



Legislation Details (With Text)

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File created: 10/1/2020 **In control:** Board of Supervisors

On agenda: 10/13/2020 **Final action:** 10/13/2020

Title: Human Resources Department recommending the Board approve the 2021 Operating Engineers, Local 3 Health Trust health rates.

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

Sponsors:

Indexes:

Code sections:

Attachments: 1. A - 2021 OE3 Health Trust Rate Card 10-13-2020, 2. B - Master OE3 Health Trust Rates 10-13-2020

Date	Ver.	Action By	Action	Result
10/13/2020	1	Board of Supervisors	Approved	Pass

Human Resources Department recommending the Board approve the 2021 Operating Engineers, Local 3 Health Trust health rates.

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

DISCUSSION / BACKGROUND

The Operating Engineers, Local 3 (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 comparable County-sponsored health plans.

On August 25, 2020, the Human Resources Department brought forth to the Board the 2021 health plan rates, with the notation that the Human Resources Department would return to the Board once the OE3 Health Trust health rates were available for Board consideration.

On September 28, 2020, the OE3 Health Trust provided the County with their plan rates; the County then applied the County contribution per the applicable Memoranda of Understanding (MOUs) to create the published rate cards for employees.

While the County does not have any responsibility for the OE3 Health Trust health plan or programs, the County does have a responsibility to the Employer and Employee contribution for the applicable OE3 Health Trust plans based on the MOUs with the OE3 bargaining units.

The Human Resources Department is requesting the Board review and approve the attached 2021 OE3 Health Trust health rates.

ALTERNATIVES

Because the County both offers OE3 Trust health plans and makes County Contributions pursuant to the terms of the negotiated MOUs with OE3 represented bargaining units, there is no recommended alternative.

PRIOR BOARD ACTION

On August 25, 2020 (Legistar 20-1072), the Board approved 2021 Plan Year rate cards and was informed that OE3 Trust rate cards would be brought to the Board when the rates were finalized by OE3.

OTHER DEPARTMENT / AGENCY INVOLVEMENT

None

CAO RECOMMENDATION / COMMENTS

Approve as recommended.

FINANCIAL IMPACT

Approving the OE3 Health Trust health rates does not change costs as the employer contribution is equal to what is contributed to the comparable County-sponsored health plans.

CLERK OF THE BOARD FOLLOW UP ACTIONS

N/A

STRATEGIC PLAN COMPONENT

Good Governance

CONTACT

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