

Coast Community College District
BOARD POLICY
Chapter 7
Human Resources

BP 7903 Health and Welfare Benefits for Eligible Management and Confidential Employees

References:

Government Code Sections 53200 et seq.
BP 2730 Board Member Health Benefits

Health and welfare benefits for eligible employees, other than management and confidential employees, are covered by the applicable collective bargaining agreements.

The District provides to eligible management and confidential employees (assignment of 75% or greater) and their eligible dependents medical insurance, dental insurance, vision care, life insurance, and disability insurance. The District reserves the right to select insurers or opt for self-insurance. Eligible management and confidential employees (assignment of 75% or greater) shall receive life insurance coverage equal to one time their annual base salary rounded to the next lower \$5,000 up to a maximum of \$250,000 but not less than \$75,000.

Dependents may be included under this life insurance plan at the expense of the employee. Employees may request payroll deduction for the premium payment.

Each management and confidential employee whose assignment is 75% or greater is eligible for the full insurance benefit package as provided to all other benefit eligible employee groups. Each management and confidential employee will contribute 0.8% of their annual base salary as established by the salary schedule in effect on July 1st of the fiscal year, on a 10-month basis, toward the cost of such insurance premiums. The balance will be paid by the District. Management and confidential employees will be provided with the option to decline coverage, and if so, they will be exempt from paying 0.8% of their salary towards insurance premiums provided that they sign a document stating that they have other coverage and that they understand that they may re-enroll only during Open Enrollment or within 30 days of losing the other coverage. In that event, District insurance coverage would become effective on the first day of the month following the verified loss of coverage.

The District will also contribute a portion of the dependent insurance premiums. Management and confidential employees with dependents will pay an additional \$50 per month on a 10-month basis for dependent coverage.

Confidential employees whose assignment is 50% - 74% are eligible for a full-benefit package, the District paying half the established premium for employee benefits. The District will also contribute a portion of the dependent insurance premiums. Confidential

employees with dependents will pay an additional \$50 per month on a 10-month basis for dependent coverage.

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Revised August 7, 1985
Revised June 4, 1991
Renumbered to BP 7824 from CCCD Policy 050-4-3, Spring 2011

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Renumbered to BP 7826 from CCCD Policy 050-4-5, Spring 2011

Adopted March 28, 1984
Renumbered to BP 7876 from CCCD Policy 080-3-2, Spring 2011

Adopted March 28, 1984
Renumbered to BP 7877 from CCCD Policy 080-3-3, Spring 2011

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Revised July 18, 2007
Renumbered to BP 7878 from CCCD Policy 080-3-4, Spring 2011

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Combined and Renumbered to BP 7381 from CCCD Policies 7824, 7826, 7876, 7877, 7878, 7903, 7904, and 7905, January 15, 2014
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Revised April 18, 2018