



## Legislation Text

---

**File #:** 18-1423, **Version:** 1

---

Human Resources Department recommending the Board take the following actions regarding Health Plan Programs and Ancillary Employee Benefit Programs for the 2019 Plan Year:

- 1) Approve the proposed updated 2019 health plan rate cards (Attachment A) based on the cost sharing of health premiums in the current Memoranda of Understanding with the El Dorado County Law Enforcement Managers' Association, representing the Law Enforcement Sworn Management bargaining unit; and
- 2) Grant Human Resources the authority to correct any minor clerical errors or adjustments to the approved health plan rate cards for the 2019 health benefits plan year as necessary.

**FUNDING:** N/A

### **DISCUSSION / BACKGROUND**

Each year, Human Resources brings the proposed benefit year health plan rate cards to the Board for approval. On August 28, 2018, the Board approved rate cards for bargaining units, including Law Enforcement Sworn Management (SM) bargaining unit. However, during Open Enrollment preparation, it was discovered that the 2019 health plan rates for the SM bargaining unit, which include medical, dental, and vision were not calculated at the 65% employer/35% employee method in accordance with the El Dorado County Law Enforcement Managers' Association (EDCLEMA) Memorandum of Understanding.

Upon identifying the discrepancy, Human Resources informed the authorized agent of EDCLEMA, and the Association is aware that the 2019 health plan rates for the SM bargaining unit will be changed from those currently in effect and re-calculated consistent with the MOU.

In addition, the successor MOU adopted by the Board on September 18, 2018, increased the County's contribution to the SM bargaining unit's Optional Benefit Plan from \$6,000 to \$6,240 per year (Legistar #: 18-1364).

Human Resources has updated the 2019 health plan rate cards to account for the change to the Optional Benefit Plan contribution and with rate calculations consistent with the MOU, and is bringing the rate cards back before the Board for adoption. This change will result in an increase to the employee contribution from the original published rates, which take effect in December of 2018. An increase to the Optional Benefit Credits that is occurring in October will partially offset this increase, but will not fully cover it.

### **ALTERNATIVES**

N/A

### **OTHER BOARD ACTION**

The 2019 plan rates were initially brought before the Board and approved on August 28, 2018 (Legistar # 18-1292).

The EDCLEMA MOU was adopted by the Board on September 18, 2018 (Legistar # 18-1364).

**OTHER DEPARTMENT / AGENCY INVOLVEMENT**

County Counsel

**CAO RECOMMENDATION**

It is recommended that the Board approve this item.

**FINANCIAL IMPACT**

There is no net County cost increase for the revised rate cards.

**CLERK OF THE BOARD FOLLOW UP ACTIONS**

None

**STRATEGIC PLAN COMPONENT**

Good Governance

**CONTACT**

Tameka Usher, Director of Human Resources