



# Board Agenda Item 34

DATE: October 7, 2025

TO: Board of Supervisors

SUBMITTED BY: Hollis Magill, Director of Human Resources

SUBJECT: Increase to County's Health Insurance Premium Contribution for Plan Year 2026 for Unrepresented and Management (including Senior Management Group, Senior Management Supervisor, Assistant Department Head, Department Head and Elected Official) Classifications

## RECOMMENDED ACTION(S):

- 1. Approve the County's Health Insurance Premium Contribution for Plan Year 2026 for Unrepresented and Management (including Senior Management, Senior Management Supervisor, Assistant Department Head, Department Head and Elected Official) classifications, effective December 8, 2025.**

There is a \$144,418 increase in Net County Cost (NCC) associated with the recommended action. Approval of the recommended action would serve to increase the County's health insurance premium contribution for Plan Year 2026 effective December 8, 2025. 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 Insurance Premium Contribution would remain unchanged for the classifications referenced above.

## FISCAL IMPACT:

The total estimated cost for FY 2025-26 is approximately \$567,000; \$144,418 in NCC. The total estimated cost for FY 2026-27 is approximately \$982,800; \$250,325 in NCC. Impacted department appropriations will be monitored and adjustments will be brought to your Board if needed.

## DISCUSSION:

Approval of the recommended action would increase the County's Health Insurance Premium Contribution towards County sponsored health plans for Plan Year 2026, including up to an additional \$15 for Employee Only, and up to an additional \$60 for Employee plus Child(ren), Employee plus Spouse, and Employee plus Family participants, effective December 8, 2025, as follows:

- Health Insurance:
  - Increase total county contribution for Employee Only up to \$473 (up to \$15 increase per pay period) effective December 8, 2025.
  - Increase total county contribution for Employee plus Child(ren) up to \$778 (up to \$60 increase per pay period) effective December 8, 2025.

- Increase total county contribution for Employee plus Spouse up to \$778 (up to \$60 increase per pay period) effective December 8, 2025.
- Increase total county contribution for Employee plus Family up to \$963 (up to \$60 increase per pay period) effective December 8, 2025.

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 #36, October 8, 2024

CAO ANALYST:

Sevag Tateosian