

MEMORANDUM OF UNDERSTANDING
Between
The Coast Community College District (“District”) and
The Coast Federation of Classified Employees
(CFCE) Local 4794

**Blue Shield HMO – Trio Network
Enrollment Incentive**

August 14, 2019

WHEREAS, the 2018-2019 Health Benefits Advisory Committee (“HBAC”) has recommended a transition of the District’s United Health Care (“UHC”) HMO plan to a HMO plan administered by Blue Shield of California; and

WHEREAS, due to the rigor of the HBAC’s HMO plan analysis and the competitive nature of Blue Shield’s 2019-2020 HMO rates, the District has adopted the HBAC recommendation to transition from UHC’s HMO to Blue Shield’s HMO on October 1, 2019; and

WHEREAS, Blue Shield offers a “Trio ACO HMO Network”, an accountable care organization (“ACO”) network of local doctors, specialists, and hospitals designed to deliver a better coordinated, effective and efficient patient care experience within the Blue Shield HMO; and

WHEREAS, employees opting to enroll in the “Trio ACO HMO Network” within the Blue Shield HMO will assist the District in mitigating rising health plan costs;

THEREFORE, the parties agree to implement the following “Trio Network Enrollment Incentive” for benefit eligible employees who enroll in the Trio ACO HMO Network for the benefit plan year beginning October 1, 2019 through September 30, 2024:

1. Participants must be eligible to receive medical benefits under the terms of the Agreement.
2. The “Trio Network Enrollment Incentive” will be effective for a period of 5 plan years: 2019/2020, 2020/2021, 2021/2022, 2022/2023, and 2023/2024.
3. Participants must enroll or maintain their election for the Blue Shield HMO “Trio ACO HMO Network” during the open enrollment period for benefits each plan year.
4. Participants must maintain enrollment in the “Trio ACO HMO Network” for the entire plan year (October 1 through September 30) in order to receive the full “Trio Network Enrollment Incentive” for that plan year.
5. Participants who add or leave the plan due to a qualifying life event during the plan year (October 1 through September 30) will receive a prorated portion of the incentive reflecting the number of months the employee participated in the program during the plan year.
6. Participants enrolling in the Trio ACO HMO Network shall only be eligible for the incentive assigned to that year.

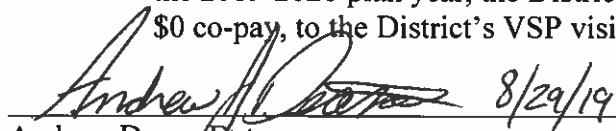
7. Eligible employees will receive incentive payments, up to \$1,350 over a 5-year period, according to the following schedule:

Year	Enrollment Incentive
2019-2020	\$700
2020-2021	\$250
2021-2022	\$200
2022-2023	\$100
2023-2024	\$100


8. Incentives will be paid in a lump sum with the employee’s November payroll.
 9. Enrollment Incentives are paid once per year, per employee. Dependents are not eligible to receive the incentive.
 10. Should the Blue Shield HMO and Blue Shield Trio ACO HMO Network premiums increase beyond 3%, in any given plan year, the HBAC must form a recommendation for the Vice Chancellor of Human Resources for benefit plan changes that can be made to allow the District to realize a commensurate amount of savings that can fund the “Trio Network Enrollment Incentive”. If the HBAC is unable to make such a recommendation or the Vice Chancellor of Human Resources is unable to accept the recommendation the Incentive will expire.
 11. Should less than 60 employees enroll in the Blue Shield Trio ACO HMO Network, in any given plan year, the enrollment incentives will be reduced by 50% as follows:

Year	Enrollment Incentive
2019-2020	\$350
2020-2021	\$125
2021-2022	\$100
2022-2023	\$50
2023-2024	\$50

12. Should less than 30 employees enroll in the Blue Shield Trio ACO HMO Network, in any given plan year, the enrollment incentives will not be paid.
 13. Should the District no longer offer the Blue Shield HMO or Blue Shield Trio ACO HMO Network, at any point over this 5-year period, the “Trio Network Enrollment Incentive” will end with the last year that the plans are offered.
 14. Should at least 80 employees enroll in the Blue Shield Trio ACO HMO Network, in the 2019-2020 plan year, the District will add coverage for Optomap screenings, at a \$0 co-pay, to the District’s VSP vision plan.


 Andrew Deaso/Date
 President CFCE Local 4794


 Dr. Marco Baeza/Date
 Vice Chancellor for Human Resources


 Dr. Lorraine Prinsky/Date
 President, Board of Trustees