



BENEFITS COMMITTEE MINUTES

April 2, 2008

A meeting of the Benefits Committee was held on Wednesday, April 2, 2008, at 3:00 p.m., in SU-19.

A. Call to Order

Debbie Allen, Director, Human Resource Services, called the meeting to order at 3:04 p.m.

B. Roll Call

Members Present: Debbie Allen, Ruth Barnaba, Jim Bowen, Theo Brockett, Ken Burns, Dave Forsyth, Lee Hoffmann, Sandy Nanninga, Jean Ruff, Dr. Omar Scheidt

Ex-Officio Members Present: Lucy Nelson, Brian Vivian (JPA), Victoria de la Torre (JPA)

Members Absent: Yvonne Anderson, Elaine Armstrong, Dr. Andrea Bell, Dr. Bonnie Dowd, John Goldsworthy, Enrique Herrera, Cheryl McCarron, John Tortarolo, Dr. Rocco Versaci

Ex-Officio Members Absent: None

Guests: None

C. Minutes

Minutes from the March 5, 2008 meeting were approved.

D. Old Business

None.

E. New Business

1. Brian Vivian distributed and discussed the "Rolling 12's". The cumulative paid loss ratio for the PPO is currently at 90% with the month of February posting an all-time low of 52%. The low claims level is likely due to the transition to the PHCS/Multiplan network and the new repricing services company. However, he also said he didn't think March would show a huge increase and expects it to be reasonable. The dental and vision plans are continuing to post ratios at an acceptable level.

2. Jean Ruff presented the results of an informal survey she conducted among the Classified employees regarding their experiences with the new PPO network. Among the many comments, it appears that the positive outweigh the negative. She said she intends to conduct the survey again in a few months to see if the new network continues on a positive track.

3. Debbie mentioned the Roth 403(b), a proposed plan for voluntary retirement savings. This item has been removed from the April Governing Board Agenda until it can be negotiated with the PFF, CCE, AA and CAST groups.

4. Debbie then asked Lucy to talk about the Expanded Leave Benefits for Servicemembers, a new law signed by President Bush in January which expands the federal Family Medical Leave Act (FMLA). By way of background, Lucy presented information on the federal FMLA and the state California Family

Rights Act (CFRA), which provide for up to 12 weeks of unpaid leave in a fiscal year for employees who need to care for their own serious health condition, or that of a family member, or for the birth or adoption of a child. These laws run concurrently with the Palomar College policy of allowing an employee to use their accrued paid leave (sick, vacation, half-pay, personal necessity, etc.) to remain in paid status during these absences.

The new law now provides for two additional categories of FMLA leave, (1) allowing up to 26 work weeks of leave to care for a family member who is a member of the Armed Forces who is undergoing medical treatment or on temporary disability due to a serious injury or illness incurred in the line of duty, or (2) to allow the spouse, parent or child of an active duty servicemember who is taking part in a "contingency operation" to take 12 work weeks of leave because of any "qualifying exigency".

Final regulations have not yet been issued by the Department of Labor (DOL), but Palomar College will make every effort to provide this protected leave if an employee should request it.

5. Retiree Vision Benefits – it was agreed that discussion on this issue would be deferred.

F. **Adjournment**

There being no further business, the meeting was adjourned at 3:55 p.m.

Next Meeting: Wednesday, May 7, 2008 (SU-18)