



# County of El Dorado

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## Legislation Details (With Text)

**File #:** 14-1334 **Version:** 3

**Type:** Agenda Item **Status:** Approved

**File created:** 9/23/2014 **In control:** Board of Supervisors

**On agenda:** 1/13/2015 **Final action:** 1/13/2015

**Title:** Human Resources Department, Risk Management Division, recommending the Board;  
1) Approve corrections to Operating Engineers Local 3 Health Trust Fund Kaiser Plan rate effective retroactively to January 10, 2015, hold the employees harmless for the under-collection of charges, and  
2) Authorize Risk Management to implement a special open enrollment period to provide the option for employees in the OE3 Kaiser Health plan to move to the County sponsored Kaiser Health plan or the OE3 Health Trust Plan A.

**FUNDING:** Various Funds.

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. 3A - 2015 OE3 Rate Card - Corrected Rate Card 1-13-15, 2. 2A - 2015 Rate Card - OE3 Rates - 10-14-14, 3. A - Staff Report - Health and Other Benefit Programs 2015 9-30-14, 4. B - Health Plan Rates 2015 9-30-14, 5. B - Revised Health Plan Rates 2015 9-30-14 BOS Rcvd 9-25-14, 6. B - Revised Health Plan Rates 2015 Pgs. 13 & 14 9-30-14 BOS Rcvd 9-29-14, 7. C - Retiree Health Plan County Contribution 2015 9-30-14

Date	Ver.	Action By	Action	Result
1/13/2015	3	Board of Supervisors	Approved	Pass
10/14/2014	2	Board of Supervisors	Approved	Pass
9/30/2014	1	Board of Supervisors	Approved	Pass

Human Resources Department, Risk Management Division, recommending the Board;  
1) Approve corrections to Operating Engineers Local 3 Health Trust Fund Kaiser Plan rate effective retroactively to January 10, 2015, hold the employees harmless for the under-collection of charges, and  
2) Authorize Risk Management to implement a special open enrollment period to provide the option for employees in the OE3 Kaiser Health plan to move to the County sponsored Kaiser Health plan or the OE3 Health Trust Plan A.

**FUNDING:** Various Funds.

BUDGET SUMMARY:	
Total Estimated Cost.....	\$17,837
Budget - Current FY.....	
Budget - Future FY.....	
New Funding.....	

Savings.....	\$17,837
Other.....	
Total Funding Available.....	\$17,837
Change To Net County Cost.....	\$0

### **Fiscal Impact/Change to Net County Cost**

No change to Net County Cost. The associated costs to each department are minimal and will be absorbed in their FY 2014-15 Adopted Budgets.

### **Background:**

The Board of Supervisors approved the 2015 Operating Engineers Local 3 (OE3) Health Trust Fund plans rates on October 14, 2014. On October 16, 2014, OE3 provided updated rates that were never approved by the Board prior to the implementation of the new coverage year (January 1, 2015). Since the correct rates were not approved, it has resulted in the under-collection of charges in the amount of \$17,837 which has been absorbed in departmental budgets. Affected departments are CAO-Facilities, Sheriff, Probation, Community Development Agency, and HHSA-Public Health.

### **Recommendation:**

Human Resources, Risk Management Division, is requesting the authority to hold a special open enrollment for the affected 81 employees to have the option to enroll in the County's Kaiser Plan or the OE3 Health Trust Plan A since both of these plans rates are less costly for the employee than the corrected OE3 Kaiser benefit rates. If an employee elects to enroll in the County's Kaiser Plan or OE3 Health Trust Plan A, the benefits would go into effect March 1, 2015.

Risk Management will implement a special open enrollment for the affected employees giving them the option to switch plans.

### **Clerk of the Board Follow Up Actions**

None

### **Contact**

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