

To: A&F Committee

Date: August 25, 2021

From: Lisa Rettig, Director of Human Resources

Reviewed by:

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, and in the interest of equity, the Board has provided the same increase to the Administrative Employees Cafeteria Plan.

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 and the A&F Committee recommend 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: Adopt Resolution 2022-004

RESOLUTION NO. 2022-04

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

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**AUTHORIZES FY2022 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, 2022:

Employee only:	\$594.88
Employee +1:	\$920.92
Employee +2 or more:	\$1321.92

Regularly passed and adopted this 16th day of September, 2022 by the following vote.

Ayes:

Noes:

Abstain:

Absent:

Keith Haydon, Chair, Board of Directors

ATTEST:

Lathina Hill, Clerk to the Board