

September 20, 2007

08-015

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

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REPORT: In 2005, the College introduced contributions (the "cap") for health insurance (medical/dental/vision) for eligible groups of employees in tiers to coincide with the different levels of coverage available (self only, self plus one, or full family.) The tiered approach was taken by the College to address our market competitive position which was previously falling behind.

The Joint Committee on Insured Benefits (JCIB,) comprised of representatives from the Faculty Federation, the Federation of Classified Employees, management and confidential staff, and staff from the PCC Human Resources Department, put forth a recommendation for changes to the caps to be negotiated with the respective bargaining units.

Through the bargaining process, the following amounts 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 the tiered maximum monthly contributions for health insurance which are noted below; that the monthly contributions be applied in accordance with existing college practices (e.g., pro-rated for part-time staff); and, that the rates become effective for management and confidential employees.

Effective October 1, 2007:

Self only	\$500
Self + one	\$685
Full family	\$775