

FAQ for Survey

1. Why is the District looking at options to potentially change the current healthcare coverage structure at Mt. SAC?
-The intention of the District is to provide a health benefit package that would meet the needs of all benefit eligible employees with the benefit cost covered by the District.
2. What is the benefit to changing the current healthcare coverage structure at Mt. SAC?
-Allows the District to be competitive.
3. Could employees benefit from changing the current healthcare coverage structure?
-Yes, it could provide the benefit eligible employee with a fully paid medical family plan premium.
4. If the healthcare coverage structure is changed, when would it go into effect?
-January 1, 2019
5. Would healthcare benefits continue to be a negotiated agreement between the District and Union represented employees?
-Yes
6. Would employees have to leave CalPERS medical in order to obtain a 100% family medical plan covered by the District? If so why?
-Possibly, if the District can get a comparable plan at a lower rate.
7. Would there still be an Opt Out option for employees who don't need District provided healthcare coverage?
-Unknown at this time, this is handled in negotiations.
8. Would this change affect the current lifetime medical benefit offered by Mt. SAC?
-No, the District will continue to offer lifetime medical benefits for retirees as stated in the contracts. Any changes will need to be negotiated.
9. Would current Retirees from Mt. SAC be affected by this change? If so how?
-Possibly, as medical plan options for current employees and retirees are determined by each bargaining unit.
10. Will this change affect my retirement pension through CalPERS?
-No. CalPERS Health Division is separate from CalPERS Retirement Division.
11. Is there any risk moving from CalPERS?
-There is a 5 year "out period" if the District leaves CalPERS. However, individual Groups may return to CalPERS after the 5 years.