

Article 11 — Compensation and Benefits

What Changed?

Health Benefits: The District's monthly contribution toward health benefits has increased from \$1,164/month to \$1,302/month. The \$1,302/month will cover the 90-G plan in full for next year, making the 90-G plan our new base plan (this replaces the 80-G plan, last year's base plan). The number of plans would decrease from six to four plans (100-A, 90-G, 80-G, Kaiser). This decision was made after CCA and the District looked at how many faculty were using each of the plans. Fewer faculty members were enrolled in the 90-C plan. The monthly contribution each year will increase by COLA or CPI-W, whichever is the higher of the two.

PLANS				
	100-A	90-G	80-G	Kaiser
Premium	\$1,512	\$1,302	\$1,210	\$1,201
Contribution	\$1,302	\$1,302	\$1,302	\$1,302
Cost/Refund	\$210	\$0	(\$92)	(\$101)

Please note the \$210 cost for the 100-A plan is the monthly cost for 12 months. Faculty premiums are based on 10 pay periods with no deductions taken out during the summer, so the actual 10-month cost would be \$252 per month.

Pros: The \$1,302/month District contribution represents an 11.9% increase, the highest increase in the District's monthly contribution toward health benefits in years. Plans have become more affordable with the increased contribution. With the exception of the 100-A plan, faculty will not pay for health benefits. If they choose the 80-G plan or Kaiser plan, they will receive a refund.

Cons: Faculty will have fewer plans to choose from. Premiums went up by 4% this year, while CPI-W went up by 2.7% leaving a difference of 1.3%. If the trend of rising premiums continues, the 90-G plan would not be fully funded and faculty may have to pay for part of the 90-G plan next year. (Some cautious faculty may decide to stay on 80-G and save the refunds they receive to offset the expected cost of next year's benefits.)

Section Q: Health and Dental Plans for Retirees: The base plan for retirees shall be the 90-G plan, replacing last year's 80-G plan. CCA negotiators also kept the 100-A plan for retirees over 65 since many will not have to pay for benefits thanks to the plan's tiered rates; those who do pay will pay a minimal amount. CCA and the District also removed previous contract language that would have limited retirement benefits for new faculty hires.

Pros: Retirees over 65 now have a better base plan, and many won't have to pay for benefits if they choose the 100-A plan. New faculty will continue to have the same retirement benefits as current faculty.

Cons: None.