



College-Wide Benefits Committee

Minutes of the Meeting February 28, 2018

I. Call to Order/Introductions

The meeting was called to order at 1:35 pm, BUS 111.

II. Committee Members

<u>CSEA</u>	<u>Faculty Association</u>	<u>Administration</u>
Barton, Willis	Martinez, Mario, Co-Chair	Lee-Lewis, Sherri, Co-Chair
Villanueva, Robert	McBride, Kymberlyn	Hall-Baker, Tre'Shawn
Roberts, Mike	Morse, Peter	Spalding, Carla

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

Guests*: Hotsinpiller, Matt (Faculty)
 Jara, Ana (CSEA Alternate)
 Bonvenuto, Christopher, Chief Director of Business Services

**Non-voting*

III. Review and Approval of Minutes from Prior Meeting

Minutes of Sept. 27, 2017

Motion to Approve: Mario Martinez
 Seconded: Kymberlyn McBride
 Vote: Aye: 7
 No: 0
 Abstain: 2

Minutes of Nov. 15, 2016

Motion to Approve: Charlie Yen
 Seconded: Mario Martinez
 Vote: Aye: 5
 No: 0
 Abstain: 4

IV. New Business

1. Goodbye, and 'thank you' for all her service to the committee – Heather Memarian, separation effective 3/9/18.
2. College-wide Benefits Committee MOU – a review.
3. Reminder re quorum needed at each meeting.
4. Co-Chair, Sherri Lee-Lewis, introduced a handout regarding the benefits options submitted on behalf of the Management Association/District for committee consideration (see attached).
5. Co-Chair, Mario Martinez, read a statement on behalf of the Faculty Association:
"In accordance with Article 10.17 of the collective bargaining agreement ("CBA"), the Santa Monica College Faculty Association acknowledges receipt of the letter from the Santa Monica Community College District entitled, "Health and Welfare Benefits", dated February 12, 2018. This letter contains five specific contractual items, found in sections 10.1,10.2,10.6, and 10.7 of the CBA. We agree that prior to opening negotiations on a specific subject described in Article 10, the Collegewide Benefits Committee shall be given an opportunity to make a recommendation on that subject. The Collegewide Benefits Committee was established to assist the District in containing the cost of the District's health benefits program while maintaining the quality of the benefits available to the employees, retirees, and eligible dependents. The committee was not established to determine whether employee groups should be paying for a share of the provided benefits, for that is cost-shifting, not cost-containment."
6. Budget
 - a. Discussion facilitated by Chris Bonvenuto re current fiscal situation:
 1. Declining enrollment in both regular and international student groups reflected in declining State funding.
 2. Deficit budget (90% of District cost related to personnel).
 3. Budget Committee is looking at revenue generation and funding ideas.
 4. Benefits costs-requests Benefits Committee look at reducing cost
7. Health and Welfare Benefits
 - a. Benefits Survey –Presented by HR resource staff
 - b. Options
 1. Faculty Association- look at other healthcare plans, which might cost less but maintain network quality.
 - a. Appropriate to look at wellness plans, research other plans' cost and coverage/quality of coverage.
 2. Alliant might be the best to analyze/compare plans.
 3. Request by HR for union representatives to consult with their constituents and:
 - a. Review survey information;

- b. Formulate questions;
- c. Forward questions to HR for discussion in next meeting; and
- d. Participate in the process of due diligence and assist with the research.
 - i. Ana Jara committed to assisting
 - ii. Peter Morse, Faculty, will look at hiring an outside consultant (Fickewirth Benefits Advisors was mentioned), if necessary

V. Dates for Next Meetings

Wednesday, March 28, 2018 1:30 p.m. – 2:45 p.m. BUS 111

VI. Adjournment

Motion to adjourn.

Motion to Approve: ?

Seconded: ?

Vote: Aye: 9

No: 0

Abstain: 0

Meeting adjourned at 1:56 pm