APPROVAL TO INCREASE THE HEALTH, DENTAL AND VISION INSURANCE CAP FOR MANAGEMENT AND CONFIDENTIAL EMPLOYEES IN ORDER TO REMAIN CONSISTENT WITH FULL-TIME FACULTY AND CLASSIFIED EMPLOYEES

Status: Action

Presented by: John Bratsch
Dean, Human Resource Services & Legal Affairs

Issue
The Board of Trustees must approve all increases to the maximum dollar amount the District will contribute towards employee health, dental and vision benefit premiums.

Facts
Effective October 1, 2015, for all employee groups, the cost of medical benefits through the District’s provider, California Valued Trust, (“CVT”), is increasing approximately 6.21%. (The 6.21% may change slightly due to the plan chosen by employees).

As with any other year, an increase in health costs provides the Board the opportunity to review and possibly adjust the maximum contribution amounts it provides District employees towards the costs of health care.

At the July 2015 Board of Trustees meeting, the Board increased, effective October 1, 2015, the annual, maximum amount the District will contribute towards classified employees’ health insurance benefits from $15,246.00 to $15,738.00. Additionally, the Board increased the annual, maximum amount the District will contribute towards classified employees’ dental and vision insurance coverage from $1,791.00 to $1,845.00.

Similarly, at the April 2015 Board meeting, the Board agreed to increase, effective October 1, 2015, the annual, maximum amount the District will contribute towards full-time faculty members’ health insurance benefits from $13,330.48 to $15,738.00.

Recommended Action
It is recommended the Board of Trustees agree to increase the annual, maximum amount the District will contribute towards management and confidential employee’s medical benefits to $15,738.00 (which is an amount equivalent to the amount
successfully negotiated for both classified employees and full-time faculty).

Additionally, it is recommended the Board of Trustees agree to increase the annual, maximum amount the District will contribute towards management and confidential employees’ dental and vision insurance coverage to $1,845.00 (which is an amount equivalent to the amount successfully negotiated by classified employees).