



## BENEFITS COMMITTEE MINUTES

November 3, 2021

**A. Call to Order**

David Montoya called the Zoom meeting to order at 3:03 p.m.

**B. Roll Call**

**Members Present:** David Montoya, Christine Winterle, Judy Dolan, Teresa Laughlin, Barbara Baer, Mary Jayne Conway, Mike Dimmick, Ping Lee, Ruth Barnaba, Lesley Blankenship Williams, Michelle Fifield, Loran Green, Becky McCluskey, Wendy Corbin, Cynthia Poole, Anel Gonzalez, Jenny Fererro, Tricia Frady, Ambur Borth

**Ex-Officio Members Present:** Veronica Sadowski

David Montoya welcomed the committee.

**C. Review of Minutes**

Review of meeting minutes from May 5, 2021. Minutes approved.

**D. Discussion Items**

**Item A: Review Benefit Committee Governance Structure Form** – David Montoya noted the biggest change of this form is that this will report directly to ECCC and not any other employee or union groups. Member changed from Manager to Director. T Laughlin asked Why the change? David responded; this is not a negotiation meeting it would seem to me that everybody has some type of presentation here. I don't know how this was designed in the past. T Laughlin responded the issue is this committee has always been the tail wagging the dog. There is a consensus that we come here and then it goes to negotiations and it may or may not be the same. This committee is almost unnecessary. It's more of an informational committee. We make recommendations. Are they making those recommendations to the employee council? If there's a recommendation that this committee is going to make they are going to make it to the PFF and CCE? P Lee responded; I agree with Teresa. I think this committee is more informational than operational. It does have to report back to the CCE group. I don't understand. I agree with Teresa. No operational meaning to this. A Gonzales responded, not to beat a dead horse. I think it is the same thing. Often we talk about things that have to go to negotiations. Its very frustrating because there is no product other than shared information. As far as having people report to us. Our members can tell us heads up there is going to be this change. If this District is going to make a change then the District brings it to the table. I agree with Ping & Teresa. C Winterle responded, the form intent is different. The new governance structure flow chart. Where does this committee fall on the structure? The form wants to know where does this committee fall within our governance structure. It reports to ECCC. That was the intent. It does have joint connection and reporting responsibilities to those other groups. B Baer responded, I agree with Christine. I think that it's true. This committee has less than a product. Things have to be negotiated. It is a forum for both sides to provide information. Its information that you can say SISC has this new product let's take a look at it. The final negotiations has to be at the table. It takes a little pressure off the negotiations table. B McClusky responded, as far as the reporting relationship with PACRA we don't negotiate but we go back to PACRA and the retirees to give information. That's not included in there. D Montoya, you are correct. PACRA is not listed. My concept was it was simply a discussion of the governing structure and where we sit. Reporting to PFF and CCE is true, of course. Maybe the right answer is that goes to That the expectation is that information is communicated to all the different groups. Just an idea. PACRA should be included. Under role we put a comment of relationship. T Laughlin asked, why don't we just add to the list? Ultimately what we decide in this committee is material. W Corbin responded, I'm just listening and thinking on this. When I think reporting relationship its where its going to or report to. In my opinion if we kept it with the reporting relationships we have now at the end of each meeting we would then have to report back to the various groups that are listed and provide a report. The members get the min and agenda, I feel like the simplified version is the best version it creates clear accountability. If we are going to put the other groups in there then we should include the mechanism to report out to the other groups. C Winterle responded, so again, I think the form is used to build the governance structure of the district. It wants to know what the reporting structure is. It reports to ECCC the governing structure and has a joint relationship to these committees. We could just say reporting relationship ECC and add joint connection to and list all the groups. I worry about adding stuff and they are going

to return it. T Laughlin, great minds think alike. Keep ECCC and add joining connection. One thing that would solve the problem of having to report if minutes were up to date on the website. A reporting relationship means there is going to be a report. That wasn't happening before this. P Lee stated, from the structure point of view, I agree with Christine and Teresa we need to specify the reporting relationship. If this committee role is just to review current benefits and make recommendations this is a wild idea. If the council wants us to review the current benefits then the committee can meet. If we are going to reveal the new structure from the council point of view. If they don't need our recommendation or review then don't call this committee. M Dimmick responded, going back, if you remember when this committee, self-insurance a lot of reports used to come in on how we used to spend funds. Now we have less information and less involvement. I do find this important to share information when we have an issue so everyone understands that is going on. It is valuable to keep this committee going. A Gonzalez stated, I agree it is valuable. I also agree with Ping. Could this be an ADHOC committee like meeting when there is changes? Were all evaluating shared governance. J Ferrero stated, I agree with Anel. A value to the committee. I think that we really want to be mindful of the spirit of the government restructuring. We could use our time effectively if we could meet as needed. C Winterle asked, we ADHOC meant as you join it as you need? How do they define ADHOC? Maybe we address our meeting schedule? T Laughlin stated, ADHOC is a temporary committee. TBA or quarterly if an urgent issue comes up. D Montoya agreed, that makes sense to me. What I'm hearing is maybe it meets too much. So maybe we meet quarterly or as needed. Gives us the flexibility. B McCluskey stated, PACRA is not on campus. Coming to the benefits meeting gives us an idea of what is going on. J Ferrero noted, I pulled up the governance structure handbook and it lists the different committee. Maybe this is a sub-committee where we meet as needed? T Laughlin stated, a little bit of a problem with that in terms of what Becky was talking about. To keep people apprised of what is going on. C Winterle agreed. We always have an open door to active and retirees. If we have minutes posted then those can be shared. I say quarterly sounds good. D Montoya stated, we have a few things on the table: 1) reporting relationship keep ECCC and add line joint connection to and list everybody including and then adding PACRA is there agreement? Or objection: P Lee stated, again, back to the original question, the FCMAT report requested the 80-85% so I have no problem if we just report. I assume if that is the case when we need to address the 80-85% ratio that has to happen on the council level. C Winterle stated, there is still a reporting relationship between councils. In general, anything that is going to effect the cost of benefits will be negotiated. P Lee stated, I want to make sure that ECCC, that will happen between the council. C Winterle responded, I believe that is how it would work. Those councils communicate between the councils. T Laughlin stated, the FCMAT recommendation. It is a recommendation. It is not what we would want to do. It is just a recommendation. The idea is that there was going to be a sub-committee to investigate what other colleges do in terms of that percentage. I don't think anyone in this state does 85% as a service industry. The big amount that your going to spend is on the people providing the service. We aren't going to spend money on raw materials. D Montoya noted, in the interest of time let's take a consensus. B McClusky stated, going back to what I said about PACRA. We have no idea. The investigation we are not a part of it. Would that affect retirees down the road and do we take this back now? D Montoya responded, I don't think there's any objection to the reporting structure. The concept is that we would meet quarterly or as needed. W Corbin stated, let me address that particular concern. The purpose of this committee is benefit focused. We wouldn't have those conversations that Ping was talking about here. Our meetings maybe moved to a quarterly meeting. Those other meetings would be had more frequently and those members from PACRA could attend. If changes were needed we would meet more frequently. D Montoya asked, let's take a consensus vote 1 changing reporting relationship: adding language joint relationship and add PACRA. To that all those in favor. No objections no abstentions. 2) change to quarterly or as needed; 1<sup>st</sup> wed of every month quarterly from 3-4 or as needed; all in favor say yeah. Three objections Conway, Dolan, McClusky; no abstentions. We have those changes we will make those updates. M Conway stated, its easier to schedule a meeting and cancel it. We may have some potential issues come up. Keep it as it is 1x month. J Ferrero responded, some of our PACRA members we weren't using Board docs. This is an easy way to access the agendas. If you're not able to access email or stay in the loop that is one way to see all the agendas and supporting exhibits for all committee and councils.

**Item B: Brightpath Consulting Services Update** – D Montoya stated that the District has ended its relationship with Brightpath. The contract ended the end of September and we decided not to move forward as we started reviewing some information. We may possibly go out for another contract in the near future via a bidding process. J Dolan responded, this is an example. We didn't know that and David I would appreciate your not using the phrase, as everyone knows. We do not know. That's the long and the short of it. That is all I have to say. We come to this meeting to find out what is going on not to hear what has happened. C Winterle responded, the Brightpath news is new information. We are sharing it for everybody today. We had a three-year contract and the term expired and that's where we are today. This change impacts a few things. We do have COBRA bills that Brightpath was doing. We will be sending a communication out to termed employees and retirees to inform them. We're happy to share a copy of that letter with PACRA. B McClusky responded, so you

just found out? If you move to a quarterly meeting we would have to wait three to four months to receive this news. C Winterle responded, the governance structure was created to make better use of our administrators' time. We can still share updates. Internally we are processing what is going on. Right now is the appropriate time. We are communicating as soon as we can. D Montoya stated, I am open to having those discussions with PACRA again. M Dimmick asked, will communication go out on how do we plan on filling that void? C Winterle responded, we have ability to reach out directly to SISC. J Conway stated, the last time we did the RFP for insurance broker it did take a lot of the committee's time. I would like that to be taken into consideration and maintain the open schedule for monthly meetings.

**Item C: Workshops Update** – W Corbin stated the workshops we had during plenary. We had three; Mental Toughness, Managing Stress and Change and the New Normal Life after COVID. I wanted group to know that in the PD Portal we do have all of those workshops recorded. Any employee can access in the portal.

**E. Other Items** B McClusky stated on June 4<sup>th</sup> we had given you a list of questions and wondered if you have answers that you could send to us? D Montoya responded, let me double check. I thought a lot of those were answered.

**Meeting adjourned at 4:00 pm**

**Next Meeting: February 1, 2022**