

**RANCHO SANTIAGO COMMUNITY COLLEGE DISTRICT**  
Human Resources and Educational Services

To:	Board of Trustees	Date: June 15, 2015
Re:	Approval of Fringe Benefit Providers for Fiscal Year 2015/2016	
Action:	Request for Authorization	

**BACKGROUND**

The Joint Benefits Committee annually reviews fringe benefit coverage and renewal proposals for District employees and retirees. This year the committee recommended that the district go out to bid for our medical, dental, and vision providers. The bids were received and thoroughly discussed and the committee recommends that the District join the ASCIP insurance pool for these benefits. All other fringe benefit providers would stay the same. The committee also recommends that our benefit plan year switch to a calendar year basis to coincide with the ASCIP renewal process. In order to do this, the benefit renewal period for this year will be July 1, 2015 – December 31, 2016.

**ANALYSIS**

The negotiated renewal rates for the district-paid benefits through the insurance pool resulted in an increase of only 1.4% over the prior year. The recommended benefit providers are:

<u>Company</u>	<u>Coverage</u>
Anthem BlueCross (PPO/HMO)	Health Care
Delta Dental (PPO/HMO)	Dental Care
MetLife Basic Life Insurance	District Paid Life Insurance
MetLife Voluntary Life Insurance	Voluntary Life Insurance
VSP Voluntary Vision	Voluntary Vision Plan
AFLAC	Voluntary Cancer; Personal Short-Term Accident Indemnity; Personal Recovery
MetLife	Auto/Home/Pet Insurance
American Fidelity	Hyatt Legal Plans
	Section 125 Plan Administrator
	Voluntary Cancer, Accident Insurance, & Disability Insurance.
United Pet Care	Voluntary veterinary discount plan.
Health Advocate	Employee Assistance Program

## **RECOMMENDATION**

It is recommended that the Board of Trustees approve the renewal of these insurance programs at the negotiated rates and authorize the Chancellor, or his designee, to enter into the appropriate agreements with the above companies for July 1, 2015 – December 31, 2016.

Fiscal Impact: \$22,646,502	Board Date: June 15, 2015
Prepared by: Don Maus, Risk Manager	
Submitted by: John Didion, Executive Vice Chancellor, Human Res. and Ed. Services	
Recommended by: Raúl Rodríguez, Ph.D., Chancellor	