



The **ACADEMY**

South Bay Regional Public Safety Training Consortium
3095 Yerba Buena Road, San Jose, CA 95135 ♦ Phone (408) 270-6458 ♦ Fax (408) 238-0286

Thursday, July 19, 2012
10:00 am – South Bay Regional Public Safety Training
Room 103

I. CALL TO ORDER

Dr. Steve Kinsella called the meeting to order at 10:13am.

Board Present:	Dr. Steve Kinsella	Gavilan College
	Mr. Henry Yong	San Jose/Evergreen
	Mr. Alfred Muñoz	Hartnell College
	Dr. Ron Travenick	Ohlone College
Absent:	Dr. Susan Estes	College of San Mateo
	Mr. John Mummert	De Anza College
	Dr. Doug Garrison	Monterey Peninsula College
Also Present:	Mr. Steve Cushing	SBRPSTC
	Mr. Mike Lombardo	SBRPSTC
	Mr. Gregg Giusiana	SBRPSTC
	Ms. Linda Vaughn	SBRPSTC
	Ms. Marti Rogers	SBRPSTC

II. APPROVAL OF MINUTES

The meeting minutes from May 17th were approved.

Motion to approve the minute was made by Mr. Yong and seconded by Mr. Alfred Muñoz. All in favor, with none opposed.

III. CONSENT AGENDA

None

IV. CLOSED SESSION

V. RECONVENE TO PUBLIC SESSION

VI. REPORT ON CLOSED SESSION

VII. PUBLIC COMMENT

This is the time when the Public may address the Board.

VIII. BUSINESS

a. Preliminary Budget (A)

The Consortium is in deficit spending for the second consecutive year. Resolving this trend is critical and will come down to planning in advance what our member college FTES commitment projections will be. As discussed at the March JPA Board

meeting, \$150,000.00 was realized above anticipated projections. The implemented budgetary philosophy of over-estimating Consortium expenses and under estimating Consortium revenue attributed to this welcomed figure. Sacrifices made by Consortium Staff are additionally noted in supporting this realized amount.

Dr. Steve Kinsella inquired with fellow Member College Representatives of anticipated FTES commitments for 2012-2013. It will come down to advance knowledge of expected purchase commitments. Other college members may be able to assist with advance knowledge of foreseen shortages of FTES commitments.

Mr. Alfred Muñoz anticipates severe cuts for the coming 2013-2014. The results of the tax initiative will determine a lot. Hartnell College purchased 300 FTES for 2011-2012. Mr. Munoz stated that severe budget cuts and the anticipated continuation over the next two years, their FTES commitment will not meet previous commitments of 700 FTES. Even though FTES commitment from Hartnell has been reduced to 300FTES, Mr. Munoz stated that originally it was going to be lower. Dr. Phoebe Helm increased the commitment in support of keeping the Consortium as solvent as possible. Steve expressed great appreciation for this decision and acknowledged it would have impacted the Consortium significantly without it.

Dr. Travenick of Ohlone College expressed his enthusiasm to support the Consortium. Being fair to the Ohlone College District would determine the level of FTES commitment to the Consortium. Dr. Kinsella requests member colleges to share anticipated FTES commitments early on. This is what it will really come down to so it can be determined how other Member Colleges can contribute and to what extent.

A motion was made by Dr. Travenick to approve, seconded by Mr. Alfred Muñoz, none opposed.

b. Reactivate – Personnel Code (A)

Having the mandatory reporting timeline of our college partners, Consortium Administration requests Board approval to re-instate the fiscal position previously eliminated two years ago during a budget cycle. The tremendous workload imposed on our Registrar warrants the additional support of a full time staff assistant.

A motion was made by Dr. Travenick to approve, seconded by, Mr. Alfred Muñoz, none opposed.

c. New Hire Benefits (A)

The rising cost of medical benefits continues to impact the Consortium's budget. The Consortium changed medical carriers beginning July 1, 2011. A savings of \$115,000.00 was realized since making this change. A generous medical plan for full-time qualifying employees remains a significant value to Consortium Staff. Administration intends to maintain the integrity of current medical health insurance to those who qualify. Since the medical cost of health insurance is still impactful to the Consortium's budget, the idea of a modified benefits package for future hires

was proposed by the Executive Team. Under this strategy the Consortium would pay the cost of medical benefits for newly hired employees only. The employee would have the option of paying the premium to add spouse or family. There is not immediate fiscal impact or savings to the Consortium and savings will not be realized until the Consortium is again authorized to resume hiring.

- ✦ Current employees would be “Grandfathered” into current medical plan insurance.
- ✦ The modified medical insurance benefits structure would be offered to new hires.
- ✦ If in the event a former Consortium employee should be re-instated as an eligible full time employee with South Bay, they would resume medical benefit insurance they previously had with the Consortium prior to their interruption of employment.

A motion was made by Mr. Yong to approve, seconded by, Dr. Travenick, none opposed.

d. Medical Waiver Policy (A)

Previously approved by the Board, the Consortium sponsored Medical Waiver Policy will pay a “one time” allowance of up to \$4000 to a benefited employee voluntarily waiving major medical benefits coverage (Anthem or Kaiser) for themselves and covered dependents. Each employee electing to waive major medical coverage saves the Consortium approximately \$11,000 per year. To qualify for the medical waiver allowance, the employee must provide verification of coverage of an alternate medical insurance plan to be eligible for this allowance.

Should an unforeseen loss of self-sponsored benefits occur; one may re-enroll in the employer sponsored medical benefits plan. Re-enrollment applications must occur within 63 days of the employee’s loss of self-sponsored benefits. Medical coverage will delay if the re-enrollment application is submitted after the 63 day window. At that time, the employee would be required to wait until the next “open enrollment” period.

If an employee should elect to re-enrollment in Consortium medical benefits within one year of waived benefits, the employee may be required to reimburse a portion of payment previously paid to the employee.

e. Meet and Confer Policy (A)

In the Board’s direction to develop a “Meet and Confer” policy, Consortium administration formed a committee to draft policy language. The draft policy was reviewed by legal counsel. Thereafter, committee members met with employee groups to solicit input and make suggested amendments. Work groups found the language of the policy acceptable and no modifications were recommended.

This part of the process is complete and Consortium brings the policy to the Board for approval for adoption and inclusion into the Employee Policy Handbook.

Motion made by Mr. Yong to approve, seconded by, Dr. Travenick, none opposed.

f. Relocation (D)

Vice Chancellor Smith has indicated a time line of 3-5 years for potential development to begin on the 27 acre space of Academy structures and District offices. It is speculated to be a reasonable time line. Though there is nothing confirmed that the College will proceed in this development, Consortium administrators have initiated in the process of seeking alternate locations for a permanent home. This process has already revealed a possible conducive and desirable future home for South Bay. This location would still be within the boundaries of San Jose. Details of a potential relocation are still being worked out.

g. JPA Business Model (D)

The Business Model item requires the input and feedback from our Consortium partnering Colleges.

IX. ADJOURNMENT

Meeting adjourned at 11:13 am.

Next meeting is scheduled for September 20, 2012.