

**Mt. San Antonio College  
Employee Benefits - Insurance Committee  
Group Memory of March 6, 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 type="checkbox"/> Marissa Marquez                   | <input checked="" type="checkbox"/> Brigitte Hebert         |
| <input checked="" type="checkbox"/> Zak Gallegos-Unit 262 | <input checked="" type="checkbox"/> Liz Jauregui-Unit 262    | <input checked="" type="checkbox"/> Barbara Quinn          | <input checked="" type="checkbox"/> Yadira Santiago (notes) |
| <input checked="" type="checkbox"/> Vicki Greco           | <input type="checkbox"/> Al Kirchgraber                      | <input checked="" type="checkbox"/> Norma Vizcarra         |   |

ITEM	DISCUSSION/COMMENTS	ACTION/OUTCOME
<b>1. Welcome/Introductions</b>	None.	• None.
<b>2. Agenda Review</b>	Members received a printed copy.  Duetta spoke about the committee having a Purpose & Function Statement but we do not report to PAC.	• Agenda approved as submitted.
<b>3. Review Meeting Notes from November 8, 2016</b>	Members received a printed copy.	• Memory approved as submitted.
<b>4. Benefits update</b>	HR provided handouts and thoroughly discussed the following: <ul style="list-style-type: none"> <li>•Number of employees enrolled in medical plans broken down by plan, classification and party</li> <li>•Delta Dental \$1000 Plan: Number of employees enrolled in year 1 and year 2 broken down by classification</li> <li>•ACA 2017 Offers: Number of employees offered medical and dental coverage and the number of employees enrolled</li> </ul> <p>Zak asked why there is no opt-out option with the dental and vision plans. Cynthia said all covered is mandatory, part of the plan/rate.</p>	<ul style="list-style-type: none"> <li>• At the next meeting, HR will provide the following: <ul style="list-style-type: none"> <li>-Enrollment number in the other dental plans.</li> <li>-Breakout of the Opt-out members/numbers per group.</li> <li>-Number of retirees covered.</li> </ul> </li> <li>• HR will provide: <ul style="list-style-type: none"> <li>How many employees fall below the 50% permanent part-time employment?</li> </ul> </li> <li>• Cynthia will work on a survey the committee can use.</li> </ul>

	<p>Committee discussed in detail why there was an increase in the premiums. Answer: due to high usage by all, including retirees. Rates are based on overall usage.</p> <p>Committee would like to know what other community colleges are currently doing/using in regards to benefits.</p>	<ul style="list-style-type: none"> <li>• <b>Duetta will follow-up with CALPERS on what variables drill the rate prices and if we have a smaller number of options will that decrease the rates?</b></li> <li>• <b>HR will provide the following information in regards to benefit information from other Community Colleges:</b> <ul style="list-style-type: none"> <li>-Number of plans offered.</li> <li>-Number of employees.</li> <li>-What are their lifetime benefits.</li> <li>-Do they have a cap on their benefits.</li> <li>-Can their employees opt-out</li> <li>-Is it a composite rate or tiered rate.</li> </ul> </li> </ul>
<p><b>5. American Fidelity</b></p>	<p>Duetta is asking American Fidelity: Does it have a “no compete” clause?</p> <p>Jeff, the American Fidelity contact, is currently on vacation.</p>	<ul style="list-style-type: none"> <li>• <b>As a committee, do we want to offer employees the option of AFLAC and American Fidelity?</b></li> <li>• <b>Duetta will bring comparison to the next meeting along with confirmation of the no compete clause.</b></li> </ul>

<b>6. Future Items</b>	Jennifer Galbraith – message from the President  Dr. Scroggins will have a meeting in the near future with Faculty, Management, Confidential, Unit 262 and Unit 651. Dr. Scroggins is concerned that our benefits are not attractive enough when potential employees are considering working at Mt. SAC.	<ul style="list-style-type: none"><li>• <b>It is the committee’s responsibility to discuss all options that can be presented. The committee does not do the negotiations.</b></li><li>• <b>Hoping to have representatives of this committee present during the meeting between Dr. Scroggins and the groups, especially if the committee will be charged with tasks/research. Any changes would take a few years to research, review, and implement.</b></li></ul>
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