



**College-wide Benefits Committee
Minutes of the Meeting
May 05, 2010**

Present

Fran Chandler, Co-Chair
Marcy Wade, Co-Chair
Sherri Lee-Lewis
Lenore Banders
Willis Barton
Linda Sinclair
Dennis Frisch
Anna Rojas

Absent

Al Vasquez

Assistants

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

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

Approval of the Minutes-

Minutes for the meeting of April 07, 2010

Moved for approval: Dennis Frisch

Seconded: Lenore Banders

Vote: Unanimous in favor

Minutes for the meeting of March 24, 2010

Moved for approval: Linda Sinclair

Seconded: Dennis Frisch

Vote: Unanimous in favor

Old Business

Discussion of Long Term Care Insurance (LTCi):

Motion: Move that vendor prices for LTCi be requested based on the following:

1. Ages 35, 45, 55
2. inflation factor vs. no inflation factor
3. \$200 daily benefit amount option
4. payout of \$365,000
5. elimination period: 90-100 days
6. Vanna Ratnaransy can make adjustments to items 1-5, above as dictated by vendor parameters.

College-wide Benefits Committee

Discussion:

- Goal is same level of service for less cost: CalPERSCare vs. CalPERSChoice
- Dr. Tsang has agreed that the committee may use a mutually agreed upon benefits consultant to assist with analysis and formulation of a timely recommendation.
- Marcy suggested committee members develop specific questions for the consultant.
- Fran drafted a proposed scope of work resolution for the consultant prior to this meeting. Draft document was reviewed and modified by committee members.
- Due to the passage of the national health care reform law, a benefit consultant can best help committee members to understand the impacts of the changes as well as alternative incentives available
- District is interested in cost efficiency, timely development of a recommendation and that all employee groups be involved
- District expresses goal to have alternatives available and in place for next enrollment period (mid September through mid October 2010)
- Committee members express concern and potential problems with constituents if recommendation is rushed.
- The committee has to do its work before this can be included. Faculty contract stipulates a recommendation from benefits committee must be made to them.
- CSEA is addressing this issue in its current negotiations. District has offer on the table.
- Time and Cost are issues
- District is clear that a consultant is needed
- Marcy will send potential benefits consultant options to committee members

Motion moved by Linda Sinclair
Seconded by Marcy Wade
Vote: Unanimous in favor

Motion: Move that the Resolution on Scope of Work, with amendments, be used for the selection of a mutually agreed upon benefits consultant.

Motion moved by _____
Seconded by _____
Vote: Unanimous in favor

Meeting adjourned approximately 3:35pm.

Next Meeting: Wednesday, May 19, 2010. Location TBD (BUS 111 will be closed for painting and carpeting .

Other tentative meeting dates

Wednesday, June 02, 2010 in BUS 111

Wednesday, June 23, 2010 in BUS 111