Item #6
10-11-16

LOCAL 521
SEIU
Stronger Together

Better Valley Health

PROMOTING HEALTH AND WELLNESS IN PARTNERSHIP WITH OUR COMMUNITY

Working together

Thank you to board members for your work over the past few years. Specifically:

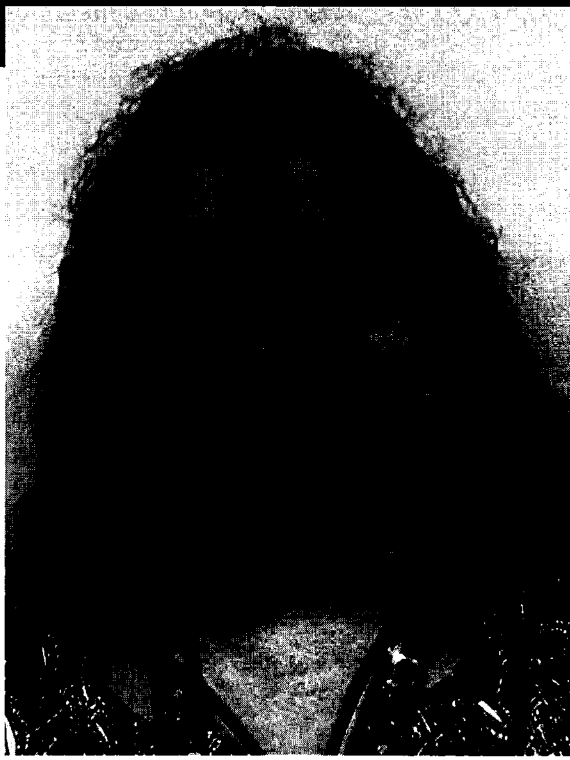
- Commissioning the AON review
- Contracting with new healthcare consultants that can advocate specifically for the interests of Fresno County
- Approving the loan to SJVIA and opting for a measured approach by not adding repayment of loans and reserves into the 2017 rates
- Beginning the benefits consultant RFP process

Local 521 and Local 2015

SEIU Locals 521 and 2015 are working together going forward as well to bring better outcomes for workers and for the communities we all serve.

Our goal is to deliver quality public services to the people of Fresno and the Central Valley.

When workers can't afford basic healthcare, those services suffer.



"It's been a lot of stress
husband's healthcare because I can't afford to add him to my insurance. Dealing with Medi-Cal has made it hard to get care after his stroke."

– Heather E.

Fresno County: Lowest employer contribution towards worker-only healthcare coverage in Central Valley

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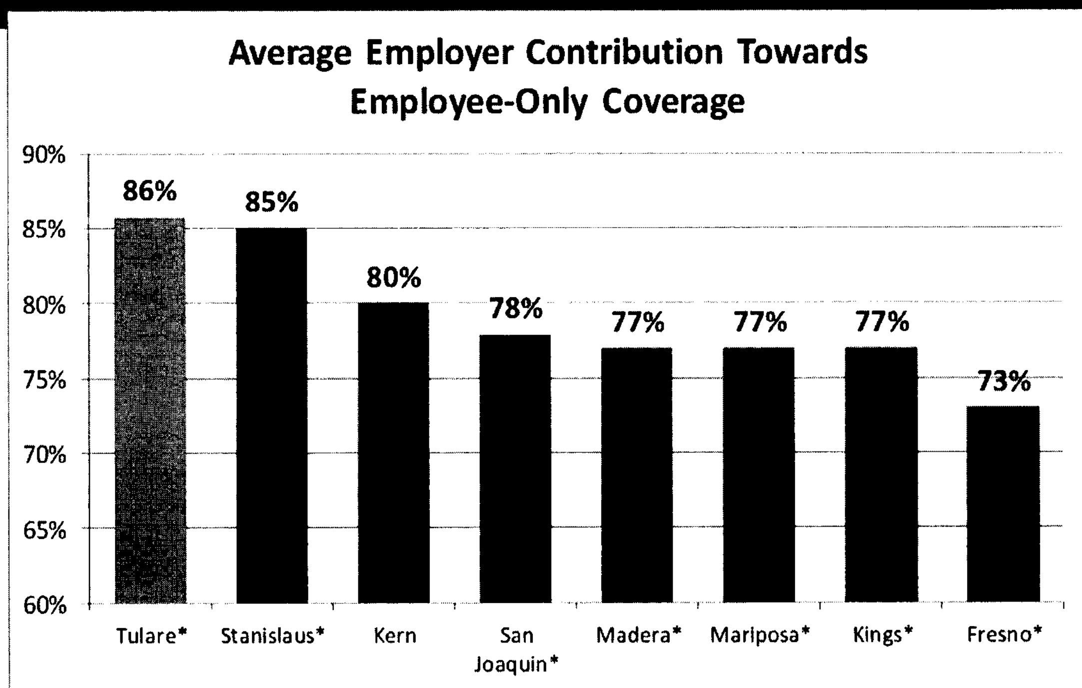
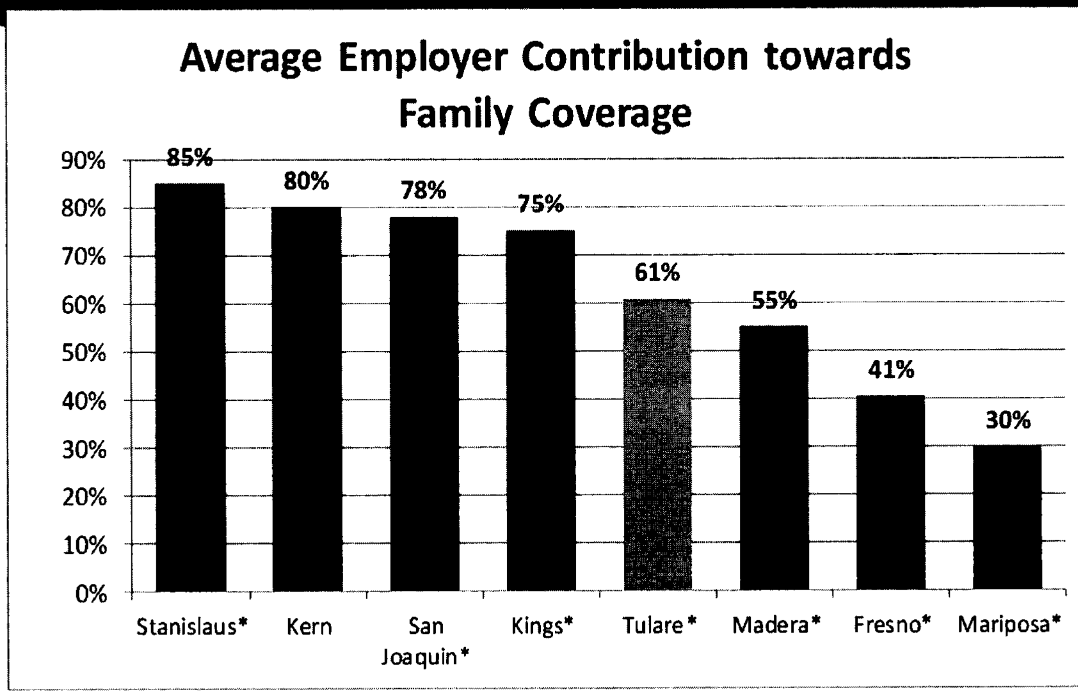


Low employer contribution puts family coverage <u>out of reach</u> for Fresno county workers.



[illegible] decision I've had to make is whether or not to go to the doctor. I have the lowest cost plan which is all I can afford. I have a heart condition that requires a specialist and they only take PPO."

– Jennifer S.

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Holding Down Costs

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- **Healthcare education and awareness campaigns:** Educate workers on preventative care and how to utilize their health plans. Key areas workers care about are weight management, stress and blood pressure.
- **On-site employee health clinics:**
  Provide non-emergency care to workers at the workplace. Increases staff productivity and decreases the amount of time employees spend away from work. Employers can utilize public health workers to provide services at minimal cost.
- **Incentivized Wellness Program:**
  Build a program around the health concerns of workers. Incentives can motivate workers to get healthy and can include premium holidays, gift cards, and/or reimbursements for physical activity programs.
- **Lift the Contribution Cap:**
  Fresno County needs to lift the contribution cap on healthcare and work with employees while we bring rates down.

Concrete Proposals for the Future

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- **Recommendation:** Examine the contracts between Anthem and Providers, Plan Design, Quality of Care, and healthcare access in rural communities.
- **Recommendation:** Review of Prescription Formularies, PBM Agreements and Rebates focused on making maintenance drugs and drugs for chronic conditions affordable along with higher co-pays for lifestyle drugs.
- **Recommendation:** Research rebates SJVIA expected to receive via the PBM agreement with US Script. The board should request a clear report on why the rebates did not materialize and ensure that the annual audit required under the agreement is conducted in a timely manner.

Workers in Fresno County Need Affordable Healthcare!

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SEIU
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From: jepartain@comcast.net [mailto:jepartain@comcast.net]
Sent: Monday, October 10, 2016 12:57 PM
To: Clerk/BOS
Cc: District5 (Office of Supervisor Debbie Poochigian)
Subject: Item #6 - BOS Agenda October 11, 2016

Good afternoon. I'm writing to the Board regarding item #6 on tomorrow's agenda.

I find it troubling that after nineteen years as a County employee, I will be forced to change my health insurance plans because I will no longer be able to afford the premiums. Just since 2002, they have tripled, yet I no longer have my children on my plan. How can it be that back then I was a Paralegal with a family of four, and I am now a Chief Office Assistant with only my husband on my plan, and yet I am barely clearing $200 more each pay period? It is outrageous and inexcusable! I can only surmise part of the issue lies with our partnership with the SJVIA, as I have spoken to several friends who have the same insurance plan as I (different employer), and yet do not pay anywhere *near* the premiums I do. There is something very wrong when an employer paid plan is almost as expensive as one's mortgage payment.

Something needs to be done for the employees of Fresno County. It is quite telling when only 45% of the workforce have more than just themselves insured. People simply can't afford to insure their families! We will continue to lose, and be unable to recruit, additional staff if this is not addressed. And unfortunately, ten dollars a paycheck isn't going to do it for most of us. The relief that's needed must be in the form of lower premiums from these insurers, or we need altogether different insurers. Why is the County staying with insurance companies who continue to raise premiums to such an extent? How much longer will this be allowed to continue?

Thank you,

Janie Partain
(559) 960-9395
12730 E. Heather Ln.
Clovis, Ca., 93619