

EL CAMINO COLLEGE
Insurance Benefits Committee Meeting Notes
March 11, 2014

MEMBERS AND ALTERNATES PRESENT:

Beam, Linda	Chairperson
Jeffrey, Valerie	President's Appointee
Elliott, Momi	ECCE
Hayden, Diane	President's Appointee (Alternate)
Higdon, Jo Ann	Co-Chairperson
Leiby, Mary Ann	ECCFT
Sutton, Philip	President's Appointee
Trevis, Michael	President's Appointee

MEMBERS AND ALTERNATES ABSENT:

Chambers-Salazar, Polli	ECCFT (Alternate)
Cohen, Jeffrey	ECCFT
DeSanto, Michael	POA (Alternate)
Lindberg, Lynn	President's Appointee (Alternate)
Miranda, Gloria	President's Appointee
Newton, Michael	President's Appointee
Ortiz, Julieta	ECCE
Robertson, Gary	POA
Suekawa, Lori	ECCFT
Turano, Debbie	ECCE

ALSO ATTENDING:

Deborah Rajcok, Keenan & Associates

Open Meeting and Introductions/Roll Call

The meeting was called to order at 1:08 pm by Linda Beam.

Roll Call and Introductions

Approval of Minutes – February 11, 2014

The minutes from the February 11, 2014 meeting were reviewed and approved.

Premium and Claims Reports

Dental Expense Loss Ratio from January 2012 through December 2012 was 94.33%.
Dental Expense Loss Ratio from January 2013 through December 2013 was 85.73%.

Deborah stated that the District's Dental Expense Loss Ratio has improved from last year.

Linda mentioned that the El Camino College dental plan is a self-funded dental program and if the claims become too high, then they will be paid by using the program's reserves.

Linda also noted that the District made a slight adjustment last year to allow for increases in future claims.

Vision Paid Loss Ratio from January 2012 through December 2012 was 83.20%.
Vision Paid Loss Ratio from January 2013 through December 2013 was 79.09%.

It was noted that the dental and vision benefits are used more during spring break and summer months.

NEW BUSINESS

El Camino College completed their open enrollment period late last fall and they are now a couple of months into the new benefit period.

There was discussion regarding uncertainties regarding Health Care Reform and everyone still trying to figure out all the changes. The District continually receives notices from the Department of the Treasury and the IRS. The District will keep the Committee updated.

Diane asked about the determination of credit for Adjunct Faculty. Linda explained how the credit is given to the faculty. For every (1) hour of teaching equals 2.25 hours of work outside the classroom. She said that this doesn't affect El Camino College as their part-time faculty is paid differently than other Districts and accounts for additional time worked outside the classroom.

Momi asked about the status of beneficiary updates within the District. Linda stated that the District is still working on it and they would like to have reviews a couple of times a year.

Momi said that the Classified Bargaining Unit will have a general meeting next Friday and it will be a great opportunity to mention the updates at the meeting.

Due to the District's recent life insurance carrier change to Hartford, although the transitions are made, Linda stresses the importance for all to verify their information.

Valerie said she is looking towards everyone signing new beneficiary forms to ensure that all records are updated. They will also look at electronic versus hard copy options.

Valerie also mentioned that not all employees are aware that spouses are considered dependents, which means that they are not always listed when they should be, which can become an issue later on.

Valerie and Linda will work together on this issue.

Diane asked Linda about the STRS meeting and PERS updates.

Linda discussed the STRS meeting, which included the following highlights:

- Recent legislative updates have affected both STRS and PERS.
- STRS is reinterpreting what is STRS creditable service.
- Most STRS members are K-12, while the Community College Districts are a small membership.
- Public Employees' Pension Reform Act (PEPRA) has changed significant calculations, benefits and put CAPS in place.
- New legislation went into effect last year.
- Beginning on January 1, 2013, the new benefits and rules will apply to "New" STRS members.
- Prior to January 1, 2013, the old benefits and rules will remain the same and they will be considered "Classic" STRS members.
- STRS is having issues regarding what position is PERS versus STRS.
- All K-12's and Community College Districts are surprised by this and everyone is taking a look at all of their positions.
- If a person was PERS classified and now changes to certificated, then they will need to ask permission and to complete forms.
- Over the previous 30 to 40 years, all positions were set, but STRS changed their rules a year ago. STRS wants to re-evaluate positions.
- STRS employees don't pay into Social Security, which can be an issue if they change from STRS into PERS. What about the time they had vested in STRS?
- Attorneys are working on this as liabilities are/can be an issue.

Linda is a member of the Association of California Community College Administrators (ACCCA), where they work at the statewide level.

ACCCA does not recommend that changes be made retroactively as they believe that it would not be considered fair to the employees. If they change the rules, they would like it to be done prospectively.

Linda said that the District's Human Resources department is taking a look at their personnel files to see if forms need to be completed.

Each employee must be looked at individually as everyone comes into El Camino College through different channels.

The recent issues concerning Centinela Unified School District are creating new legislative issues and reform.

The Human Resources department is in a learning phase, as there are new legislative updates.

Legislative Updates

Deborah provided the following Legislative Update to the IBC, which the members were encouraged to read:

- Health Care Reform: Employer Shared Responsibility Transition Relief

Linda said that the Human Resources department is looking into monitoring employee hours and the District has started tracking hours this year, but the payroll cycles vary.

The Affordable Care Act looks at hours via calendar months, which is a complicated system and process.

Linda noted that the District is linked to two different payroll systems, which they would like to see linked together.

The District is hoping to have a systematic solution and they are looking at options, with hopes to simplify the process.

Linda explained the various employee classifications, reporting schedules and payroll cycles to the Committee.

Agenda Items for Next Meeting

Please send your agenda items to Linda Beam.

Meeting Adjourned

The meeting was adjourned at 1:44 pm. The next meeting will be held on April 22, 2014 at 1:00 pm at El Camino College in the Library, Room 202.