



**College-wide Benefits Committee  
Minutes of the Meeting  
May 9, 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

Al Vasquez  
Anna Rojas  
Linda Sinclair

Sherry Lee-Lewis  
Willis Barton

Absent

Dennis Frisch, Robert Villanueva

Guests

Charlie Yen (substitute for 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 April 25, 2013

Motion to approve made by: Sherry Lee-Lewis  
Seconded by: Linda Sinclair  
Vote: Aye: 8  
No: 0  
Abstain: 0

**IV. Old Business**

1. Discussion of vision policy options as presented by Alliant at the Sept. 13, 2012.  
Recap: Alliant provided dental benchmarking information based on criteria from its national data base of clients. They looked at groups whose primary industry was school districts, colleges and universities, both public and private. There were about 128 employer groups included in their data. Groups ranged in size from those with employees numbering 251-500; 501-1,000

and 1,001-2,500. Santa Monica College, with approximately 1,875 personnel conforms to the larger group studied.

Categories studied: Exam copays, material copays, benefit frequency for exams, frames and lenses, and for contact lenses.

Multiple districts contract with third party vendors in order to attract better pricing based on the size of the total pool. Two major group vendors were looked at: ASCIP (our current vendor) and ACSIG.

ASCIP: Alliance of Schools for Cooperative Insurance Programs

ACSIG: Alameda County Schools Insurance Group

Pricing impacted by the categories studied demonstrated that ASCIP did not offer expanded benefits for the categories in which the committee was interested.

However, further analysis revealed that in the large group pool of employers (1,001-2,500 employees) SMCCD has

- the richest ASCIP plan available, and
- rich benefits compared to the national average of large employee groups

Copay Exam - \$10

Copay Materials - \$10

SMCCD Vision Service Plan (VSP) currently has a combined copay of \$10 for exam *and* materials.

70% of employers offer \$10 copay for exams.

18% of employers offer \$10 copay for materials

Exam Frequency - once every 12 months

Lenses Exam Frequency - once every 12 months

Almost 100% of employers offer exam frequency of 12 months

Almost 90% of employers offer lenses exam frequency of 12 months

Frames Frequency - once every 12 months

Contacts Frequency - once every 12 months

Approximately 45% of employers offer new frames every 12 months

Approximately 88% of employers offer new contacts every 12 months

Also included in current plan:

- Diabetic eye care where additional services are covered for Type 1 and Type 2 Diabetes
- Glaucoma testing is covered in the comprehensive eye exam; medical treatment such as cataract surgery would be covered under the medical plan, not the vision plan

- Laser surgery coverage can be offered to cover 15% of the cost from \$250-\$1,800 per eye.

Advantages of VSP:

- Low Rates
- Stable Rates
- Large number of providers accept VSP insurance as insurance in full

Motion:

The Benefits Committee recommends the continued use of the Vision Service Plan (VSP) provided through ASCIP.

The Committee further recommends exploration of improved laser eye surgery coverage effective for January 01, 2014.

Motion to approve made by: Linda Sinclair

Seconded by: Willis Barton

Vote: Aye: 8

No: 0

Abstain: 0

3. Sherri Lee-Lewis shall contact Alliant to inquire about increased laser surgery coverage. The committee is interested in coverage at the following levels: 30%, 50%, 75%, 100% and the costs to the District associated with each level.

**V. New Business**

1. Anticipated impacts of Health Care Reform. This topic to be included for discussion starting Fall 2013; Elements of the Health Care Reform that will impact the District, and the employee; education of district staff to be included in discussion.

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

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.

Time Sensitive – To determine eligibility for District paid part-time health coverage effective January 01, 2014, the issue of measuring prep time for part-time faculty is a time sensitive issue.

Question: Would Kaiser allow the District to offer both the Kaiser and PERS Kaiser plans? HR will contact Kaiser and inquire.

Question: Will the Faculty Association provide a consultant to study this issue? Fran Chandler will contact FA leaders.

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

## **VI. Next Meeting**

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

Agenda: Review vendor information for recommendation/action

- i. Dental re: coverage and vendor recommendation; Medical coverage for the part-time faculty re: coverage and policy recommendation
- ii. Expanded Laser eye surgery coverage report
- iii. Medical for PT Faculty (Kaiser options)

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

Agenda: Review vendor information for recommendation/action

- i. 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: Al Vasquez  
Seconded by: Linda Sinclair  
Vote: Aye: 8  
No: 0  
Abstain: 0

Meeting adjourned at 2:45pm