

December 8, 2005

06-033

BOARD RESOLUTION FOR ADJUSTMENT OF MAXIMUM  
MONTHLY COLLEGE CONTRIBUTION FOR HEALTH  
INSURANCE FOR MANAGEMENT AND CONFIDENTIAL  
EMPLOYEES

PREPARED BY: Jerry Donnelly, Director, Human Resources

APPROVED BY: Randy McEwen, Vice President, Administrative Services  
Dr. Preston Pulliams, District President

REPORT: Since the 1980s, the college contribution for health insurance (medical/dental/vision) for eligible groups of employees has been "capped" as a monthly dollar amount. The amount has been uniform for eligible employees regardless of the "tier" (self only, self plus one, or full family) of coverage for which the employee applied. Generally, the maximum monthly college contribution has been applied at the same dollar amount for each eligible employee group or bargaining unit. With the continued escalation of health care premiums in recent years, this approach to capping the maximum contribution has caused the college's contribution rate to fall significantly behind our competitive market. This is particularly true for candidates for employment needing either the self plus one or full family levels of coverage.

Beginning in 2002 the college established a Joint Committee on Insured Benefits (JCIB) to study this issue, develop alternatives and make recommendations for change to be negotiated with the respective bargaining units. The committee is comprised of representatives from the Faculty Federation, the Federation of Classified Employees, management and confidential staff, and staff from the PCC Human Resources Department.

The following JCIB recommendations have been adopted as part of the tentative agreements with both the Faculty Federation and the Federation of Classified Employees. This resolution recommends the adoption of the same tiered contribution structure, at the same monthly rates, for all management and confidential staff of the college.

RECOMMENDATION:

That the Board of Directors approve establishment of a tiered maximum monthly contribution for health insurance; that the monthly contributions be applied in accordance with existing college practices (e.g., pro-rated for part-time staff); and, that the rates stated below become effective for management and confidential employees effective with the January 3, 2006 payroll.

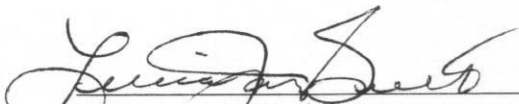
Employee only coverage:	\$480 monthly
Employee plus one coverage:	\$560 monthly
Full family coverage:	\$600 monthly

ARTICLE 27 – TERM OF AGREEMENT

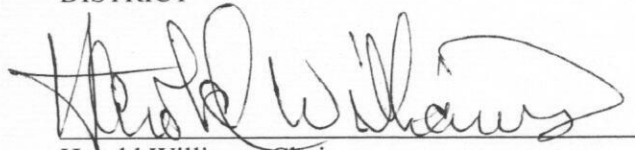
This Agreement shall be in effect from July 1, 2005 through June 30, 2009.

Signed this 8<sup>th</sup> day of December, 2005.

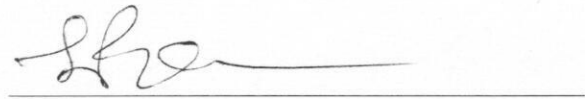
PORTLAND COMMUNITY COLLEGE  
FEDERATION OF CLASSIFIED EMPLOYEES

  
\_\_\_\_\_  
Lucia Barnett, President  
Chief Negotiator










PORTLAND COMMUNITY COLLEGE  
DISTRICT

  
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Harold Williams, Chair  
Board of Directors



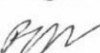
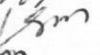
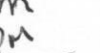


  
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Preston Pulliams  
President

  
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Lisa Bledsoe  
Chief Negotiator

FEDERATION NEGOTIATION TEAM

Michael Cannarella   
Rusty DeBord   
Phil Gilmore   
John Gwaltney-Beaumont   
Deborah Hall   
Jaye Hereford   
Cherie Maas   
Mark Schwebke   
Randy Scovel 

MANAGEMENT NEGOTIATION TEAM

Jim Crofts   
Gretchen Erickson   
Frost Johnson  
Randy McEwen   
Linda Monahan   
Mary Moore   
Pamela Murray   
Stuart Savin   
Steve Sivage 