



BENEFITS COMMITTEE MINUTES

February 6, 2013

A meeting of the Benefits Committee was held on Wednesday, February 6, 2013, at 3:00 p.m., in A-1.

A. Call to Order

John Tortarolo called the meeting to order at 3:03 p.m.

B. Roll Call

Members Present: Cheryl Ashour, Susan Coleman, Jayne Conway, John Goldsworthy, Lisa Hornsby, Lorraine Lopez, Becky McCluskey, Christine Moore, Ron Perez, Jean Ruff, Steve Spear, John Tortarolo,

Ex-Officio Members Present: Lucy Nelson, Tammy Reed (FBC)

Members Absent: Sheila Atkins, Colleen Bixler, Aaron Holmes, Teresa Laughlin, Sandra Nanninga, Michelle Tucker

Ex-Officio Members Absent: None

Guests: Diane Crosier (FBC), Dan Puplava (FBC), Tammy Reed (FBC)

C. Minutes

The minutes of the December 5, 2012 meeting was approved. Dan Puplava has promised to provide the letter outlining the process and related regulations for 403(b) accounts for posting on the District's website.

D. New Business

1. John Tortarolo discussed several items:

- Introduced Lorraine Lopez, a new member representing CAST
- We will seek a new member to represent the faculty
- Briefly explained the Rolling 12s and indicated that any questions be directed to Tammy Reed
- TEAM LIFE's Biggest Loser program for the Spring semester will begin on February 14

2. Jean Ruff requested an update on Fund 69; VP Ron Perez said he will have that information at the next meeting.

3. John asked Dan Puplava, Program Director for the FBC's Deferred Comp Program, to discuss the ongoing problems with National Benefit Services (NBS). NBS is our third party administrator for the 403(b)/457 retirement savings plans, and Nationwide is the Trustee. Dan indicated that he has been working with NBS and Nationwide, attempting to resolve the problem of delays with funds being deposited to individual employee accounts. Diane Crosier, Director of Risk Management, also stated that her next steps would be to contact the CEO of NBS and then possibly put out a request for proposal to other potential management firms.

4. Tammy Reed advised the Committee on an issue with American Specialty Health (ASH) who maintains a network of chiropractors. Apparently ASH is preparing to leave the chiropractic market. However, she explained that Kaiser has a separate agreement with ASH for chiropractic services that will not be affected, and since the PPO doesn't require participants to use the ASH network, this should have no impact on our employees.

5. John updated the Committee on CECHR. He notified area community colleges to see if there was any interest in joint workshops. Mira Costa has expressed interest, and he hopes to hear from others by February 15.

6. John also presented an update on the Affordable Healthcare Act requirements. One section, known as the Free Rider Penalty, mandates that all employees who work 30 hours per week or more must be provided with health care benefits. The District's issue now is how to count hours for part time faculty (i.e., prep time, office hours, PD). John reported that the Federal Register has stated that employers may establish reasonable rules in some instances, but noted that both community colleges and airline pilots were lumped together, making it difficult to determine what we need to do. Additionally, as of July 1, 2013, student workers and short term temporary employees will be limited to less than 30 hours. He also reported that health care premiums are now being reported on employee W-2s, and employers and employees do not know what future "Cadillac Plans" cut-off value will be, and how this will affect the District or employees.

E. Adjournment

The meeting was adjourned at 3:55 p.m.

Next Meeting: Wednesday, March 6, 2013 (A-1)