



RESOLUTION No. 2015-16-5

AUTHORED BY: Board of Finance

REFERRED TO: AS COUNCIL
ACTION SCHEDULED: April 4, 2016

SUBJECT: 2016-17 Employer Health Contribution

WHEREAS, The Associated Students is a 501(c)(3) nonprofit corporation which serves as an auxiliary organization of Humboldt State University (HSU); and,

WHEREAS, The Associated Students of HSU intends to provides salaries, working conditions and benefits for the full-time employees that are comparable to those provided California State University employees performing similar services as per Education Code Section 89900 (c); and,

WHEREAS, Small group health insurance premium is based on age and dependent configuration; and,

WHEREAS, Small group health insurance will allows Associated Students to offer all plans in the insurance company's small group portfolio in order to provide employees with options; and,

WHEREAS, Blue Shield of California is offering the most cost effective rates for benefits; and therefore, be it,

RESOLVED, Associated Students adopts the following contribution schedule with regards to health insurance; and, therefore, be it,

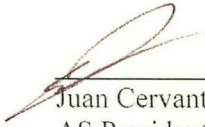
RESOLVED, Associated Students will contribute up to and not to exceed 90% of the monthly premium charged for employees and employees dependents as enrolled based on the Associated Students Benchmark plan, the Blue Shield Gold Full PPO 250/20 OffEx Plan. Employees will be able to use the premium calculated in this way to apply to any other plan in the offered portfolio of plans; and, therefore, be it,

RESOLVED, any balance of monies owed after the application of the employer contribution will be paid by the employee through each payroll and will be pre-taxed at the employees consent. In no case will monies left over after the employees choice of plans be given to the employee; and therefore, be it

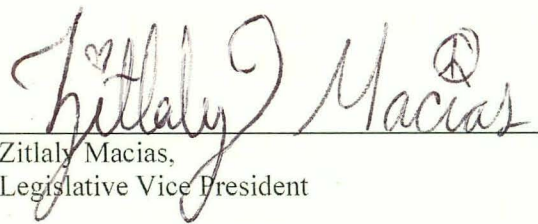
RESOLVED, Full-time benefitted employees will become eligible for health insurance benefits effective the first of the month after their date of hire as a full-time benefitted employee; and,

RESOLVED, every year, as part of the AS Budget process, the Board of Finance shall review these contributions. Any recommended change shall be presented to the AS Council prior to the presentation of the following year AS budget; and,

RESOLVED, any changes shall be voted on by the AS Council; approved changes will take effect in the next fiscal year.



Juan Cervantes,
AS President



Zitlaly Macias,
Legislative Vice President