



## Legislation Details (With Text)

**File #:** 19-1225      **Version:** 1

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

**File created:** 8/8/2019      **In control:** Board of Supervisors

**On agenda:** 8/27/2019      **Final action:** 8/27/2019

**Title:** Human Resources Department recommending the Board take the following actions regarding Retiree Health Plan Programs for the 2020 Plan Year:

- 1) Approve the proposed 2020 retiree health plan rate cards (Attachment A) based on the cost sharing of health premiums in the current Memorandum of Understanding with all bargaining units, the Salary and Benefits Resolution for unrepresented employees;
- 2) Authorize the Director of Human Resources, or designee, to execute health and benefit program contract renewals subject to approval by County Counsel; and
- 3) Grant Human Resources the authority to correct any minor clerical errors or adjustments, if necessary to the approved health plan rate cards for the 2020 health benefits plan year, as needed.

**FUNDING:** County-wide cost, shared between the County Departments (General Fund and Non-General Fund) and employees.

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. A - 2020 Published Retirees Rate Card 8-27-19, 2. A REVISED - 2020 Published Retirees Rate Card 8-27-19, 3. B - 2020 Master Rates 8-27-19

| Date      | Ver. | Action By            | Action   | Result |
|-----------|------|----------------------|----------|--------|
| 8/27/2019 | 1    | Board of Supervisors | Approved | Pass   |

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### DISCUSSION / BACKGROUND

#### Health Plans

The County of El Dorado (County) has participated in the California State Association of Counties-Excess Insurance Authority (CSAC-EIA) since 2012. As a member of this organization the County has successfully controlled costs of the health plans offered through CSAC-EIA on a year-over-year basis since 2012. The retiree health plans are scheduled to renew as follows:

Kaiser KPSA HMO

5.9% increase

United Health Care (UHC)            6% increase

Upon Board approval, the next steps will consist of the following:

1. Human Resources will post and distribute renewal plans and corresponding rates to retirees prior to open enrollment in October 2019 with an effective date of December 1, 2018.
2. Human Resources will secure health insurance carrier contract renewals; and
3. The Human Resources Director, or designee, will sign health and other benefit contracts subject to County Counsel's approval.

#### **ALTERNATIVES**

The Board could choose to override the recommendation to renew the 2020 Retiree Benefits Insurance Program Renewal as recommended, however, if the Board chooses to not approve the recommendations as listed herein, the County would not meet the deadlines required by the vendors for the plan year.

#### **PRIOR BOARD ACTION**

Each year, Human Resources brings this item to the Board for approval. The Legistar number for last year is #18-1292.

#### **OTHER DEPARTMENT / AGENCY INVOLVEMENT**

County Counsel  
Chief Administrative Office

#### **CAO RECOMMENDATION / COMMENTS**

It is recommended that the Board approve this item.

#### **FINANCIAL IMPACT**

The total percentage change from previous year rates is 6%. Costs are shared between retirees and salary and benefits budgets for each County department.

#### **CLERK OF THE BOARD FOLLOW UP ACTIONS**

None

#### **STRATEGIC PLAN COMPONENT**

Good Governance

#### **CONTACT**

Tameka Usher, Director of Human Resources