



Agenda Item Details

Meeting	Jun 28, 2012 - Amended Agenda - Board of Trustees Special Meeting, 5:00 p.m.
Category	6. HUMAN RESOURCES
Subject	6.01 Resolution No. 15400: Agreement between the District and the Classified Managers for 2012-2013
Access	Public
Type	Action
Fiscal Impact	No

Public Content

BE IT RESOLVED that the Board ratifies the following meet and confer contractual agreement between the Imperial Community College District and the Classified Managers for the fiscal year 2012-2013 as outlined below:

1. Salaries

All employees shall be maintained or "frozen" at an amount equal to their annual base salary earned in 2011-12.

2. Health Insurance and Contribution (ICSVEBA premiums)

The District agrees to continue paying the cost of medical and prescription card insurance for employees only (and pre-65 retiree members) in the ICSVEBA plan at the Basic plan level. The District shall provide coverage at the Basic plan level (for employee only), or the Mexico only plan (for employee, employee + child(ren), employee + spouse, or employee + family) at no cost to the unit member. For those choosing to purchase Basic coverage for their spouse and/or qualified family members or Comprehensive level coverage, the District will offer an option that covers these costs (at the Basic or Comprehensive level) with a tiered contribution rate from the unit member as follows:

Basic Rate

Contribution Option 1 (Basic Plan)		
Emp Only	\$0.00	0
Emp + Child (ren)	\$25.00	\$300.00
Emp+ Sp	\$50.00	\$600.00
Emp + Family	\$50.00	\$600.00

OR

Comprehensive Rate

Contribution Option 2 (Comprehensive Plan)		
Emp Only	\$50.00	\$600.00
Emp + Child (ren)	\$75.00	\$900.00
Emp+ Sp	\$100.00	\$1,200.00
Emp + Family	\$100.00	\$1,200.00

TO: Classified Managers
 FROM: Imperial Community College District
 DATE: June 20, 2012
 SUBJECT: Meet and Confer Summary from District

1. Salaries

All employees shall be maintained or “frozen” at an amount equal to their annual base salary earned in 2011-12.

2. Health Insurance and Contribution (ICSVEBA premiums)

The District agrees to continue paying the cost of medical and prescription card insurance for employees only (and pre-65 retiree members) in the ICSVEBA plan at the Basic plan level. The District shall provide coverage at the Basic plan level (for employee only), or the Mexico only plan (for employee, employee + child(ren), employee + spouse, or employee + family) at no cost to the unit member. For those choosing to purchase Basic coverage for their spouse and/or qualified family members or Comprehensive level coverage, the District will offer an option that covers these costs (at the Basic or Comprehensive level) with a tiered contribution rate from the unit member as follows:

Basic Rate

Contribution Option 1 (Basic Plan)		
Emp Only	\$0.00	0
Emp + Child (ren)	\$25.00	\$300.00
Emp+ Sp	\$50.00	\$600.00
Emp + Family	\$50.00	\$600.00

OR

Comprehensive Rate

Contribution Option 2 (Comprehensive Plan)		
Emp Only	\$50.00	\$600.00
Emp + Child (ren)	\$75.00	\$900.00
Emp+ Sp	\$100.00	\$1,200.00
Emp + Family	\$100.00	\$1,200.00

OR

MEXICO ONLY Rate

Contribution Option 3 (SIMNSA ONLY Plan)		
Emp Only	\$0.00	\$0.00
Emp + Child (ren)	\$0.00	\$0.00
Emp+ Sp	\$0.00	\$0.00
Emp + Family	\$0.00	\$0.00

The District agrees to pay the cost of dental and optical insurance for employees and dependents as recommended by the Insurance Committee (increases to Vision and Dental plans).

The District will pay for the Employee Assistance Plan and a \$10,000 life insurance premium as outlined in the ICSVEBA plan.

The District shall provide a Medicare Supplement insurance plan to each qualified (Post-65) retiree and their qualified dependents. The retiree is responsible for any plan deductible.

The District agrees to pay for the extension of health insurance coverage for eligible spouses and dependents for an additional 6 months upon the death of an employee.