Medical Benefits Committee
Minutes
Thursday, October 7, 2010
3:00 pm
Room 804A

Present: Debora Bone, Doug Deaver, Diane Goody, Leah Hlavaty, Victoria Lewis, Ann Lucero, Graciano Mendoza, Sue Torres

Absent: Cathleen Reno, Kathie Welch

Victoria opened the meeting at 3:02pm.

The minutes of September 9, 2010 were approved unanimously (Goody/Lucero).

Debrief Benefits Forums
• Light attendance on first day
• Was there a difference in the information presented? Yes, there was a 4th scenario presented on day 2, but the Powerpoint presentations were the same.
• Is more information needed? All of the information is posted on the budget and benefits website for those who were not able to attend. It’s a hot topic.
• Survey: there was an unforeseen glitch. There was no intention to circumvent the negotiations and/or communication process. There were several hundred responses to the survey prior to being pulled.
• Accomplishment: the primary goal, education of the campus community, was accomplished through the Forums.
• Open enrollment headcounts:

<table>
<thead>
<tr>
<th>Plan Type</th>
<th>Enrollment</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Blue Shield PPO high</td>
<td>193</td>
<td>29.8%</td>
</tr>
<tr>
<td>Blue Shield PPO med</td>
<td>32</td>
<td>4.9%</td>
</tr>
<tr>
<td>Blue Shield PPO low</td>
<td>23</td>
<td>3.5%</td>
</tr>
<tr>
<td>Blue Shield HMO high</td>
<td>94</td>
<td>14.5%</td>
</tr>
<tr>
<td>Blue Shield HMO low</td>
<td>295</td>
<td>45.5%</td>
</tr>
</tbody>
</table>

• Victoria received a Keenan survey regarding benefits. Will send to the committee. Keenan polled districts on plan design coverage, medical or cafeteria stipend plan stipend, etc.
• Retiree benefits: There is a specific section in both union contracts specifying what benefits retirees are entitled to. How can we address benefits for the non-represented groups, managers, confidentials, and retirees? How can we get a group together to work on benefits for the unrepresented groups? The Benefits Committee made a recommendation on plan design change and 3 proposals for cost sharing for people to think about in the Forums. The process for retirees should be consistent. The District will want to evaluate options in this area.
Should this committee look at this? Will end up on the bargaining table ultimately. How does the participation of retirees affect the plan? It is likely that one can buy insurance cheaper than the Cabrillo plans.

**Action Items**
- Sue will identify open enrollment migration and who self-pays among retirees. Many added dependents, spouses.
- Victoria will send the committee the actuarial study which outlines current benefit structure available to active employees, dependent coverage, age considerations, and the impact of Medicare on coverage and the Keenan survey on Northern California Community College benefits.

The committee will meet on Thursday, 11/18/10 at 3:00 in 804A.

*(Note: meeting was cancelled)*

The meeting was adjourned at 3:55 pm.