

**Desert Community College District Board of Trustees**

**Closed Session -- October 21, 2016**

**Motion Regarding  
Regarding Health Benefits for Members of Unrepresented Groups**

It is moved that the Board of Trustees modify the health benefit program for eligible unrepresented employees as follows:

1. Unrepresented employees and eligible retirees who are eligible for District paid health and welfare benefits shall receive a \$200.00 payment per month, commencing November 1, 2016, for insurance year 2016-2017.
2. There are health benefit plans for insurance year 2016-17 that **cost less** than the District's current cap for health and welfare benefits and the monthly contribution under section 1 above. For those plans, the employee may:
  - a. Receive the difference in cash, less applicable taxes, or,
  - b. Authorize the amount paid into an IRC 403(b) plan, or,
  - c. Authorize the amount paid into a Flexible Savings Account (FSA) for calendar year 2017.
3. Also, there are health benefit plans for insurance year 2016-17 that **cost more** than the District's current cap for health and welfare benefits and the monthly contribution under section 1 above. For those plans, the employee may:
  - a. Receive any difference in cash between the premium costs and the monthly payment per section 1 above, less applicable taxes, or,
  - b. Apply the amount to reduce the monthly premium cost, and,
  - c. If there is a cash balance, then the employee may choose to receive the balance in cash, less applicable taxes, or,
  - d. Authorize the amount paid into an IRC 403(b) plan, or,
  - e. Authorize the amount paid into a Flexible Savings Account (FSA) for calendar year 2017.

4. The medical plans to be offered to eligible unrepresented employees and eligible retirees for insurance year 2016-17 will be the same plans that were offered through SISC for the 2015-16 insurance year.
5. The dental, vision, life insurance, and long term disability plans have already been agreed to between the parties.
6. Plans for eligible retirees will continue to mirror current active plans.
7. For the 2016-2017 plan year, an open enrollment until Friday, November 4, 2016 will occur for medical plans.

Roll Call Vote:

Yes: 5

No: 0

Abstain: 0

REPORT OUT OF CLOSED SESSION:

Board President: I am pleased to announce that the Board of Trustees unanimously approved the above modifications for insurance year 2016-2017, for all eligible unrepresented members and eligible retirees.

The Roll Call Vote was all Trustees voting, “Yes.”

Copies of this document are available to the public through the District’s Health Benefits Office, on the Human Resources webpage, and at the rear of the meeting room, and will be incorporated into the official meeting minutes.