

**MEMORANDUM OF UNDERSTANDING**  
**BETWEEN THE PALOMAR COMMUNITY COLLEGE DISTRICT**  
**AND THE PALOMAR FACULTY FEDERATION**

This Memorandum of Understanding (“MOU”) is entered by and between the PALOMAR COMMUNITY COLLEGE DISTRICT (“District”) and the PALOMAR FACULTY FEDERATION (“PFF”), collectively “the parties.”

**Whereas**, both parties have negotiated Article 16: Benefits and have discussed and agreed to continue to offer the current District provided health plans. In efforts to find solutions and mitigate ongoing increases to health care costs both parties agree to increase the annual incentives for the High Deductible Health Savings Accounts to the amounts listed below. Additionally, both parties agree to negotiate during the 2019-2020 year for any additional changes that will help mitigate health care costs should the previous efforts to do so be unsuccessful.

The parties have also reviewed and discussed the benefit health plans for Group 1 ~~retirees~~ current employees contained in Appendix J, as it relates to Medicare Part D. Both parties have agreed that Group 1 PPO members who are current employees must additionally enroll in Medicare Part D (Rx). Should a member incur Medicare Part D premium costs, the member is required to provide proof of payment to the District for reimbursement of said costs. To receive reimbursement, proof of payment must be provided to the District no later than March 30 of the following plan year.

Therefore, during the open enrollment period for the 2019-2020 plan year, the District will provide the following the health plan options under SISC Anthem and Kaiser plans for benefit eligible Full-Time Faculty and the SISC Kaiser plans for Full-Time ECELS Teachers. These plan design options will be for the October 1, 2019 – September 30, 2020 plan year for all eligible members.

**SISC Anthem PPO (current plan no changes)**

	Employee Monthly Plan Cost	Annual Deductible	District Provided Annual Incentive
Employee	\$0.00	\$0.00	None
Two-Party	\$0.00	\$0.00	None
Family	\$0.00	\$0.00	None

**SISC Anthem Full Network HMO**

***With district incentive: Medical - Flexible Spending Account (FSA)***

	Employee Monthly Plan Cost	Annual Deductible	Incentive provided twice annually (October & April)	Annual Incentive Total
Employee	\$0.00	\$0.00	\$150.00	\$300.00
Two-Party	\$0.00	\$0.00	\$250.00	\$500.00
Family	\$0.00	\$0.00	\$350.00	\$700.00

**SISC Anthem Health Savings Account**

*With district incentive: Health Savings Account (HSA)*

	Employee Monthly Plan Cost	Annual Deductible	Incentive provided twice annually (October & April)	Annual Incentive Total
Employee	\$0.00	\$1,500.00	\$1,500.00	\$3,000.00
Two-Party	\$0.00	\$3,000.00	\$3,000.00	\$6,000.00
Family	\$0.00	\$3,000.00	\$3,000.00	\$6,000.00

**Kaiser HMO (current plan no changes)**

	Employee Monthly Plan Cost	Annual Deductible	District Provided Annual Incentive
Employee	\$0.00	\$0.00	None
Two-Party	\$0.00	\$0.00	None
Family	\$0.00	\$0.00	None

**Kaiser HMO Health Savings Account**

*With district incentive: Health Savings Account (HSA)*


	Employee Monthly Plan Cost	Annual Deductible	Incentive provided twice annually (October & April)	Annual Incentive Total
Employee	\$0.00	\$1,500.00	\$1,500.00	\$3,000.00
Two-Party	\$0.00	\$3,000.00	\$3,000.00	\$6,000.00
Family	\$0.00	\$3,000.00	\$3,000.00	\$6,000.00

Health Spending Account (HSA) incentive plans shall follow all state and federal tax rules and regulation. Contributions made by the District or any additional employee contributions are rolled over year-to-year if not fully used within the tax year.

Medical -Flexible Spending Account (FSA) incentive plans shall follow all state and federal tax rules and regulations. Contributions made by the District or any additional employee contributions allow for a maximum \$500 roll-over to the new tax year, any unused FSA contributions in excess of \$500 is lost by the employee.

**Benefit Plans**

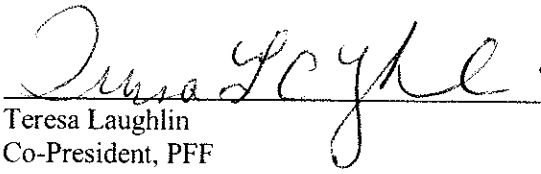
Dated: 5/16/19

  
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Lisa M. Norman, Ed.D., J.D.  
Assistant Superintendent/Vice President, HR  
Services, District Chief Negotiator

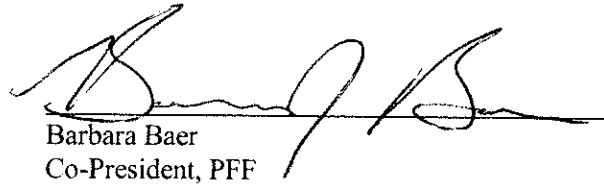
Dated: 5/16/19

  
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Jenny Eferro  
Lead Negotiator, PFF

Dated: 5/16/19

  
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Teresa Laughlin  
Co-President, PFF

Dated: 5/16/19

  
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Barbara Baer  
Co-President, PFF