

INTER OFFICE MEMO

To: Board of Directors

Date: 09/07/2022

From: Lisa Rettig, Director of Human Resources

Reviewed by:



SUBJECT: 2023 Administrative Employees Cafeteria Adjustment

Background:

County Connection contracts with California Public Employees Retirement System (CalPERS) under the Public Employees' Medical and Hospital Care Act (PEMHCA) for Administrative employee health benefits.

The current Memorandum of Understanding with the Amalgamated Transit Union (ATU) and Teamsters increases the Cafeteria Plan annually using a formula that averages the increases in the two (2) most popular health plans by coverage level, splitting that amount and adding it to the Cafeteria Plan.

Summary of Issues:

In recent history the Board has provided the same increase to the Administrative Employees Cafeteria Plan in the interest of equity. For 2022 the two most popular health plans for the Administrative employees are Kaiser and Healthnet. Overall CalPERS health plans increased an average of 6% for 2023. The increased rate is included in the budget. The formula results in the following increases:

Administrative Employees	Increase Amount	2023 Monthly Cafeteria
Employee Only	\$19.55	\$614.43
Employee Plus 1 dependent	\$39.09	\$960.01
Family	\$50.82	\$1,372.74

Financial Implications:

The amount budgeted for the 2023 Administrative Employees Cafeteria Plan is \$694,788. This proposed increase is included in this amount.

Recommendation:

The A&F Committee and Staff recommends approval of the monthly Administrative Employee Cafeteria Plan as follows:

Employee only:	\$ 614.43
Employee +1:	\$ 960.01
Family:	\$1,372.74

Action Requested:

Adoption of Resolution 2023-012

Attachments:

Attachment 1: 2023 Administrative Employees Cafeteria Plan Adjustment

Attachment 2: Resolution 2023-012

RESOLUTION NO. 2023-012

**BOARD OF DIRECTORS
CENTRAL CONTRA COSTA TRANSIT AUTHORITY
STATE OF CALIFORNIA**

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**AUTHORIZES FY2023 ANNUAL ADJUSTMENT
TO ADMINISTRATIVE EMPLOYEES CAFETERIA PLAN AMOUNTS**

WHEREAS, the County of Contra Costa and the Cities of Clayton, Concord, the Town of Danville, Lafayette, Martinez, the Town of Moraga, Orinda, Pleasant Hill, San Ramon and Walnut Creek (hereinafter "Member Jurisdictions") have formed the Central Contra Costa Transit Authority ("CCCTA"), a joint exercise of powers agency created under California Government Code Section 6500 *et seq.*, for the joint exercise of certain powers to provide coordinated and integrated public transportation services within the area of its Member Jurisdictions;

WHEREAS, on December 21, 2006, CCCTA adopted a cafeteria plan for its non-represented administrative staff and management ("Administrative Employees Cafeteria Plan");

WHEREAS, Staff has recommended an adjustment to the non-represented administrative staff and management cafeteria amounts based on 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 Administrative Employees Cafeteria Plan; and

WHEREAS, the Administration & Finance Committee recommends that the Board of Directors adopt the recommendations of the Staff to adjust the Administrative Employees Cafeteria Plan in accordance with the formula set forth above.

NOW, THEREFORE, BE IT RESOLVED that the CCCTA Board of Directors approves the increases in the Administrative Employees Cafeteria Plan such that the total including the increases, shall be as follows, effective January 1, 2023:

Employee only:	\$614.43
Employee +1:	\$960.01
Employee +2 or more:	\$1372.74

Regularly passed and adopted this 15th day of September, 2022 by the following vote.

Ayes:

Noes:

Abstain:

Absent:

Dave Hudson, Chair, Board of Directors

ATTEST:

Lathina Hill, Clerk to the Board