

COAST COMMUNITY COLLEGE DISTRICT

Medical Healthcare Benefits Changes Survey

January 2008

This survey has been designed with you in mind and is being conducted in order to gain feedback about the proposed changes suggested in the presentation. The District is proposing changes to the medical healthcare benefits coverage in order to minimize the cost of the increases to our healthcare plans. The District is trying to maintain the same level of coverage and care in the current plan offerings, but in order to do so, changes will be necessary. The Benefits Advisory Committee has put together a presentation regarding these changes and your feedback is important. If you were unable to attend a presentation you may view it at www.....

PLEASE REVIEW THE PRESENTATION PRIOR TO TAKING THIS SURVEY.

If changes are not made sometime in the near future, salary increases may be negatively impacted by the rising healthcare costs of our plans.

Directions: Please check one of the responses and add a comment or suggestion if you wish. Thank you for your input.

1. In which medical plan are you currently enrolled:

_____ PPO _____ Kaiser _____ PacifiCare

2. Select the category which represents your age:

20 or under 31-45 46-59
 21-30 60+

3. Do you have dependent coverage? _____ Yes _____ No
(If "yes," please check all that apply; if "no," please continue to Question #4)

_____ Spouse _____ Dependent Children (Please indicate ages)
 0-5 6-10 11-19 20+

4. List the three MOST important benefits you receive from your plan:

1. _____
2. _____
3. _____

5. Do you have any suggestions to improve your medical plan? If so, please list up to three (3).

1. _____
2. _____
3. _____

Dependent Coverage Age/Student Status. Changing the criteria of eligible children is under consideration. Currently, children are eligible if they are unmarried, under age 26 and dependent on the parent for more than 50% of their support. The four choices below provide savings to the plans. Please review the four choices below and select one (1).

_____ Decrease age of dependent child coverage from age 26 to age 25 (no student status required) - **\$46,860 Savings**

_____ Decrease age of dependent child coverage from 26 to 25, if student (up to age 18 if not a student) - **\$93,720 Savings**

_____ Decrease age of dependent child coverage from age 26 to age 24 (no student status required) - **\$93,720 Savings**

_____ Decrease age of dependent child coverage from age 26 to age 24, if student (up to age 18 if not a student) - **\$140,579 Savings**

6. The presentation also includes recommended changes to the plans beginning in October 2008, e.g., increases to the deductible, increases to the HMO office visit co-pays, increases to the prescription co-pays. Excluding the dependent child coverage options above, please check the option below with which you most strongly agree. **PLEASE CHOOSE ONE (1):**

_____ I agree with the referenced changes as shown in the presentation – I want the same coverage and I am willing to pay some of the cost increase.

_____ I would rather continue with the current out-of-pocket costs, but understand that my premiums (1/2% of salary) may be increased and reduced coverage of some of the benefits may occur.

_____ I am neutral regarding the proposed changes

_____ I would prefer to receive lesser salary increases in years to come than make any changes to healthcare plans. (**NOTE:** Some future changes may be mandated by the insurance companies which means the District would not have control over those changes).

Thank you.

I HAVE REVIEWED THE PRESENTATION PRIOR TO COMPLETING THIS SURVEY

SIGNATURE

DATE

To maintain Confidentiality of your response, please return your survey to your representative: Rob Bachmann, at Orange Coast College.

Surveys must received no later than Friday, February 29, 2008.