

**SUMMARIZATION OF THE JUNE 6, 2006
HUMAN RESOURCES SERVICES COMMITTEE MINUTES****Benefits Activity:**

In April, HR experienced a year-to-date decrease of 2.8% in benefits costs over the same period last year as a result of decreases in Blue Cross Blue Shield claims and administrative fees, and life insurance premiums. However, these decreases were offset by increases in vision and dental claims, and increases in Humana HMO premiums. For your review and approval is Resolution 4E to renew our Humana HMO contract. We negotiated a 27% increase down to a 15% increase with a stipulation that will allow CCC to receive a refund of premiums if at the end of the year the claims and administrative fees total less than the premiums paid.

HR is also submitting Resolution 4K to renew the VSP Vision Plan. We negotiated an agreement to keep the administrative fees at 13% of claims.

The Civic Federation requested benefits information on enrollment, monthly premiums and plan descriptions, which HR has provided.

Compensation:

HR has submitted Resolution 1A for non-bargained-for employees merit increases as well as a 3% increase to the current salary scale.

In the addendum of the personnel report, there are corrections made to the Center for Distance Learning stipends. Since more sections were opened than needed, sections were consolidated.

Other Business:

HR submitted Resolutions 1E through 1L for employees retiring from CCC from the colleges and the District Office.

Over the last three years HR reported that CCC recovered and/or retained funds due to health and life insurance billing errors. Under separate cover is a summary of all recovered funds totaling over \$3.1 million. We will continue to aggressively pursue other cost containment efforts within the payroll system with the implementation of a Time & Attendance system. In addition, we will also pursue the state's College Insurance Program (CIP) as an affordable option for retirees. This has the potential of improving our medical experience rating and which will reduce costs to active employees and to the District.

This concludes my report.