined)
- d. ‘Welfare Fund’- similar to CSEA’s negotiated fund for individuals who have PERS *Care* in 2011 and have medical issues not covered under PERS *Choice*
- e. Existing employees could retain PERS *Care* at their option with additional expense to be paid by employee
- f. District paid Life Insurance Policy
 - a) Increase policy coverage with District paying premium
 - b) Allow employee to pay the increased premium for higher coverage over baseline policy provided by District
- g. Improved dental plan
- h. Two tiered system option was discussed and subsequently removed from the possible incentives list at this point

3. Look at Costs:

- a. Lifetime medical/vision/dental for retirees
- b. Annual replenishment of HRA
- c. Welfare Fund extended to Faculty
- d. Life Insurance-increased coverage
- e. Dental – improved dental plan

4. Motion:

The Benefits Committee officially thanks the Faculty Association for funding the work done by Fickewirth & Associates in compiling information used in the scenarios reviewed by the Committee with regard to equitability and comparability between PERSCare and PERS *Choice* 2012.

Motion made by: Connie Lemke
Seconded by: Willis Barton

Ayes: 6
Noes: 0
Abstain: 1

VI. Agenda for Next Meeting

Agenda Issues

1. Formulate and vote on resolution regarding incentives to be offered to employees and retirees selecting PERS *Choice* medical coverage.
2. Formulate and vote on a recommendation regarding health plan options.
3. Review timing of Part-time Faculty health benefits notifications.

VII. Next Meeting

~~Friday, January 27, 2012 11:3am – 1:00pm Location TBD~~
Monday, January 23, 2012 1:30pm – 3:00pm BUS 111

VIII. Adjournment

Meeting adjourned approximately 1:35 pm.