



Legislation Details (With Text)

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Type: Agenda Item **Status:** Approved

File created: **In control:** Board of Supervisors

On agenda: 11/10/2015 **Final action:** 11/10/2015

Title: Human Resources, Risk Management Division, recommending the Board consider the following:
 1) Approve the Operating Engineers Local 3 Trust health rates for 2016; and
 2) Approve the Part-Time Employee Dental and Vision rates for 2016.

FUNDING: Internal Service Fund - Risk Management Health and Dental Fund.

Sponsors:

Indexes:

Code sections:

Attachments: 1. 2A - 2016 OE3 Health Rate Card 11-10-15, 2. 2B - 2016 Part-Time Dental & Vision Rate Card 11-10-15, 3. A - Staff Report - 2016 Health Benefits Changes 8.11.15, 4. B - Financial Overview 2016 8.11.15, 5. C - Historical Health Rates & Enrollment 8.11.15, 6. D - Rate Cards - Option 1 - Staff Recommendation 8.11.15, 7. E - Rate Cards - Option 2 - HPAC Recommendation 8.11.15, 8. F - Rate Cards - Option 3 - NO CHANGE 8.11.15, 9. G - Power Point - 2016 Health Benefits Program Renewal 8.11.15, 10. Public Comment Rcvd 8-11-15 BOS 8-11-15

Date	Ver.	Action By	Action	Result
11/10/2015	2	Board of Supervisors	Approved	Pass
8/11/2015	1	Board of Supervisors	Approved	Pass

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FUNDING: Internal Service Fund - Risk Management Health and Dental Fund.

DEPARTMENT RECOMMENDATION

Human Resources, Risk Management Division, recommends the Board approve proposed OE3 Health Trust and Part-time Employee Dental and Vision rates for the 2016 Plan Year. OE3 labor organization offers health plans to their members in addition to what is offered by the County. The County contributes to those plans equal to what is contributed to the County sponsored health plans. OE3 provided the County these plan rates after the initial health benefits item was prepared for the Board's consideration.

DISCUSSION / BACKGROUND

This item is follow-up to and finalization of 2016 health plan rates for OE3 Health Trust and Part-time Employee Dental and Vision rates. On September 25, 2015, the Operating Engineers Local 3 (OE3) Trust provided the County with the plan rates for their members who choose to participate in the organization's health plans versus the County offered plans.

On August 11, 2015, the Board approved the 2016 County health plans and corresponding rates, but not the OE3 rates nor the Part-time Dental and Vision rates. The County does not have any responsibility for the OE3 Trust health plan or programs, but the County needs to identify the rates

and the County's contribution based on the Memorandum of Understanding with the OE3 bargaining units.

ALTERNATIVES

None

OTHER DEPARTMENT / AGENCY INVOLVEMENT

None

CAO RECOMMENDATION

Approve department recommendations.

FINANCIAL IMPACT

None

CLERK OF THE BOARD FOLLOW UP ACTIONS

None

STRATEGIC PLAN COMPONENT

Good Governance

CONTACT

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