

**LCCEF Bargaining  
College Bargaining Proposal 2016/2017  
June 6, 2016**

Subject	2016-17 Supposal
<b>Length of Economic Agreement</b>	<i>Tentative Agreement signed by both parties (7 year agreement with 3 economic reopeners)</i>
<b>LCCEF Compensation</b>	
<b>Salary Schedule Adjustment</b>	<b>1.00% classified salary schedule adjustment for 2016/17</b>
<b>Steps</b>	One-half (2.15%) starting July 1, 2016 for step eligible
<b>Top Step Stipend</b>	\$250 for those on Top Step of the Salary Schedule
<b>Vacation Sell</b>	Up to 16 hours

<b>Insurance</b>	
<b>Health Insurance</b>	The College shall maintain current (2015/2016 ) employer health insurance premium dollar contribution levels for PacificSource Plan A, PacificSource Vision, and MODA Dental for the July 1, 2016 renewal: <b>EO = \$824.48;</b> <b>E + 1 = \$1,770.99;</b> <b>FF = 2,209.60</b>
<b>Health Insurance Plan Design Changes (Sample options included)</b>	The College proposes LCCEF consider plan choice options. Possible options may be: Plan A- PSN Network, Plan B-PSN Network, Plan B-Smartchoice Network, Plan C-Smartchoice Network. Plan changes will help to alleviate 8.9% increase for all plans for 2016-17 renewal year.
<b>Alternative Care Insurance Plan Design Changes</b>	The College proposes LCCEF consider change in Alternative Care Plan Benefit to further alleviate rate increases for 2016-17 renewal year.
<b>July/August</b>	The College will pick up the 8.9% increase from the current PacificSource Plan A, Plan B, and Plan C for the months of July and August, 2016.
<b>Employer Section 125 Contribution</b>	For calendar year 2017, College will maintain the current levels of contribution to a general FSA, dependent on participation in Health Risk Assessment (HRA) and meeting minimum employee contribution level of \$240 annually: Employee Only: \$450 Employee +1: \$850 Family: \$1,100

<b>Other</b>	
<b>Article 16.5.1</b>	Extend College PERS employee 6% portion "pick up" through June 30, 2023
<b>College Health Clinic</b>	\$2.00 per pay period for Employee College Health Clinic access
<b></b>	Access continues for qualified dependents for \$2.00 per pay period
<b></b>	Expanded access to hourly classified employees working 416-700 hours

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For LCCEF Date

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For the College Date