



Santa Clara County  Office of Education

# Govindeep Walia Benefits Management

Champions for Leadership  
June 7, 2016

# Professional Goals

- Increase cross departmental collaboration
- Learn through mentor/mentee relationship
- Learn how I can help SCCOE meet its goals
- Improve my leadership skills
- Contribute to SCCOE's goals



# Project Goals

- Leverage the power of technology to integrate Human Resource and Finance
  - Explore new ways of managing employee benefits
  - Develop a cross department team to implement QCC's Benefit Management module
  - Work with vendors and user groups to increase collaboration



# Premier Benefits Make a Premier Employer

- SCCOE has one of the best employee health benefit rates in the state
- Our blended healthcare rates provide an affordable plan to our employees and their families

## Employee Cost

Benefits	Part-time (5.5 hrs/day)	Full-time
<b>Employee &amp; Family Composite Rate</b>	<b>Single or Family</b>	<b>Single or Family</b>
Anthem PPO (Full Network)	\$860.85	\$797.84
Anthem PPO (Select Network)	\$708.85	\$645.84
Anthem PPO High Deductible (Full Network)	\$93.85	\$30.84
Kaiser HMO	\$614.85	\$551.84
Kaiser DHMO	\$150.85	\$87.84
Kaiser High Deductible	\$59.58	\$0
Delta Dental of California	\$8.51	\$0
Medical Eye Services (MES) Vision	\$0.78	\$0
Basic Life and AD&D Insurance: The Standard	\$0.19	\$0

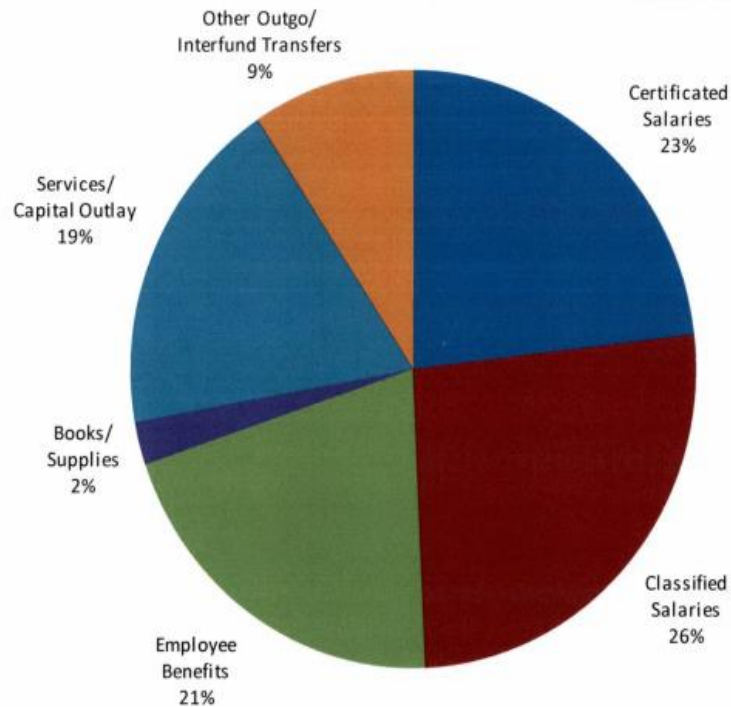
(SCCOE's Benefit Handbook, Page 7)

# SCCOE's Projected Expenditures

## 2015-16 Projected Expenditures

*County School Service Fund*

The following pie chart provides the breakdown of expenditures.



(SCCOE's 2015-2016 Budget, Page 12)

# SCCOE's Projected Expenditures

## 2015-16 Projected Expenditures

### County School Service Fund

The following table provides the Santa Clara County Office of Education's 2015-16 projected County School Service Fund expenditures estimated at \$206.2 million.

Expenditures Category	2015-16 Budget	% of Total
Certificated Salaries	\$47,659,757	23%
Classified Salaries	53,888,387	26%
Employee Benefits	42,320,080	21%
<b>Sub-total Salaries &amp; Benefits</b>	<b>\$143,868,224</b>	<b>70%</b>
Books/Supplies	\$4,800,422	2%
Services/Capital Outlay	38,254,818	19%
Other Outgo/ Interfund Transfer-out	19,241,064	9%
<b>Total Expenditures</b>	<b>\$206,164,528</b>	<b>100%</b>

(SCCOE's 2015-2016 Budget, Page 11)



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# Accomplishments/Successes

- Created an Open Lab to help benefit management team with QCC master files
- Created benefit plans and packages in QCC
- Discovered a need to implement online enrollment



# Key Learnings

- How much benefits matter to our employees
- SCCOE's commitment to provide healthcare to its employees
- Level of support/guidance HR provides to our team members
- Importance of team work and collaboration needed to be successful





# Thank You

- Kathy Sealana and CFL team
- Philip Gordillo – Mentor
- David Wu
- Craig Blackburn
- Cindy Patterson
- Benefits Team
  - Tina Cordoba
  - Loraine Hobgood
  - Patty Tijerina



# Reference List

## SCCOE's Employee Benefit Brochure 2015-2016

<http://www.sccoe.org/depts/Human-Resources/benefits/Documents/Benefits-Overview.pdf>

## SCCOE's 2015-16 Proposed Budget Adopted (06-17-15). (2015, June 17). Retrieved May 05, 2016, from 2015-16 Proposed Budget Adopted (06-17-15)

[http://www.sccoe.org/depts/bizserv/ibs/IBS%20Resources/2015-16%20Proposed%20Budget%20Adopted%20\(06-17-15\).pdf](http://www.sccoe.org/depts/bizserv/ibs/IBS%20Resources/2015-16%20Proposed%20Budget%20Adopted%20(06-17-15).pdf)