

**Mt. San Antonio College  
Insurance Committee  
Group Memory of March 11, 2014**

**Committee Members:**

Jennifer Galbraith  
 Vicki Greco  
 Lance Heard  
 Leticia Hernandez

Samson Lam  
 Lorraine Jones  
 Marissa Marquez  
 Karen Pilling

Barbara Quinn  
 Hawk Yao  
 Karen Saldana, Chair  
 Jill Miller (notes)

Guests:  
Rich Lee, Payroll

American Fidelity Guests :  
Bethany Ayala  
Geoff Hinton  
Sarah Pence

ITEM	DISCUSSION/COMMENTS	ACTION/OUTCOME
<b>1. Welcome/Introductions</b>		<b>Due to changes in membership, all members re-introduced themselves and the constituencies they represent.</b>
<b>2. Agenda Review</b>		<b>Insurance Committee Goals and Progress was added as Agenda Item 6.</b>
<b>3. Review Group Memory - November 12, 2013</b>	None.	<b>Group Memory was approved as submitted and will be posted to the website.</b>
<b>4. Employee Tracking for ACA - Rich Lee</b>	<p>The employer mandate has been postponed until January 2015.</p> <p>Karen Saldana provided the Committee with a Timeline of Effective Dates for Key Health Care Reform Provisions along with the a list of the items that the Task Force is working on.</p> <p>Rich Lee distributed copies of draft scenario showing the rationale to qualify for full-time benefit status and determining the “safe harbor” threshold under the Affordable Care Act.</p>	<b>Karen and Rich will continue to report to the Insurance Committee as more information becomes available.</b>

## Insurance Committee

	<p>The Committee discussed:</p> <ul style="list-style-type: none"> <li>• The current two-year look-back period that is required for adjunct faculty to qualify for benefits</li> <li>• Number of hours worked to be benefit eligible</li> <li>• Formula to meet “safe harbor” dollar amount</li> </ul>	
<p><b>5. American Fidelity</b></p> <ul style="list-style-type: none"> <li>• Flexible Spending Accounts</li> <li>• Dependent Eligibility Verification</li> </ul>	<p>The Committee discussed the two options: To remain with the current grace period allowing employees an additional 70 days to expend contributions in their FSA or allow a rollover of \$500 of the remaining balance. Money left in the FSA’s is refunded to the school’s general fund. A revision to the current plan can be implemented any time throughout the year.</p> <p>The Committee discussed having an agent do the verifications of dependent eligibility as opposed to HMS or CalPERS. American Fidelity distributed a proposed timeline for completing the verification process. There is no charge for this service.</p>	<p><b>The Committee members will present the two options to their constituencies.</b></p>
<p><b>6. Committee Goals</b></p>	<p>Karen Saldana distributed copies of the Committee’s Goals for 2013-14.</p> <p>The Committee suggested changing plans to <b>plan options</b> in Goals 1 and 2. Goal 3 is an <b>ongoing</b> goal. Goal 5 change to: Investigate <b>options</b> for assistance in developing CalPERS Dependent Eligibility Verification project.</p>	<p><b>Karen Saldana will make the necessary changes and submit to the President’s office.</b></p>

FUTURE INSURANCE COMMITTEE MEETINGS:

**April 8, 2014**

**May 13, 2014**

<http://inside.mtsac.edu/organization/committees/insurance/>