

**COMPTON COMMUNITY COLLEGE DISTRICT
OFFICE OF HUMAN RESOURCES**

BENEFIT HEALTH PLAN COST 2015 - 2016

Faculty/Administrator/Classified

The District's benefits program consists of medical & dental insurance, life & accident insurance and salary continuation insurance. The maximum annual District contribution towards premiums for these benefits is \$12,000. If an employee waives one or more of the benefits, including health insurance and the total premium for all of the benefits he or she does select is less than \$7000, the difference between the total premiums for the selected benefits and \$7000 may be directed to a tax-sheltered annuity (i.e. an approved 403b or 457 plan). To be eligible to waive health insurance the employee must, at the time he or she first enrolls in the benefit program or during a subsequent open enrollment period, provide proof that he or she is covered by health insurance that is substantially the same as, or better than, the coverage available through the District.

VENDORS	EMPLOYEE	TWO-PARTY	FAMILY	GROUP NO.
Kaiser	\$742.39	\$1,484.77	\$2,100.96	230712
United Health Care	\$1,104.08	\$2,206.52	\$2,870.85	190016
Delta Dental PPO 80/20	\$72.22	\$146.27	\$212.15	0908-1911
Delta HMO-Plan 10A	\$44.91	Composite	Rate	01691-0106
MES Vision	\$7.61	\$13.67	\$19.78	25003

Union Dues: Faculty-\$80.00, Classified- \$70.00. Full-time faculty is based on \$18,000 or more gross annual earnings.

Class I:	Part-time (1/2) - \$10,000-17,999	= \$26.84 (tenths)
Class II:	Part-time (1/4) - \$ 6,000- 9,999	= \$13.92 (tenths)
Class III:	Part-time (1/8) - \$ 5,999- or less	= \$ 7.47 (tenths)

Note: Faculty/Classified employees, who are within the collective bargaining unit are required to join the union or pay an equivalent service fee. Dues are subject to change.

FACCC Dues- Full-time faculty-\$18.00 (tenths) or \$180.00 annually; Part-time faculty-\$5.00 annually

If you are currently a member of an employee organization, (i.e., FACCC, ACCCA), your membership will automatically be renewed unless you notify the Office of Human Resources in writing that you no longer wish to participate.

*New Members to any of the above plans must complete the appropriate enrollment forms. The employee understands that changes to individual Health & Medical plans are to be made only once a year by September 30, during Open Enrollment, which must be completed during the benefit sign-up period.