

**Mt. San Antonio College  
Employee Benefits - Insurance Committee  
Group Memory of April 11, 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 type="checkbox"/> Vicki Greco                      | <input checked="" 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.	• Agenda approved as submitted.
<b>3. Review Meeting Notes from March 6, 2017</b>	Members received a printed copy.	• Memory approved as submitted.
<b>4. Resources – American Fidelity</b>	<ul style="list-style-type: none"> <li>•AFLAC vs American Fidelity – Duetta briefly discussed the printouts provided. Committee to review handouts and consider offering both ancillary services to employees. Further discussion to be had at next meeting.</li> <li>•Long term disability and short term disability offered by American Fidelity – Duetta briefly discussed the benefits being offered by American Fidelity. Duetta is asking the committee to consider having a “Lunch &amp; Learn”, or a type of meeting/forum, where employees can attend and further educate themselves on the benefits available to them. Further discussion the be had at next meeting, work on Fall presentation dates.</li> </ul>	<ul style="list-style-type: none"> <li>• Duetta will look into “no clause” rule for AFLAC. American Fidelity does not have a “no clause” rule.</li> <li>• Cynthia currently has a meeting scheduled with Lianne on 4/12/17, she will bring up the topic of a presentation in the Fall, going through POD for sign-up etc.</li> </ul>

<p><b>5. Benefits Update – Human Resources</b></p>	<p>Handout given that showed the following breakouts:</p> <ul style="list-style-type: none"> <li>•Delta Dental \$2500 Plan: Comparison of enrollment for 2016 and 2017 by employee group</li> <li>•Delta Care HMO: Comparison of enrollment for 2016 and 2017 by employee group</li> <li>•Number of Retirees enrolled in lifetime medical -This number did not include the spouse.</li> <li>•Opt Out breakdown by employee group for 2017</li> </ul>	<ul style="list-style-type: none"> <li>• <b>HR is calculating and looking at overall benefits costs to the District.</b></li> </ul>
<p><b>6. Future Items/Other topics discussed</b></p>	<p>Not on the Agenda, the following was discussed:</p> <p>CALPERS - If we have a smaller number of options will that decrease the rates?</p> <p>HR will look into obtaining information in regards to benefits being offered and how they compare to other community colleges.</p> <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> <p>Jennifer – Dr. Scroggins' goal is for the District to provide a health benefit package that would meet the needs of all employees with the benefit being covered by an affordable District contribution.</p>	<ul style="list-style-type: none"> <li>• <b>Cynthia mentioned CALPERS pricing is based on tier rates, not a composite rate. Rates vary by District and the college is required to allow access to all plans, you cannot narrow down the choices.</b></li> <li>• <b>HR department may already be working on these numbers at the request of the President. Once a decision is made by the President, the committee will review the information that was obtained.</b></li> </ul>