

SINTE GLESKA UNIVERSITY
BOARD OF REGENTS
RESOLUTION NO. 2016-04

WHEREAS: Sinte Gleska University was founded in 1970 as a tribally-chartered higher education institution of the Rosebud Sioux Tribe to deliver post-secondary educational programs and opportunities for the benefit of the Sicangu Lakota Oyate; and

WHEREAS: the Chief of Operations Officer is responsible for the daily on-going operations of the institutions including benefits such as health insurance for Sinte Gleska University employees; and

WHEREAS: Sinte Gleska University's Blue Cross Blue Shield health insurance plan will increase in cost by 12.12% for the coming fiscal year beginning October 1, 2015. That would increase our premium by \$131,280. In addition, SGU will incur additional costs due to the requirements of the Affordable Care Act. SGU has 27 workers who are listed as part-time but work 30 or more hours/week and we are required by law to provide health care to them. The additional cost of providing health care to those employees under the current plan would be \$264,339. That plus the additional amount for current employees due to the increase totals 395,619 per annum. That amount is unsustainable;

THEREFORE BE IT RESOLVED, that the SGU administration is proposing a more sustainable approach, would be to charge SGU employees \$50/pay period for their current insurance plan (second column on attached chart) and to provide them with an alternate choice of insurance at no cost to them. Blue Cross Blue Shield has an alternate (last column on the attached chart) that we could offer. The plan would be that all employees working 30 or more hours per week could opt for the current plan at a cost to them of \$50/pay period or could choose the alternate plan at no cost to them;

BE IT FURTHER RESOLVED, that the estimated 80 employees would continue with the current plan. The total cost per annum to SGU would be \$783,226, less \$96,000 (\$50/pay period x 80 employees/annum) or \$687,225. Other employees, approximately 75, would opt for the free (to them) option, which would cost SGU a total of \$598,383 per annum. The total annual premium under this proposal would be \$1,285,608 compared to a current cost of 1,082,724. The estimated annual increase would be \$202,884, which SGU could sustain.

CERTIFICATION

We, the undersigned hereby certify that at a duly called meeting of the Sinte Gleska University Board of Regents held on October 2, 2015 of which a quorum was present that the foregoing resolution was approved by a vote of: ___ in favor, ___ opposed, ___ abstaining, motion passed.

Russell Eagle Bear, Chairman – SGU Board of Regents

ATTEST

Evelyn White Hawk, Secretary
SGU Board of Regents

S E A L

File: SGU Board of Regents Resolution No. 2015-04