Medical Benefits Committee
Minutes
Wednesday, June 23, 2011
9:00 am
Room 804A

Present: Debora Bone, Doug Deaver, Leah Hlavaty, Victoria Lewis, Graciano
Mendoza, Stephanie Stainback, Sue Torres, Kathie Welch

Absent: Diane Goody, Jennifer Lee, Ann Lucero, Loree McCawley, Cathleen
Reno

Guest: Maya Bendotoff

Victoria opened the meeting at 9:05 am. The committee introduced themselves.

I. Agenda modifications: Add SISC flu shots.

II. Approval of Minutes, May 25, 2011: The minutes were approved. (Bone/Stainback)

III. SISC flu shots: Flu shots available free to SISC members; 30 people need to
sign up to participate, much like the health fair. Sue will check if student
assistants and temporary employees can take advantage of this offer.

IV. Retiree Benefit Overview:
Sue gave an overview of retiree benefits (posted online on the benefits website
and the Budget and Benefit webpage). Retirees receive medical plan coverage
only; other benefits can be purchased at their own expense (dental, life, etc.)

- SISC due date for notice of plan changes: Aug 1. Employees will not
need to reenroll, but there will be an open enrollment period at the end
of August and first week of September to choose another plan.
- CCFT will meet and talk about the proposed plan changes in the next
few weeks. CCEU just met regarding the plan changes for this year.
- In the future, there may be some interest in a joint management labor
committee that can negotiate medical plan changes.
- Both unions are grateful that the plan changes are minimal this year.
- New stipend rates will be posted on website after the CCFT vote.
The district is interested in containing retiree benefit costs. The committee discussed various options that could be pursued, such as:

- present this information to the unions to brainstorming options;
- district support for the retiree stipend could be a lower level or incremental with longevity.
- identify the elements of the costs and create a chart with decrements
- create a joint labor management committee to review the options.

Other questions:

- What could be given up to save the retiree benefits?
- Should retirees get more than active employees?
- What is the savings if one person is on the carve out plan and one not.
- What are the options if the retiree moves out of the area?
- The most expensive group is under 65; those who retire in their 50s may have a health factor so coverage is important.

The committee would like Sue to include more info about the carve out plan and what is covered, what is the creditable coverage for prescription drugs, etc., on this overview document before it is posted online. The unions will discuss with their constituents.

**Action Items:**

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<tr>
<td>1.</td>
<td>Get retiree contact info/email addresses to Doug</td>
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<td>2.</td>
<td>Send actuarial study to benefits committee; post online</td>
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<td>3.</td>
<td>Add more detail about Medicare coverage on this sheet</td>
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<td>4.</td>
<td>What changes are legally permissible for retirees</td>
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The committee will meet on September 29th at 9:00-10:30 in 804A.

The meeting was adjourned at 10:30 am.

Respectfully submitted,
Tatiana Bachuretz

[http://go.cabrillo.edu/benefits](http://go.cabrillo.edu/benefits)