

**MEMORANDUM OF UNDERSTANDING
BY AND BETWEEN THE
SAN BERNARDINO COMMUNITY COLLEGE DISTRICT
AND SAN BERNARDINO COMMUNITY COLLEGE DISTRICT POLICE OFFICERS
ASSOCIATION**

June 3, 2025

This Memorandum of Understanding ("MOU") is entered by and between the SAN BERNARDINO COMMUNITY COLLEGE DISTRICT ("District") and the SAN BERNARDINO COMMUNITY COLLEGE DISTRICT POLICE OFFICERS ASSOCIATION ("Association"), collectively, "the parties."

For the 2025-2026 health and welfare benefit plan year (October 1, 2025 – September 30, 2026), the health and welfare benefits for eligible unit members shall be as follows:

- a. **Medical Plans Offered to Include a Choice of Seven (7) Medical Plans:**
 - Anthem Blue Cross Full Network Classic HMO (No Additional Cost Option)
 - Anthem Blue PPO Gold (No Additional Cost Option)
 - Anthem Blue Cross Full Network CA Care HMO (*+106.80)
 - Anthem Blue PPO Low (*+\$336.00)
 - Anthem Blue PPO (*+\$600.00)
 - Kaiser Low HMO \$30 Co-Pay (*+\$232.80)
 - Kaiser High HMO \$15 Co-Pay (*+\$265.20)
- b. **Dental Plans Offered to Include a Choice of Two (2) Dental Plans:**
 - DeltaCare USA HMO (No Additional Cost Option)
 - Delta Dental PPO (*+\$61.99)
- c. **Vision Plan Offered:**
 - EyeMed (No Additional Cost)
- d. **Chiropractic:**
 - Anthem Blue Cross (Cost Dependent on Chosen Plan)
 - Kaiser (Cost Dependent on Chosen Plan)
- e. **Basic Life, Voluntary Life & Accidental Death, and Dismemberment (AD&D):**
 - Prudential Basic Life and Basic AD&D (No Additional Cost Option)
 - Prudential Voluntary Life and Voluntary AD&D (*Additional Cost Option)
- f. **Employee Assistance Program (EAP):**
 - Anthem Blue Cross through SISC (No Additional Cost)

*All unit members' contributions are deducted on a 10thly basis.

This Agreement is made and entered into this 3rd day of June 2025.

For the District

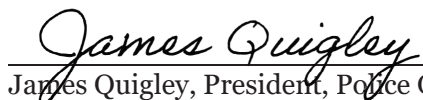
Date: 06/03/25



Kristina Hannon, Vice-Chancellor, Human Resources,
Payroll, Police Services and Health and
Safety Administration

For the Association

Date: 060325


James Quigley, President, Police Officers Association