



# Board Agenda Item 40

DATE: October 24, 2023

TO: Board of Supervisors

SUBMITTED BY: Hollis Magill, Director of Human Resources

SUBJECT: Increase to County's Health Premium Contribution for Plan Year 2024 for Representation Unit 30

RECOMMENDED ACTION(S):

**Approve the Addendum to the Memorandum of Understanding (MOU) regarding County Health Premium Contribution for Plan Year 2024, effective December 11, 2023, for Representation Unit 30 - Deputy District Attorney.**

There is a \$75,608 increase in Net County Cost (NCC) associated with the recommended action. Approval of the recommended action would serve to effectuate the tentatively agreed upon terms and conditions as delineated herein regarding an Addendum to the MOU for Representation Unit 30, effective December 11, 2023. Impacted department appropriations will be monitored and adjustments will be brought to your Board if needed. This item is countywide.

ALTERNATIVE ACTION(S):

If your Board were not to approve the recommended action, the County's Health Premium Contribution would remain unchanged for the Representation Unit referenced above.

FISCAL IMPACT:

There is an increase in NCC of \$75,608 associated with the recommended actions. The total estimated cost for FY 2023-24 is approximately \$79,450; \$42,341 in NCC. The total estimated cost for FY 2024-25 is approximately \$62,425; \$33,268 in NCC. Impacted department appropriations will be monitored and adjustments will be brought to your Board if needed.

DISCUSSION:

Your Board's representatives have signed an Addendum with Representation Unit 30 regarding the County's Health Premium Contribution for Plan Year 2024.

As reflected on the Addendum, the County's Health Premium Contribution for Plan Year 2024 will increase per pay period as follows:

- Health Insurance: (up to indicates that the contribution will not exceed the cost of the employee's health plan selection)
  - Increase total county contribution for Employee Only up to \$433 (up to \$25 increase per pay period) effective December 11, 2023

- Increase total county contribution for Employee plus Child(ren) up to \$668 (up to \$150 increase per pay period) effective December 11, 2023
- Increase total county contribution for Employee plus Spouse up to \$668 (up to \$150 increase per pay period) effective December 11, 2023
- Increase total county contribution for Employee plus Family up to \$853 (up to \$150 increase per pay period) effective December 11, 2023

Employees eligible to participate in the County's Health Plan Benefit Program can choose to opt out during the next open enrollment period by providing written proof that they have medical coverage from another source.

REFERENCE MATERIAL:

BAI #46, October 10, 2023  
BAI #34, September 21, 2021  
BAI #34, November 2, 2021

ATTACHMENTS INCLUDED AND/OR ON FILE:

Addendum to the MOU for Unit 30

CAO ANALYST:

Paige Benavides