Medical Benefits Committee
Minutes
Thursday, October 27, 2011
3:00 pm
Room 804A

Present: Debora Bone, Doug Deaver, Diane Goody, Victoria Lewis, Loree McCawley, Graciano Mendoza, Stephanie Stainback, Sue Torres, Kathie Welch

Absent: Leah Hlavaty, Jennifer Lee, Ann Lucero, Cathleen Reno

Victoria opened the meeting at 3:03 pm.

I. Agenda modifications: None.

II. Approval of Minutes, June 23, 2011: The minutes were approved. (Bone/Welch)

III. Review Action Items, June 23, 2011:

1. Sue will get email addresses for retirees to Doug for next year. There is no urgency since nothing has changed.

2. The actuarial study was sent to committee. The purpose is to understand the District’s net liability. The last report came down a little but it is still high, close to $11 million. We are on the last year of the schedule. It is time for another actuarial study. The study will be updated and recommendations will be brought back to the committee. Each of the bargaining units has different options in the contracts and everything is negotiated. Changing the CCFT parameters for new hires should have lowered the liability, but it is not clear if that was picked up in last study. It is only one factor. We need to educate ourselves on all of the issues.

3. This committee compiles information that is useful in educating the entire college community. A summary document may have some value for prioritizing for the college.
IV. Retiree Benefit Overview:
Sue reviewed the retiree benefits overview packet including:

- Eligibility (pg. 1)
- Demographic information (pg. 2)
- Medicare parts A, B and D (pg. 4)
- Overview of how Medicare works (pg. 5)
- Enrollment in plans by employee groups (pg. 6)
- Headcount by employee groups (pg. 7)
- 2011-12 Retiree plan rates (as of October 2011).

SISC requires 45 day written notice for any plan changes. Retiree plan options must fall within SISC guidelines and must be the same plan options available to active employees.

Action Items:

| 1. | Create a summary document on actuarial info | Graciano |
| 2. | Send retiree benefits overview to committee and post online | Sue/Tatiana |
| 3. | Should retirees get more benefits than active employees? | Victoria |
| 4. | Add totals by each employee group and % of total | Sue |
| 5. | Reconfirm committee membership in spring 2012 | Tatiana |
| 6. | Monthly reminder for HealthSmarts incentive | Sue |
| 7. | Options to replace Walgreen’s pharmacy to be mailed hard copy to home addresses. | SISC |
| 8. | What are late night pharmacy options in case of emergency? Safeway? CVS? Send email to committee and link on webpage. Incorporate this info into letter. | Sue |

Other updates:

- Over 200 employees signed up for free flu shot. Please pass on Cabrillo’s collective appreciation to SISC for making that available on campus and for free.
- If employees complete the online “health smarts” health screening and coaching and complete three surveys by March 2012, they will receive $150 gift card. The committee asked Sue to send monthly email reminders.
- A replacement is anticipated for Cathleen Reno.

The committee will meet next in spring 2012. The meeting was adjourned at 3:47 pm.

Respectfully submitted,
Tatiana Bachuretz

http://go.cabrillo.edu/benefits