Office of Human Resources Board Report  
Thursday, August 5, 2010, 11:52 a.m.

Minutes

**Cost Controls**
Benefits costs are up 1.6% for FY 2010 in comparison to the last fiscal year. We can attribute this slow growth to greater participation in HMO; little growth in PPO participation where we are self-insured.

**Organization Development**
The CCC Ethics Policy requires annual Ethics Training. The program has been rolled out to HR employees as a pilot to ensure we correct any technical difficulties before it is rolled out to the District Office and then to the Colleges.

**Compliance**
There is a new federal regulation entitled Patient Protection and Affordable Care Act which legally requires the district to afford nursing mothers break time and private space to express milk for up to one year after the birth of a child. Guidelines were drafted by the EEO officer and sent to the colleges to ensure the district is in compliance with the new regulation.