



Board Agenda Item 35

DATE: October 23, 2018

TO: Board of Supervisors

SUBMITTED BY: Paul Nerland, Director of Human Resources

SUBJECT: County Health Premium Contributions for Plan Year 2019

RECOMMENDED ACTION(S):

Approve the Addenda to Memoranda of Understanding regarding County Health Premium Contributions for Plan Year 2019, effective December 17, 2018, for the following Representation Units:

- a) Unit 11 - Deputy Probation Officers
- b) Unit 25 - Engineering Technicians
- c) Unit 30 - Deputy District Attorneys
- d) Unit 40 - Probation Services Managers
- e) Unit 42 - Engineers

Approval of the recommended action would implement the County's Health Premium Contribution increase for Plan Year 2019 for the identified groups.

ALTERNATIVE ACTION(S):

If your Board were not to approve the recommended action, the existing County Health Premium Contribution would remain unchanged and Health Premium Contribution negotiations would continue.

FISCAL IMPACT:

The estimated cost associated with the recommended action is approximately \$230,733 (\$65,755 in NCC) and is included in the FY 2018-19 Adopted Budgets for the impacted departments.

DISCUSSION:

Your Board's representatives have signed addenda with the identified representation units regarding the County Health Premium Contribution for Plan Year 2019, which are before your Board today for approval. In the spirit of equity, this offer was extended to groups who did not have a health insurance reopener provision within their respective Memorandum of Understanding, which are identified and included on this agenda item.

As reflected in the Addenda, the County's Health Premium Contribution towards the County sponsored Health Plans for Plan Year 2019 (including \$110 or \$115 for dependent coverage depending on the employee's selection) will increase by \$25 per pay period, for Employee Only participants, as follows:

- Employee Only: \$318
- Employee plus Child(ren): \$428

- Employee plus Spouse: \$428
- Employee plus Family: \$433

The Agenda Item will continue to allow employees who are eligible to participate in the County's Health Benefit Program (Program) to opt out of the Program during the next open enrollment period by providing written proof that they have medical coverage from another source.

REFERENCE MATERIAL:

BAI #40, June 12, 2018 - Sal Res Amendment, County Health, Sal Steps for UNR/Mgmt
BAI #35, October 31, 2017 - County Health Premium Contribution for Plan Year 2018

ATTACHMENTS INCLUDED AND/OR ON FILE:

Addenda to MOUs for Units 11, 25, 30, 40, and 42

CAO ANALYST:

Juan Lopez