

**BOARD POLICY 7381 CASH IN-LIEU OF A PAID MEDICAL BENEFITS OPTION**

The Peralta Community College District offers a Cash In-Lieu of a Paid Medical Benefits Option, which provides a cash benefit to active employees who meet and sustain the eligibility criteria for district paid medical benefits and/or dental coverage. The cash payment is dependent upon submission of documentation of alternative coverage in accordance with administrative procedures issued by the Chancellor, Federal Health and Welfare Regulations, and the applicable Collective Bargaining Agreement. In the event the provisions of this policy and/or the applicable administrative procedure and the provisions of any operative collective bargaining agreement conflict, the collective bargaining agreement shall take precedence provided the agreement is in accordance with Federal Health and Welfare Regulations.

Reference:

Administrative Procedures 7381

Replaces:

Board Policy 3.13 Election of Cash In Lieu of Participation in Group Medical Insurance Policy

Draft November 28, 2012