


52 concurrence of CSEA except as determined by the College Executive Committee in the
53 case of a reclassification. Following reclassification, updated class descriptions
54 reflecting permanent changes will be made available to the member and District.
55

56 Signed and entered into this 13th day of September, 2023.

57
58 FOR THE COLLEGE DISTRICT

59 
60 [Robert Blizinski \(Sep 14, 2023 22:36 PDT\)](#)


61 Robert S. Blizinski,
62 Vice-President, Human Resources

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66 Brian Cummins,
67 Director, Human Resources

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FOR CSEA


[Gregory Zemanek \(Sep 15, 2023 01:41 PDT\)](#)

Gregory Zemanek,
CSEA, Chapter 777 President


[Joseph Zacklin \(Sep 22, 2023 12:25 PDT\)](#)

Joseph Zacklin,
CSEA Labor Relations Representative

52 paragraph VI above. Continuation of life insurance may be possible. Employees must
53 meet eligibility and payment requirements of the plan.
54

55 24.1.7 In lieu of District coverage for an individual's health insurance plan (for those with
56 dual coverage) the District will provide during a ten-(10) month period an amount
57 equal to one-half (1/2) the cost of an individual premium of the District's lowest-
58 cost health plan for each member electing this option provided that:
59

60 (1) This option may be selected only during the open enrollment period for
61 health insurance or at the time of initial employment.

62 (2) Requests to change to health insurance coverage from the cash option
63 may be made only during the open enrollment period.

64 (3) Cash benefits provided under this plan must comply with Internal
65 Revenue Service Section 125.

66 (4) Those choosing this option must submit evidence of coverage and sign a
67 form provided by the Benefits Office in Fiscal Services.

68 (5) If this option is chosen, District paid medical insurance coverage will be
69 canceled effective October 1 of the year of the election of this option and will be
70 available again only at the next regular open enrollment period.
71

72 24.2 CSEA shall designate a representative to serve on the District Health Benefits
73 Committee.
74

75 24.3 Medical/Dental Insurance for Retirees

76 Eligible retirees may elect to continue coverage under District-sponsored medical and
77 dental plans on the same terms, including District-paid premium contributions, as
78 coverage is offered to full-time employees of the District, through the month in which the
79 retiree reaches age sixty-five (65).
80

81 In order to be eligible for this benefit, the retiree must meet the following criteria:

82 (1) Must have retired from District employment under the Public Employees'
83 Retirement System (PERS), or the State Teachers' Retirement System (STRS).

84 (2) Must be at least fifty-five (55) years of age at the time of retirement.

85 (3) Must have completed at least fourteen (14) years of service with the
86 District.

87 (4) Must have been eligible to receive District- sponsored medical and dental
88 benefits in his/her last full year of employment.

89 (5) Must be eligible for coverage under District's medical and dental plans.
90

91 If, following retirement, the retiree ceases to be eligible for receipt of retirement benefits
92 under PERS or STRS, the benefit described in this Article will also cease.
93

94 24.4 Early retirees who have not been employed by the District fourteen (14) years but who
95 have completed a minimum of five (5) years of service may elect to retain group
96 coverage under the District-sponsored medical and dental plans by paying the monthly
97 premiums to the District. Such premiums must be received by the District by the first
98 (1st) day of the month for coverage during that month.
99

100 24.5 For retirees who satisfy conditions 1 and 3 of Paragraph B of this Article, and ho have
101 attained the age of sixty- five (65), the District will pay \$1,440 annually, intended to help
102 cover the cost of Medicare supplementary insurance.

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24.6 Wellness Incentive Program

All employees shall be eligible for the Wellness Incentive Program. For 120 consecutive, scheduled workdays worked with no attendance occurrence, or portion thereof, an employee will be awarded ~~\$150.00~~ \$ 800.00. After the award is earned, the 120-day period shall begin to run again.


"Scheduled workday" means a day on which the employee is scheduled to work. It does not include days when the employee is on scheduled or approved vacation, holiday, jury duty, bereavement leave, personal necessity leave, industrial accident or injury leave, layoff or authorized leave of absence. The ~~\$150.00~~ \$800.00 incentive will be included in the employee's regular salary warrant.


24.7 Computer Loan Program

Eligible employees are all regular monthly employees with PCC for one year and eligible for benefits. The maximum loan amount is \$4,000. There can be only one loan outstanding. The initial loan must be repaid in full before a subsequent loan can be processed. The maximum repayment period is two (2) years. There is no interest charged for this loan. The repayment method is through payroll deduction. A promissory note must be executed by the employee prior to funds being released to the vendor.


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Vice-President, Human Resources


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Director, Human Resources

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CLASSIFIED EMPLOYEE EVALUATION

Facilities Services



Employee

Classification

- Annual
 Unscheduled

3 mo. 6 mo.
Probationary

Due in Human Resources

Instructions to the Rater: When rating each factor, check the column you think most appropriate. Comment on ratings in the "Needs Improvement" or "Exceeds Expectations" columns. If evaluation is probationary, recommend permanency, an extension, or termination under remarks. The completed evaluation MUST be discussed with the employee, who may make comments in the section, EMPLOYEE REMARKS. The department head is to review and sign the form in the proper space. After the employee signs the form, this form should be returned to Human Resources to be placed into the employee's file. The department should make one copy for the employee, and one copy to the department file.

| CRITERIA | EVALUATION | | | RATER COMMENTS |
|----------|------------|--|--|----------------|
|----------|------------|--|--|----------------|

| | Needs Improvement | Meets Expectations | Exceeds Expectations | |
|---|---|--------------------|----------------------|--|
| QUANTITY OF WORK | | | | |
| QUALITY OF WORK | Accuracy | | | |
| | Thoroughness | | | |
| | Neatness | | | |
| WORK HABITS | Acceptance of Assignments | | | |
| | Compliance with Instructions | | | |
| | Safety Practices | | | |
| | Initiative | | | |
| ATTENDANCE | Attendance Record | | | |
| | Punctuality | | | |
| | Work Schedules Observance | | | |
| ATTITUDE | Relations with Public | | | |
| | Relations with Staff | | | |
| | Acceptance of Change | | | |
| | | | | |
| DIVERSITY, EQUITY, INCLUSION, AND ACCESSIBILITY (DEIA) | Commits to a continuous cycle of self-growth and progress by participating in DEIA professional development and learning opportunities. | Needs Training | Meets Expectation | |

Additional Rater Remarks

Rater Signature/Date

Next-Level Supervisor Remarks

Next-Level Supervisor Signature/Date

Employee Remarks


Employee Signature/Date

Revised 10/19/15


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