

Collin County Community College District Board of Trustees

2023-07-4

July 28, 2023

Resource: Dr. Jennifer DuPlessis
Chief Human Resources Officer

AGENDA ITEM: Consideration of Approval to Provide No-Gap Medical Coverage to Employees and Dependents

DISCUSSION: New employees at Collin College must wait 60 days after the first of the month following their date of employment in order to be eligible for medical coverage. As an example, if an employee were hired on January 2, 2023, they would have to wait to be eligible for medical coverage until April 1, 2023. This standard waiting period is set by the Employees Retirement System of Texas (ERS). This waiting period often causes new employees to seek other coverage or experience difficulty managing their new role, while avoiding medical care or attempting to seek alternative methods of receiving care.

This extended waiting period is often unexpected for new employees who come from private sector or other public sector institutions in the area and are accustomed to a waiting period of typically no more than 30 days. Other institutions facing similar disadvantages compared to area employers offer coverage with no gap or a 0-15 day gap depending on date of employment by covering the intermittent cost for ERS medical coverage for the employee and/or dependents. Southwest Texas Junior College, South Plains College, and Texas State University have chosen to adopt such measures.

The maximum estimated cost to offer “no-gap” medical coverage for employees by covering the portion of the cost not covered by the state during this waiting period would be \$374,982 annually. The maximum estimated cost to do so for dependents whom the employee has enrolled in benefits would be \$57,735 annually during this waiting period. New employees would be asked when their prior coverage ends and the dates would be coordinated so that there is no gap, but also so that the College’s costs would be reduced by the amount of coverage remaining from the employee’s prior employment. The cost of this benefit would be included in the FY24 budget for approval.

**DISTRICT PRESIDENT'S
RECOMMENDATION:**

The District President recommends approval of this no-gap medical coverage beginning in the 2023-2024 fiscal year.

SUGGESTED MOTION:

“Mr. Chairman, I make a motion that the Board of Trustees of Collin County Community College District approves the no-gap medical coverage program.”