

To: A&F Committee

Date: 10-3-13

From: Lisa Rettig, Senior Manager of Human Resources

Reviewed by:

SUBJECT: Increasing Cafeteria Amounts for Non Represented Employees

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

The Board has taken steps to equalize the net amount paid for healthcare by the ATU and Teamsters bargaining units with the non-represented Administrative employee group.

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.

Recommendation:

For the Administrative employees staff recommends using the same formula that is used for the two Bargaining Groups to increase the cafeteria amounts.

The attached rate sheet shows the plans, the break down between the employer and employee share of the premium and the new cafeteria amounts.

Financial Implications: \$9,500 for FY 2014 (with an annualized cost of \$19,000), this amount is included in the budget.

Options:

- 1) Approve recommendation and forward to the full Board
- 2) Decline recommendation
- 3) Other

**2014 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>
Blue Shield*	\$836.59	\$329.08	\$507.51	\$301.97	\$205.54
Blue Shield+1	\$1,673.18	\$658.16	\$1,015.02	\$423.95	\$591.07
Blue Shield +2	\$2,175.13	\$855.60	\$1,319.53	\$575.13	\$744.40
Blue Shield Netvalue*	\$704.01	\$329.08	\$374.93	\$301.97	\$72.96
Blue Shield Netvalue+1	\$1,408.02	\$658.16	\$749.86	\$423.95	\$325.91
Blue Shield Netvalue+2	\$1,830.43	\$855.60	\$974.83	\$575.13	\$399.70
Kaiser*	\$742.72	\$303.56	\$439.16	\$301.97	\$137.19
Kaiser+1	\$1,485.44	\$607.12	\$878.32	\$423.95	\$454.37
Kaiser+2	\$1,931.07	\$789.26	\$1,141.81	\$575.13	\$566.68
PERS Choice*	\$690.77	\$289.98	\$400.79	\$301.97	\$98.82
PERS Choice+1	\$1,381.54	\$579.96	\$801.58	\$423.95	\$377.63
PERS Choice+2	\$1,796.00	\$753.95	\$1,042.05	\$575.13	\$466.92
PERSCARE*	\$720.04	\$494.86	\$225.18	\$301.97	\$0.00
PERSCARE+1	\$1,440.08	\$989.71	\$450.37	\$423.95	\$26.42
PERSCARE+2	\$1,872.10	\$1,286.63	\$585.47	\$575.13	\$10.34
PERS Select*	\$661.52	\$270.71	\$390.81	\$301.97	\$88.84
PERS Select+1	\$1,323.04	\$541.42	\$781.62	\$423.95	\$357.67
PERS Select+2	\$1,719.95	\$703.85	\$1,016.10	\$575.13	\$440.97
Anthem HMO Select*	\$657.33	\$270.71	\$386.62	\$301.97	\$84.65
Anthem HMO Select+1	\$1,314.66	\$541.42	\$773.24	\$423.95	\$349.29
Anthem HMO Select+2	\$1,709.06	\$703.85	\$1,005.21	\$575.13	\$430.08
Anthem HMO Traditional*	\$728.41	\$494.86	\$233.55	\$301.97	\$0.00
Anthem HMO Traditional+1	\$1,456.82	\$989.71	\$467.11	\$423.95	\$43.16
Anthem HMO Traditional+2	\$1,893.87	\$1,286.63	\$607.24	\$575.13	\$32.11
Unitedhealthcare*	\$764.24	\$303.56	\$460.68	\$301.97	\$158.71
Unitedhealthcare+1	\$1,528.48	\$607.12	\$921.36	\$423.95	\$497.41
Unitedhealthcare+2	\$1,987.02	\$789.26	\$1,197.76	\$575.13	\$622.63

Employees who do not elect medical coverage receive \$200.00 per month in Cafeteria money. This money can be used to purchase vacation, Vision Services Plan benefits or at the end of the calendar year it can be cashed out or rolled over to an ICMA 457 account.

* =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