

MEMORANDUM OF UNDERSTANDING
BETWEEN
FOOTHILL-DE ANZA COMMUNITY COLLEGE DISTRICT
AND
THE PARTICIPATING UNIONS OF THE JOINT LABOR MANAGEMENT COUNCIL
("JLMBC") COMPOSED AS FOLLOWS:
ASSOCIATION OF CLASSIFIED EMPLOYEES,
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION,
FACULTY ASSOCIATION,
POLICE OFFICERS ASSOCIATION,
AND TEAMSTERS

This Memorandum of Understanding is entered into by and between the Foothill-De Anza Community College District (District) and the following Unions: the Association of Classified Employees (ACE), the California School Employees Association (CSEA), the Faculty Association (FA), the Police Officers Association (POA), and the Teamsters.

The parties agree that the following provisions shall constitute an agreement between the Unions and the District on the topic of Paid Benefits for Plan Year 2023. The provisions of this agreement are subject to ratification by members of the bargaining units, where required, and approval by the District Board itself.

SECTION I: BENEFITS PLAN PROVIDER

For the 2023 Plan Year, CalPERS shall remain the provider for all District medical health insurance plans for all qualified employees, retirees, and eligible dependents.

SECTION II: HEALTH PLAN OPTIONS

Qualified employees shall continue to have the option to enroll in any one of the plans offered by CalPERS and available in the participant's geographic area; not all plans are available in all areas. For example, CalPERS offers *PPO plans*, including: PERS Gold and PERS Platinum; and *HMO plans* including: Anthem HMO Select, Anthem HMO Traditional, Health Net SmartCare, Kaiser CA, Blue Shield Access+ HMO, Blue Shield Trio HMO, Western Health Advantage and United Healthcare HMO. Plan choices are subject to change and are entirely under the control of CalPERS. Brief information, including benefits, coverage limitations, deductibles, copays, and coinsurance, is contained in the CalPERS Health Benefit Summary published by CalPERS for each Plan Year. Full information is provided in the plan documents provided by the respective provider.

SECTION III: EMPLOYEE CONTRIBUTION RATES for PLAN YEAR 2023

All plans shall require eligible employees to contribute for each plan choice and tier placement as described below. In accordance with the principles developed by the Joint Labor Management Benefits Council (JLMBC), the parties agree to the employee monthly contribution rates specified below.

Active Employees:

PPO Plans

<u>PERS Platinum PPO</u>	<u>January 1, 2023</u>
EE	\$187.00
EE + 1	\$364.00
EE + family	\$541.00

<u>PERS Gold PPO</u>	<u>January 1, 2023</u>
EE	\$107.00
EE + 1	\$204.00
EE + family	\$301.00

HMO Plans

<u>Anthem Select HMO</u>	<u>January 1, 2023</u>
EE	\$99.00
EE + 1	\$188.00
EE + family	\$277.00

<u>Anthem Traditional HMO</u>	<u>January 1, 2023</u>
EE	\$249.00
EE + 1	\$488.00
EE + family	\$727.00

<u>Blue Shield Access+ HMO</u>	<u>January 1, 2023</u>
EE	\$186.00
EE + 1	\$362.00
EE + family	\$538.00

<u>Blue Shield Trio HMO</u>	<u>January 1, 2023</u>
EE	\$129.00
EE + 1	\$248.00
EE + family	\$367.00

Health Net SmartCare HMO	January 1, 2023
EE	\$195.00
EE + 1	\$380.00
EE + family	\$565.00

Kaiser HMO	January 1, 2023
EE	\$129.00
EE + 1	\$248.00
EE + family	\$367.00

United Healthcare Alliance HMO	January 1, 2023
EE	\$186.00
EE + 1	\$362.00
EE + family	\$538.00

Western Health Advantage HMO	January 1, 2023
EE	\$129.00
EE + 1	\$248.00
EE + family	\$367.00

Retirees Only:

PPO Plans

PERS Platinum PPO	January 1, 2023
EE	\$187.00
EE + 1	\$364.00
EE + family	\$541.00

PERS Gold PPO	January 1, 2023
EE	\$107.00
EE + 1	\$204.00
EE + family	\$301.00

<u>Anthem Medicare Preferred PPO</u>	<u>January 1, 2023</u>
EE	\$249.00
EE + 1	\$488.00
EE + family	\$727.00

<u>Blue Shield Medicare Advantage PPO</u>	<u>January 1, 2023</u>
EE	\$249.00
EE + 1	\$488.00
EE + family	\$727.00

<u>United Healthcare Edge Medicare Advantage PPO</u>	<u>January 1, 2023</u>
EE	\$249.00
EE + 1	\$488.00
EE + family	\$727.00

<u>United Healthcare Medicare Advantage PPO</u>	<u>January 1, 2023</u>
EE	\$99.00
EE + 1	\$188.00
EE + family	\$277.00

<u>PORAC PPO (Peace Officers)</u>	<u>January 1, 2023</u>
EE	\$187.00
EE + 1	\$364.00
EE + family	\$541.00

HMO Plans

<u>Kaiser Senior Advantage HMO</u>	<u>January 1, 2023</u>
EE	\$129.00
EE + 1	\$248.00
EE + family	\$367.00

<u>Western Health Advantage Medicare Advantage HMO</u>	<u>January 1, 2023</u>
EE	\$129.00
EE + 1	\$248.00
EE + family	\$367.00

Kaiser Senior Advantage Summit HMO (NEW)	January 1, 2023
EE	\$151.00
EE + 1	\$292.00
EE + family	\$433.00

SECTION IV Provisions Agreed Upon in Negotiations

- (A) Agreed: The District PEPM will increase by District contributions from the General Fund from \$1,062 to \$1,132. The amount of this contribution is estimated at \$1,404,480.
- (B) Agreed: Employee contributions increase 7% for all plans. The District contributions will vary based on the CalPERS plan selected by the employee. To bring employee contributions rates in line with similarly priced plans, we propose the employee contributions for Blue Shield Access+ HMO decrease 55% and United Healthcare Alliance decrease 65%.
- (C) Agreed: The District will agree to a drawdown of an estimated \$3,028,772 from the existing balance of the Rate Stabilization Fund. This is a projected amount and will likely be different based on the actual enrollment by employees into their selected plans and the corresponding costs and District/employee contributions.
- (D) Agreed: The Part-Time faculty benefits to be restructured as follows:
- a. For part-time faculty with annual load 0.400 – 0.499, the District will contribute 50% of the Kaiser premium. All other plans will be a buy up or down.
 - b. For part-time faculty with annual load 0.500 – 0.599, the District will contribute 60% of the Kaiser premium. All other plans will be a buy up or down.
 - c. For part-time faculty with annual load 0.600 – 0.670, the District will contribute 70% of the Kaiser premium. All other plans will be a buy up or down.

SECTION V:

Rate Stabilization Fund (RSF)

The parties fully recognize the time constraints associated with open enrollment for the 2023 Plan Year and agree to reopen negotiations on October 12, 19 and/or 26, 2022 to discuss future funding options of the RSF. The parties recognize a shared interest in maintaining the RSF and agree a formula-based approach to fund the RSF and employee benefits in the future.

SECTION VI:

The parties hereby acknowledge there may be specific provision (s) relevant to each union's collective bargaining agreement (CBA) and exclusively related to health benefits. In addition, this MOU does not supersede any areas in previously agreed upon MOU's except for the new rates for Plan Y2023, employee contributions, RSF drawdown and the PT faculty contribution by the District.

08/11/2022

Chris White



Date

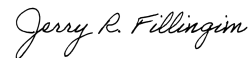
Print Name

Signature

Association of Classified Employees (ACE)

08/11/2022

Jerry Fillingim



Date

Print Name

Signature

California School Employees Association (CSEA)

08/11/2022

Stanley Saraos Jr.



Date

Print Name

Signature

California School Employees Association (CSEA)

08/11/2022

Kathy Perino



Date

Print Name


Signature

Faculty Association (FA)

[Kathy Perino \(Aug 11, 2022 15:23 PDT\)](#)

08/12/2022

Raymond T. Quan



Date

Print Name

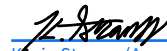
Signature

FHDA District

[Raymond T. Quan \(Aug 12, 2022 15:43 PDT\)](#)

08/12/2022

Kevin Strauss



Date

Print Name

Signature

Police Officers Association (POA)

[Kevin Strauss \(Aug 12, 2022 08:28 GMT+10\)](#)

08/12/2022

Elaine Kuo



Date

Print Name

Signature

Teamsters

[Elaine Kuo \(Aug 12, 2022 09:42 PDT\)](#)











MOU-Health Insurance for Plan Year 2023 - Final_1


Final Audit Report

2022-08-12

Created:	2022-08-11
By:	tonthattuan@fhda.edu
Status:	Signed
Transaction ID:	CBJCHBCAABAAfZI_wU0wMOH_yEZKvLOawNHkqC3AaoQj

"MOU-Health Insurance for Plan Year 2023 - Final_1" History

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-  Document emailed to Chris White (whitechris@fhda.edu) for signature
2022-08-11 - 1:44:52 AM GMT
-  Email viewed by Chris White (whitechris@fhda.edu)
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 Signer quanray@fhda.edu entered name at signing as Raymond T. Quan

2022-08-12 - 10:43:14 PM GMT- IP address: 174.135.108.131

 Document e-signed by Raymond T. Quan (quanray@fhda.edu)

Signature Date: 2022-08-12 - 10:43:15 PM GMT - Time Source: server- IP address: 174.135.108.131

 Agreement completed.

2022-08-12 - 10:43:15 PM GMT