

County Connection

INTER OFFICE MEMO

To: A&F Committee

Date: February 23, 2016

From: Lisa Rettig 
Senior Manager of Human Resources

Subject: Increasing Cafeteria
Amounts for Non Represented
Employees

Approved by: Rick Ramacier, General Manager

SUMMARY OF ISSUES: This item would have ordinarily come to the committee in the fall for approval however due to the cancellation of the 2015 November Board Meeting and the retirement of the Director of Finance it was overlooked until now.

County Connection contracts under the Public Employee's Medical and Hospital Care Act (PEMHCA) for Administrative employee 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.

In recent history the Board has provided the same increases to the Administrative employees cafeteria plan in the interest of equality.

For 2016 the two most popular health plans are Kaiser and Anthem HMO Select. The average increase for PERS HMO plans was 7.21% for 2016.

Attached are the 2016 monthly medical premiums for each employee group, ATU, Teamsters and Administration. The Administrative employee group is shown with the requested increase in the Cafeteria Plan.

FINANCIAL IMPLICATIONS:

The cost to increase the contributions to the Administrative employee Cafeteria Plan using the above mentioned formula is \$15,100. This amount is accounted for in the budget.

RECOMMEDATIONS:

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

Employee only:	\$ 400.24
Employee +1:	\$ 620.48
Employee +2 or more:	\$ 830.62

ACTION REQUESTED:

Forward item to the full Board for approval.

**2016 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*	\$1,016.18	\$329.08	\$687.10	\$400.24	\$286.86
Blue Shield+1	\$2,032.36	\$658.16	\$1,374.20	\$620.48	\$753.72
Blue Shield +2	\$2,642.07	\$855.60	\$1,786.47	\$830.62	\$955.85
Blue Shield Netvalue*	\$1,033.86	\$329.08	\$704.78	\$400.24	\$304.54
Blue Shield Netvalue+1	\$2,067.72	\$658.16	\$1,409.56	\$620.48	\$789.08
Blue Shield Netvalue+2	\$2,688.04	\$855.60	\$1,832.44	\$830.62	\$1,001.82
Kaiser*	\$746.47	\$303.56	\$442.91	\$400.24	\$42.67
Kaiser+1	\$1,492.94	\$607.12	\$885.82	\$620.48	\$265.34
Kaiser+2	\$1,940.82	\$789.26	\$1,151.56	\$830.62	\$320.94
PERS Choice*	\$798.36	\$289.98	\$508.38	\$400.24	\$108.14
PERS Choice+1	\$1,596.72	\$579.96	\$1,016.76	\$620.48	\$396.28
PERS Choice+2	\$2,075.74	\$753.95	\$1,321.79	\$830.62	\$491.17
PERSCARE*	\$889.27	\$494.86	\$394.41	\$400.24	\$0.00
PERSCARE+1	\$1,778.54	\$989.71	\$788.83	\$620.48	\$168.35
PERSCARE+2	\$2,312.10	\$1,286.63	\$1,025.47	\$830.62	\$194.85
PERS Select*	\$730.07	\$270.71	\$459.36	\$400.24	\$59.12
PERS Select+1	\$1,460.14	\$541.42	\$918.72	\$620.48	\$298.24
PERS Select+2	\$1,898.18	\$703.85	\$1,194.33	\$830.62	\$363.71
Anthem HMO Select*	\$721.79	\$270.71	\$451.08	\$400.24	\$50.84
Anthem HMO Select+1	\$1,443.58	\$541.42	\$902.16	\$620.48	\$281.68
Anthem HMO Select+2	\$1,876.65	\$703.85	\$1,172.80	\$830.62	\$342.18
Anthem HMO Traditional*	\$855.42	\$494.86	\$360.56	\$400.24	\$0.00
Anthem HMO Traditional+1	\$1,710.84	\$989.71	\$721.13	\$620.48	\$100.65
Anthem HMO Traditional+2	\$2,224.09	\$1,286.63	\$937.46	\$830.62	\$106.84
Unitedhealthcare*	\$955.44	\$303.56	\$651.88	\$400.24	\$251.64
Unitedheathcare+1	\$1,910.88	\$607.12	\$1,303.76	\$620.48	\$683.28
Unitedhealthcare+2	\$2,484.14	\$789.26	\$1,694.88	\$830.62	\$864.26

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

2016 Medical Premiums
 Per month \$
 Employee Group #2
 ATU Local 1605

	<u>Total</u>	<u>CCCTA</u>	<u>Employee</u>	<u>Cafeteria Plan</u>	<u>Net Employee Cost</u>
Blue Shield*	\$1,016.18	\$266.47	\$749.71	\$468.48	\$281.23
Blue Shield+1	\$2,032.36	\$532.93	\$1,499.43	\$756.93	\$742.50
Blue Shield+2	\$2,642.07	\$692.81	\$1,949.26	\$1,008.01	\$941.25
Blue Shield NetValue*	\$1,033.86	\$266.47	\$767.39	\$468.48	\$298.91
Blue Shield NetValue+1	\$2,067.72	\$532.93	\$1,534.79	\$756.93	\$777.86
Blue Shield NetValue+2	\$2,688.04	\$692.81	\$1,995.23	\$1,008.01	\$987.22
Kasier*	\$746.47	\$235.34	\$511.13	\$468.48	\$42.65
Kaiser+1	\$1,492.94	\$470.67	\$1,022.27	\$756.93	\$265.34
Kaiser+2	\$1,940.82	\$611.87	\$1,328.95	\$1,008.01	\$320.94
PERS Choice*	\$798.36	\$241.24	\$557.12	\$468.48	\$88.64
PERS Choice+1	\$1,596.72	\$482.48	\$1,114.24	\$756.93	\$357.31
PERS Chocie+2	\$2,075.74	\$627.23	\$1,448.51	\$1,008.01	\$440.50
PERSCARE*	\$889.27	\$374.92	\$514.35	\$468.48	\$45.87
PERSCARE+1	\$1,778.54	\$749.83	\$1,028.71	\$756.93	\$271.78
PERSCARE+2	\$2,312.10	\$974.78	\$1,337.32	\$1,008.01	\$329.31
PERS Select*	\$730.07	\$233.59	\$496.48	\$468.48	\$28.00
PERS Select+1	\$1,460.14	\$467.18	\$992.96	\$756.93	\$236.03
PERS Select+2	\$1,898.18	\$607.34	\$1,290.84	\$1,008.01	\$282.83
Anthem HMO Select*	\$721.79	\$233.59	\$488.20	\$468.48	\$19.72
Anthem HMO Select+1	\$1,443.58	\$467.18	\$976.40	\$756.93	\$219.47
Anthem HMO Select+2	\$1,876.65	\$607.34	\$1,269.31	\$1,008.01	\$261.30
Anthem HMO Traditional*	\$855.42	\$374.92	\$480.50	\$468.48	\$12.02
Anthem HMO Traditional+1	\$1,710.84	\$749.83	\$961.01	\$756.93	\$204.08
Anthem HMO Traditional+2	\$2,224.09	\$974.78	\$1,249.31	\$1,008.01	\$241.30
United Healthcare*	\$955.44	\$235.34	\$720.10	\$468.48	\$251.62
United Healthcare+1	\$1,910.88	\$470.67	\$1,440.21	\$756.93	\$683.28
United Heathcare+2	\$2,484.14	\$611.87	\$1,872.27	\$1,008.01	\$864.26

* = 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 bi-monthly from paychecks in two equal amounts

**2016 Medical Premiums
Per Month (\$)
Employee Group #3
Teamsters Local 856/Transit Supervisors**

	<u>Total</u>	<u>CCCTA</u>	<u>Employee</u>	<u>Cafeteria Plan</u>	<u>Net Employee Cost</u>
Blue Shield*	\$1,016.18	\$280.29	\$735.89	\$449.65	\$286.24
Blue Shield+1	\$2,032.36	\$560.57	\$1,471.79	\$719.30	\$752.49
Blue Shield +2	\$2,642.07	\$728.74	\$1,913.33	\$959.09	\$954.24
Blue Shield NetValue*	\$1,033.86	\$280.29	\$753.57	\$449.65	\$303.92
Blue Shield NetValue+1	\$2,067.72	\$560.57	\$1,507.15	\$719.30	\$787.85
Blue Shield NetValue+2	\$2,688.04	\$728.74	\$1,959.30	\$959.09	\$1,000.21
Kaiser*	\$746.47	\$254.15	\$492.32	\$449.65	\$42.67
Kaiser+1	\$1,492.94	\$508.30	\$984.64	\$719.30	\$265.34
Kaiser+2	\$1,940.82	\$660.79	\$1,280.03	\$959.09	\$320.94
PERS Choice*	\$798.36	\$241.24	\$557.12	\$449.65	\$107.47
PERS Choice+1	\$1,596.72	\$482.48	\$1,114.24	\$719.30	\$394.94
PERS Choice+2	\$2,075.74	\$627.23	\$1,448.51	\$959.09	\$489.42
PERSCARE*	\$889.27	\$374.92	\$514.35	\$449.65	\$64.70
PERSCARE+1	\$1,778.54	\$749.83	\$1,028.71	\$719.30	\$309.41
PERSCARE+2	\$2,312.10	\$974.78	\$1,337.32	\$959.09	\$378.23
PERS Select*	\$730.07	\$226.58	\$503.49	\$449.65	\$53.84
PERS Select+1	\$1,460.14	\$453.16	\$1,006.98	\$719.30	\$287.68
PERS Select+2	\$1,898.18	\$589.11	\$1,309.07	\$959.09	\$349.98
Anthem HMO Select*	\$721.79	\$226.58	\$495.21	\$449.65	\$45.56
Anthem HMO Select+1	\$1,443.58	\$453.16	\$990.42	\$719.30	\$271.12
Anthem HMO Select+2	\$1,876.65	\$589.11	\$1,287.54	\$959.09	\$328.45
Anthem HMO Traditional*	\$855.42	\$374.92	\$480.50	\$449.65	\$30.85
Anthem HMO Traditional+1	\$1,710.84	\$749.83	\$961.01	\$719.30	\$241.71
Anthem HMO Traditional+2	\$2,224.09	\$974.78	\$1,249.31	\$959.09	\$290.22
Unitedhealthcare*	\$955.44	\$254.15	\$701.29	\$449.65	\$251.64
Unitedhealthcare+1	\$1,910.88	\$508.30	\$1,402.58	\$719.30	\$683.28
Unitedhealthcare+2	\$2,484.14	\$660.79	\$1,823.35	\$959.09	\$864.26

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