

Provost/CEO Recommendations to Address concerns regarding Employee Health Benefits

Background: Over the past few years, several Compton District employees have voiced their concerns with the amounts individuals are paying yearly for employee Health Benefits. In addition, during previous negotiations with the Compton Community College Federation of Classified Employees, the Compton District administration agreed to explore other options as it relates to the organization Compton District partners with to provide Employee Health Benefits. Last spring, I asked the Compton District Health Benefits Committee to request proposals from several Health Benefits Representatives. In September 2016, the Health Benefits Committee was responsible for narrowing their selection to two finalists, which was completed. The next steps in the process for selecting a representative shall include additional presentations for the finalists to the Health Benefits Committee, campus-forums, finalist interviews with management, and ultimately the approval of the Compton District Board of Trustees.

Provost/CEO Recommendations: I am recommending the following as it relates to next steps in the process for selecting the Employee Health Benefits Representatives for the 2017-2018 fiscal year:

1. Schedule additional presentations by the two finalists to the Compton District Health Benefits Committee. Lead: Rachelle Sasser. Timeline: November 17, 2016; from 1:00 p.m.-3:00 p.m.
2. Make available online a copy of the two finalists Health Benefits proposals for review by the campus community. Lead: Rachelle Sasser. Timeline: Complete by Monday, November 21, 2016.
3. The Compton District Health Benefits Committee will host two campus-wide forums with the two finalists to gather input from the campus community. Employees will have the opportunity to ask questions and provide feedback on the presentations on information cards: Lead: Rachelle Sasser. Timeline: December 1, 2016 from 10:00 a.m.-11:00 a.m. and 1:00 p.m.- 2:00 p.m. in the Allied Health Building Room 119.
4. Conduct final interviews with the two finalists. The final interviews will be conducted by the Provost/CEO and will include Felipe Lopez, Chief Business Officer; Rachelle Sasser, Chief Human Resources Officer; and Dr. Abiodun Osanyinpeju, Dean of Student Learning. Lead: Keith Curry. Timeline: Complete by December 7, 2016.
5. Forward Employee Health Benefits Representative Selection recommendation to the Compton Community College District Board of Trustees at their December 2016 meeting. Timeline: Complete by December 13, 2016.

Supported by Consultative Council on October 10, 2016.