



# Board Agenda Item 37

DATE: November 6, 2018

TO: Board of Supervisors

SUBMITTED BY: Paul Nerland, Director of Human Resources

SUBJECT: County Health Premium Contribution for Plan Year 2019 - Unit 31

RECOMMENDED ACTION(S):

**Approve the Addendum to Memorandum of Understanding regarding County Health Premium Contributions for Plan Year 2019, effective December 17, 2018 for Representation Unit 31 - Public Defenders, represented by the Professional Association County Employees**

Approval of the recommended action would implement the County's Health Premium Contribution increase for Plan Year 2019 for the identified unit. This item is countywide.

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 \$39,759 (\$35,780 in NCC) and is included in the FY 2018-19 Adopted Budget.

DISCUSSION:

Your Board's representatives have signed an addendum with Unit 31 regarding the County Health Premium Contribution for Plan Year 2019, which is 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. The Association currently represents 64 employees.

As reflected in the Addendum, 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 #34, dated October 23, 2018 - County Health Premium Contributions for Plan Year 2019

ATTACHMENTS INCLUDED AND/OR ON FILE:

Addendum to MOU for Unit 31

CAO ANALYST:

Juan Lopez