

To: A&F Committee

Date: August 25, 2021

From: Lisa Rettig, Director of Human Resources

Reviewed by: *WR*

SUBJECT Increasing Cafeteria Amounts for Non Represented Employees

Summary of Issues: County Connection contracts under the Public Employee's Medical and Hospital Care Act (PEMHCA for Administrative employees benefits.

The current MOUs with the ATU and Teamsters increase the Cafeteria Plan annually using a formula that averages the increases in the two (2) most popular health plans by coverage level and splitting that amount and adding it to the Cafeteria Plan. For this coming year, that split results increasing the Administrative Cafeteria Plan as follows:

Employee only	\$19.05
Employee +1	\$38.11
Family	\$49.51

In recent history the Board has provided the same increase to the Administrative Employees Cafeteria Plan in the interest of equality.

For 2021 the two most popular health plans for the Administrative employees are Kaiser and Healthnet. Overall CalPERS health plans increased an average of 4.98% for 2022. The budget assumes a 6% increase in premiums. We are within the budget.

Attached are the 2022 monthly medical premiums for the Administrative employee group shown with the requested increase in the Cafeteria Plan.

Financial Implications: The amount budgeted for the 2022 Administrative employees Cafeteria Plan is \$636,676.00. This proposed increase is included in this amount.

Recommendations: Staff requests the A&F Committee recommends approval of the increase in the monthly Administrative employee Cafeteria Plan as follows:

Employee only	\$ 594.88
Employee +1	\$ 920.92
Family	\$1,321.92

Action Requested: Forward to the Full Board to be placed on the consent calendar for approval.

**2021 Medical Premiums
Per Month (\$)
Employee Group #1
Administrative Employees**

	<u>Total</u>	<u>CCCTA</u>	<u>Employee</u>	<u>Cafeteria Plan</u>	<u>Net Employee</u>
Kaiser*	\$857.06	\$303.56	\$553.50	\$594.88	\$0.00
Kaiser+1	\$1,714.12	\$607.12	\$1,107.00	\$920.92	\$186.08
Kaiser+2	\$2,228.36	\$789.26	\$1,439.10	\$1,321.92	\$117.18
PERS Platinum*	\$1,057.01	\$392.42	\$664.59	\$594.88	\$69.71
PERS Platinum+1	\$2,114.02	\$784.84	\$1,329.18	\$920.92	\$408.26
PERS Platinum+2	\$2,748.23	\$1,020.29	\$1,727.94	\$1,321.92	\$406.02
PERS Gold*	\$701.23	\$270.71	\$430.52	\$594.88	\$0.00
PERS Gold+1	\$1,402.46	\$541.42	\$861.04	\$920.92	\$0.00
PERS Gold+2	\$1,823.20	\$703.85	\$1,119.35	\$1,321.92	\$0.00
Anthem HMO Select*	\$1,015.81	\$270.71	\$745.10	\$594.88	\$150.22
Anthem HMO Select+1	\$2,031.62	\$541.42	\$1,490.20	\$920.92	\$569.28
Anthem HMO Select+2	\$2,641.11	\$703.85	\$1,937.26	\$1,321.92	\$615.34
Anthem HMO Traditional*	\$1,304.00	\$494.86	\$809.14	\$594.88	\$214.26
Anthem HMO Traditional+1	\$2,608.00	\$989.71	\$1,618.29	\$920.92	\$697.37
Anthem HMO Traditional+2	\$3,390.40	\$1,286.63	\$2,103.77	\$1,321.92	\$781.85
Healthnet*	\$1,153.00	\$450.78	\$702.22	\$594.88	\$107.34
Healthnet +1	\$2,306.00	\$901.55	\$1,404.45	\$920.92	\$483.53
Healthnet +2	\$2,997.80	\$1,172.12	\$1,825.68	\$1,321.92	\$503.76
Western Health Adv*	\$741.26	\$383.51	\$357.75	\$594.88	\$0.00
Western Health Adv+1	\$1,482.52	\$767.01	\$715.51	\$920.92	\$0.00
Western Health Adv+2	\$1,927.28	\$997.12	\$930.16	\$1,321.92	\$0.00
Blue Shield Access*	\$1,116.01	\$392.42	\$723.59	\$594.88	\$128.71
Blue Shield Access+1	\$2,232.02	\$786.84	\$1,445.18	\$920.92	\$524.26
Blue Shield Access+2	\$2,901.63	\$1,020.29	\$1,881.34	\$1,321.92	\$559.42
Blue Shield Trio	\$898.54	\$303.56	\$594.98	\$594.88	\$0.10
Blue Shield Trio+1	\$1,797.08	\$607.12	\$1,189.96	\$920.92	\$269.04
Blue Shield Trio+2	\$2,336.20	\$789.26	\$1,546.94	\$1,321.92	\$225.02

Employees who do not elect medical coverage and complete a Certification Form receive \$200.00 per month in Cafeteria Plan Contributions.

This amount can be used to purchase vacation, Vision Services Plan benefits or at the end of the calendar year it can be cashed out.

* =Employee Only

+1=Employee plus One Dependent

+2=Employee plus Two or more Dependents (also known as Family Coverage)

The monthly Employee premium is deducted semi-monthly from paychecks in two equal amounts