

# County Connection

## INTER OFFICE MEMO

**To:** Administration and Finance Committee

**Date:** 08/30/2022

**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 FY23 operating 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:

Staff recommends approval of the increase in the monthly Administrative Employee Cafeteria Plan as follows:

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

**Action Requested:**

Approve and forward to the full Board with recommendation.

**Attachments: (always use this title)**

Attachment 1: 2023 Medical Premiums per month (\$) Employees Group #1 Administrative Employees

## Attachment 1:

**2023 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*	\$913.74	\$303.56	\$610.18	\$614.43	\$0.00
Kaiser+1	\$1,827.48	\$607.12	\$1,220.36	\$960.01	\$260.35
Kaiser+2	\$2,375.72	\$789.26	\$1,586.46	\$1,372.74	\$213.72
PERS Platinum*	\$1,200.12	\$392.42	\$807.70	\$614.43	\$193.27
PERS Platinum+1	\$2,400.24	\$784.84	\$1,615.40	\$960.01	\$655.39
PERS Platinum+2	\$3,120.31	\$1,020.29	\$2,100.02	\$1,372.74	\$727.28
PERS Gold*	\$825.61	\$270.71	\$554.90	\$614.43	\$0.00
PERS Gold+1	\$1,651.22	\$541.42	\$1,109.80	\$960.01	\$0.00
PERS Gold+2	\$2,146.59	\$703.85	\$1,442.74	\$1,372.74	\$70.00
Anthem HMO Select*	\$1,128.83	\$270.71	\$858.12	\$614.43	\$243.69
Anthem HMO Select+1	\$2,257.66	\$541.42	\$1,716.24	\$960.01	\$756.23
Anthem HMO Select+2	\$2,934.96	\$703.85	\$2,231.11	\$1,372.74	\$858.37
Anthem HMO Traditional*	\$1,210.71	\$494.86	\$715.85	\$614.43	\$101.42
Anthem HMO Traditional+1	\$2,421.42	\$989.71	\$1,431.71	\$960.01	\$471.70
Anthem HMO Traditional+2	\$3,147.85	\$1,286.63	\$1,861.22	\$1,372.74	\$488.48
Healthnet*	\$1,174.50	\$450.78	\$723.72	\$614.43	\$109.29
Healthnet +1	\$2,349.00	\$901.55	\$1,447.45	\$960.01	\$487.44
Healthnet +2	\$3,053.70	\$1,172.12	\$1,881.58	\$1,372.74	\$508.84
Western Health Adv*	\$760.17	\$383.51	\$376.66	\$614.43	\$0.00
Western Health Adv+1	\$1,520.34	\$767.01	\$753.33	\$960.01	\$0.00
Western Health Adv+2	\$1,976.44	\$997.12	\$979.32	\$1,372.74	\$0.00
Blue Shield Access*	\$1,035.21	\$392.42	\$642.79	\$614.43	\$28.36
Blue Shield Access+1	\$2,070.42	\$786.84	\$1,283.58	\$960.01	\$323.57
Blue Shield Access+2	\$2,691.55	\$1,020.29	\$1,671.26	\$1,372.74	\$298.52
Blue Shield Trio	\$888.94	\$303.56	\$585.38	\$614.43	\$0.00
Blue Shield Trio+1	\$1,777.88	\$607.12	\$1,170.76	\$960.01	\$210.75
Blue Shield Trio+2	\$2,311.24	\$789.26	\$1,521.98	\$1,372.74	\$149.24

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