

10. NEW BUSINESS

10.9. FISCAL YEAR 2027 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 – 4 plans PPO and PPO with Health Savings Account both with Prescription Drug Coverage	Blue Cross Blue Shield of Illinois (medical) and CVS Caremark (prescription)	7/1/2026-6/30/2027	\$19,863,923	Renew with BlueCross BlueShield of Illinois offering two self-funded PPO plans with CVS Caremark prescription drug coverage and two fully insured HMO plans that include prescription drug coverage. Premium cost share with employees varies by job family, plan and coverage tier elected. The estimated gross budget increase with plan design changes to the PPO and PPO with HSA is \$2,797,218.
2	Dental – 2 plans PPO and DHMO	Delta Dental Illinois	7/1/2026-6/30/2028	\$692,444	Renew with Delta Dental offering the PPO and HMO options. Premium cost share with employees. The total estimated gross cost increase with no plan design changes is \$45,148.
3	Flexible Spending Account/Commuter Administration	Inspira Financial (Benefits Resources Inc.)	7/1/2026-6/30/2027	\$15,408	Renew with Inspira Financial. Fees paid by the College with a total estimated cost increase of \$336 due to participation increase (no change to the per person rate).

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4	COBRA Administration	Inspira Financial (Benefits Resources Inc.)	7/1/2026-6/30/2027	\$4,278	Renew with Inspira Financial. Fees shared with former employees with a total estimated cost increase of \$30 due to participation increase in insurance programs (no change to per person rate).
5	Employee Assistance Program	Magellan Behavioral Health	7/1/2026-6/30/2028	\$20,959	Renew with Magellan Behavioral Health. Fees paid by the College with a total estimated cost increase of \$588 due to participation increase (no change to the per person rate).
6	Voluntary Hospital Indemnity	Guardian	7/1/2026-6/30/2027	\$15,628	Renew with Guardian. Premiums paid by enrolled employees with no change to rates extended to 6/30/2027.
7	Voluntary Critical Illness	Guardian	7/1/2026-6/30/2027	\$33,927	Renew with Guardian. Premiums paid by enrolled employees with no change to rates extended to 6/30/2027.
8	Voluntary Identity Protection	InfoArmor (Allstate)	7/1/2026-6/30/2027	\$20,464	Renew with InfoArmor. Premiums paid by enrolled employees with no change to rates extended to 6/30/2027.
<p>Recommendation: Approve the health and welfare benefit plan contract recommendations as described above, effective July 1, 2026.</p>					