

10. NEW BUSINESS

10.2. FISCAL YEAR 2026 EMPLOYEE BENEFITS – BENEFIT PLAN CONTRACT RECOMMENDATIONS

The College's health and welfare benefit plans are reviewed by the Insurance Benefits Committee, which is comprised of representatives of each employment classification and union, and recommendations are made to Administration. The College is assisted in this process by Alliant Employee Benefits, the College's health and welfare benefits broker/consultant.

Administration recommends approval of the insurance benefit plan contracts with each of the vendors listed below. The amounts listed represent the projected total renewal costs, including any fixed fees, based on enrollment.

	Coverage/Plan	Carrier	Contract Dates	Total Projected Cost Amount	Recommendation
1	Medical – 2 plans PPO and PPO with Health Savings Account both with Prescription Drug Coverage	Blue Cross Blue Shield of Illinois (medical) and CVS Caremark (prescription)	7/1/2025-6/30/2026	\$15,201,126	Renew with BlueCross BlueShield of Illinois offering two self-funded PPO plans with CVS Caremark prescription coverage and two fully-insured HMO plans that include prescription drug coverage. Premium cost share with employees varies by plan and coverage tier elected. The total estimated College cost increase with two (2) new plan options and no plan design changes to existing plans is \$1,412,970.
2	Medical – 2 plans HMO Illinois and Blue Advantage HMO	Blue Cross Blue Shield of Illinois	7/1/2025-6/30/2026	\$1,824,738	
3	Dental – 2 plans PPO and DHMO	Delta Dental Illinois	7/1/2025-6/30/2026	\$647,296	Renew with Delta Dental offering the PPO and HMO options. Premium cost share with employees. The total estimated College cost increase with no plan design changes is \$7,862.
4	Vision – 2 plans Premium and Core	Versant Health (Superior Vision)	7/1/2025-6/30/2029	\$89,028	Renew with Versant Health offering Premium and Core coverage. Premium cost share with employees. The total estimated College cost decrease with no plan design changes is -\$3.721 . The plan rates are guaranteed through 6/30/2029.

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	Coverage/Plan	Carrier	Contract Dates	Total Projected Cost Amount	Recommendation
5	COBRA Administration	Inspira Financial (Benefits Resources Inc.)	7/1/2025-6/30/2026	\$4,248	Renewal with Inspira Financial. Fee cost shared with former employees with a rate guarantee extended to 6/30/2026.
6	Voluntary Hospital Indemnity	Guardian	7/1/2025-6/30/2026	\$6,442	Renew with Guardian. Premiums paid by enrolled employees with a rate guarantee extended to 6/30/2026.
7	Voluntary Critical Illness	Guardian	7/1/2025-6/30/2026	\$18,264	Renew with Guardian. Premiums paid by enrolled employees with a rate guarantee extended to 6/30/2026.
8	Voluntary Identity Protection	InfoArmor (Allstate)	7/1/2025-6/30/2026	\$20,776	Renew with InfoArmor. Premiums paid by enrolled employees with a rate guarantee extended to 6/30/2026.
Recommendation: Approve the health and welfare benefit plan contract recommendations as described above, effective July 1, 2025.					