

**Mt. San Antonio College
Employee Benefits - Insurance Committee
Group Memory of May 9, 2017**

Committee Members:

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|---|---|--|---|
| <input checked="" type="checkbox"/> Melissa Aguirre | <input checked="" type="checkbox"/> Cesar Castaneda-Unit 651 | <input checked="" type="checkbox"/> Duetta Langevin, Chair | <input type="checkbox"/> Richard Lee |
| <input checked="" type="checkbox"/> Jennifer Galbraith | <input checked="" type="checkbox"/> Cynthia Hoover, Co-chair | <input checked="" type="checkbox"/> Marissa Marquez | <input checked="" type="checkbox"/> Brigitte Hebert |
| <input checked="" type="checkbox"/> Zak Gallegos-Unit 262 | <input checked="" type="checkbox"/> Elizabeth Jauregui-Unit 262 | <input checked="" type="checkbox"/> Barbara Quinn | <input checked="" type="checkbox"/> Sokha Song (guest) |
| <input checked="" type="checkbox"/> Vicki Greco | <input checked="" type="checkbox"/> Al Kirchgraber | <input checked="" type="checkbox"/> Norma Vizcarra | <input checked="" type="checkbox"/> Yadira Santiago (notes) |

ITEM	DISCUSSION/COMMENTS	ACTION/OUTCOME
1. Welcome/Introductions	None.	• None.
2. Agenda Review	Members received a printed copy.	• Agenda approved as submitted.
3. Review Meeting Notes from April 11, 2017	Members received a printed copy.	• Memory approved as submitted.
4. AFLAC	Skipped over item. Did not discuss at todays meeting.	
5. 2016 Employee Benefits Survey	<p>Sokha discussed looking into comparable benefits packages from other vendors and compare them with what Mt. SAC currently offers. At the very minimum the criteria will stay the same to what Mt. SAC currently offers. Only looking at comparable packages and not looking to drop or take anything away. Looking at deductibles, co-pay/out of pocket expenses, prescription costs.</p> <p>Keenan provided the committee with their 2016 Employee Benefits Survey. Looking at the analysis provided, not enough surveys were turned in to make a confident informed decision. The committee would like to see more information. What are the CAPS from other colleges/districts?</p>	<ul style="list-style-type: none"> • Duetta and Sokha will look for RFP of last evaluation. Took place 8 – 10 years ago. • Sokha will be looking into benefits packages being offered to employees of colleges in the So Cal area. The focus will be regional costs. What colleges are offering lifetime benefits and what that cost looks like. • The analysis/comparison that will be provided to the committee will consist of 10 & 12 month rates, annual rates, super composite,

	<p>If we decided to make changes, CALPERS will need a Board resolution by 8/15/2018, if we will not return to them for coverage on 1/1/2019. CALPERS rule is “all in or all out.”</p> <p>The committee will make the recommendation on the benefits packages and possible vendor/provider, everything else goes through negotiations.</p>	<p>lifetime retirement benefits.</p> <ul style="list-style-type: none"> • The committee will need to come up with a Needs list. What is important, as far as options, what type of packages? Same benefits/more affordable rates out of pocket. What is the District willing to cover?
<p>6. POD Lunch & Learn</p>	<p>Cynthia spoke with Lianne, POD has been receiving weekly requests to provide retirement workshops from many financial institutions. Lianne brought her concerns to the Professional Development Council (PDC). The PDC determined, that at this time, it was not a benefit to have retirement workshops from specific vendors who would gain financially from access to the Mt. SAC employees. Duetta will have a conversation with Lianne to discuss options for a future date.</p>	<ul style="list-style-type: none"> • More discussion to be had in September meeting. Employees will benefit from a mini-benefits information fair where American Fidelity and AFLAC can discuss their Long Term & Short Term Disability benefits. Maybe hold this twice a year.
<p>7. Round Table</p>	<p>HR presented the committee with a revised renewal Cigna Dental Care rate for Adjunct Faculty. 5% increase was negotiated for the next 14months, effective 11/17/2017, initially the proposed increase was 8%. New renewal date will be 1/1/2019.</p>	<ul style="list-style-type: none"> • Renewal rates and guidelines sheet was provided to committee.
<p>8. Future Items</p>	<p>Sokha will have an ongoing spot to review any updates in regards to the Benefits comparisons.</p> <p>CSEA Representative Andy Ritchie would like 15 minutes of the committees time to discuss his point of view in regards to CALPERS at the 6/13/2017 meeting.</p>	