



**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
PASADENA AREA COMMUNITY COLLEGE DISTRICT
AND THE
PASADENA CITY COLLEGE CALIFORNIA FEDERATION OF TEACHERS (PCC-CFT)
LOCAL 6525
PCC/CFT Counter Proposal
August 15, 2017**

This Memorandum of Understanding (MOU) is made and entered into this August 14, 2017, between the Pasadena Area Community College District (“District”) and the Pasadena City College California Federation of Teachers, Local 6525 (“Federation”) collectively (“the parties”).

The parties have negotiated compensation and benefits relative to Articles 8 and 25, respectively. Under a total compensation model, as based on cost savings from the health and benefits proposal and changes conducted during the 2016-17, the salary increases indicated below are a portion of such savings. As such, the parties have agreed to the following effective July 1, 2017 to July 1, 2019 for compensation and effective October 1, 2017, for benefits coverage:

I. COMPENSATION

1. An on salary schedule(s) increase equivalent to 2% for 2017-18 year.
2. An on-salary schedule(s) increase equivalent to the full COLA for the 2018-19 year.
3. The district will grant retro actively any additional increases in compensation should another association(s) receive a higher salary increase in either year (“Me Too”) for 2017-18 and 2018-19.

II. BENEFITS

The benefits shall follow negotiated contract language per Article 9: Health and Welfare.

1. **Medical** During open enrollment in the 2017-19 year, unit members may select one (1) of the two Medical plan options, which includes the following:
 1. Option 1: Anthem PPO Plan A (SISC) The selected plan design option for Anthem coverage is \$5 for RX under the Anthem Classic for PPO coverage (see attached) and Custom Premier HMO 10/100% (see attached).
 2. Option 2: Kaiser Plan A (SISC) The Kaiser Plan option will continue under the SISC pool (see attached).
 3. Option 3: Anthem HMO Plan A (SISC) see attached

4. The District will pay 100% of the cost of the premium for employees and their eligible dependents for the term of this agreement.
5. The cash-in-lieu option, under Article 9.8, will continue, unless otherwise negotiated by either party.

Dental Care Insurance

2. During open enrollment in the 2017-19 year, unit members may select one (1) of the two dental plan options, which includes the following:
 - a. **Option 1** (ACSIG) – Delta Dental (PPO). This coverage includes an increase in the maximum annual coverage from \$2,200/\$2,000 (in-network/out-of-network) to \$2,500/\$2,000 (see attached).
 - b. **Option 2** – Metlife (HMO)

Vision Care Insurance

1. During the 2017-19 open enrollment, members will be provided an enhanced benefit at 12/12/12 for frames at \$250 and contact lenses at \$180, for in-network providers under Eyemed Services (see attached).

Other Ancillary Services

1. Life Insurance coverage will be provided by VOYA, which includes an increased maximum of coverage for voluntary life, with no medical questionnaire, up to \$300,000 or 3x the salary, whichever is less. Voluntary life maximum coverage is \$500,000 will be provided based on a 5x amount of salary and medical questionnaire assessment.
2. Dependent coverage will be included at additional costs, based on employee selection.
3. The Employee Assistance Program (EAP) will be provided to all employees at no cost for the first three (3) visits.
4. The Wellness Program will be provided at no additional cost to employees.

This MOU is subject to approval and/or ratification by both parties and is subject to expire on June 30, 2019.

Dated: August 17, 2017

PASADENA CITY COLLEGE CALIFORNIA
FEDERATION OF TEACHERS (PCC-CFT), LOCAL 6525

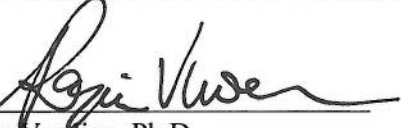
By: _____


Gary Potts, CFT President

Dated: August 17, 2017

PASADENA AREA COMMUNITY COLLEGE
DISTRICT

By: _____


Rajen Vurdien, Ph.D.
Superintendent/President