



Board Agenda Item 34

DATE: July 13, 2021

TO: Board of Supervisors

SUBMITTED BY: Hollis Magill, Director of Human Resources

SUBJECT: Assistant Sheriff Classification Participation in Fresno Deputy Sheriff Association Health Insurance Plans

RECOMMENDED ACTION(S):

Approve Assistant Sheriff job classification to participate in the Fresno Deputy Sheriff's Association health insurance plans.

Adoption of the recommended action will allow employees hired as Assistant Sheriffs to enroll in the health insurance plans offered through the Fresno Deputy Sheriff's Association (FDSA). The number of positions that may be filled at the Assistant Sheriff classification is two. This item is countywide.

ALTERNATIVE ACTION(S):

Your Board may choose not to allow the Assistant Sheriff job classification to enroll in the FDSA health insurance plans but remain in the County of Fresno health plans.

FISCAL IMPACT:

The current biweekly County contribution towards the total health insurance premium varies slightly between County health insurance plans and FDSA plans; the amounts are summarized in the discussion below. For the remainder of the 2021 health plan year, should your Board approve the recommended action, there will be an increase in the County contribution of \$95 per pay period or \$950 total.

DISCUSSION:

The County offers multiple health insurance plans to its employees with the exception of those who receive their benefits through the FDSA. Employees eligible to enroll in FDSA health plans are those in bargaining units 01, 14, 35, 37 and 38. When employees move from or into one of these bargaining units, they are required to make new health plan elections. Regardless of enrollment into a County plan or FDSA plan, the County contributes towards the total health insurance premium on a biweekly basis. The amount of the County contribution varies based on the level of coverage. For plan year 2021, the biweekly County contribution amounts are:

Coverage Level	County Health Plan	FDSA Health Plan
Employee Only	\$368	\$318
Employee + Spouse	\$478	\$528
Employee + Children	\$478	\$528
Employee + Family	\$483	\$528

As referenced in the County's Salary Resolution, Section 100, the Assistant Sheriff job classification is part of the Senior Management Group (SMG). Employees in the SMG are not eligible to enroll in the FDSA health plans. However, the Assistant Sheriff classification is in partial combination with the Sheriff's Captain, Lieutenant, Sergeant and Deputy Sheriff positions, all of which are eligible to enroll in FDSA plans. Therefore, when an employee promotes to the Assistant Sheriff classification from one of these positions, they must move from an FDSA health plan to a County health plan effective the same date as their promotion.

The Department of Human Resources was recently contacted about the possibility of allowing the Assistant Sheriff classification to join the FDSA insurance trust making the classification eligible to enroll in the FDSA health plans. Approval of the recommended action would allow employees promoted to the Assistant Sheriff classification to avoid disruption in their health insurance benefits by enabling them to remain in the plan they were enrolled in through FDSA. The County is able to accommodate this request and contacted FDSA who confirmed they are agreeable to the change as well (Exhibit A). The effective date of the change, upon your Board's approval, is anticipated to be July 26, 2021.

REFERENCE MATERIAL:

BAI #25, February 9, 2021
BAI #62, December 15, 2020
BAI #39, September 22, 2020

ATTACHMENTS INCLUDED AND/OR ON FILE:

On file with Clerk - Exhibit A

CAO ANALYST:

Yussel Zalapa