



# County of El Dorado

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## Legislation Text

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**File #:** 19-1366, **Version:** 1

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Human Resources Department recommending the Board approve the 2020 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 6, 2019, the Human Resources Department brought forth to the Board the 2020 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 9, 2019, 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 2020 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 6, 2019 (Legistar 19-1145), the Board approved 2020 Health Plan rate cards.

On August 27, 2019 (Legistar 19-1226), the Board adopted amended rate cards.

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

Operating Engineers, Local 3 (OE3)

### **CAO RECOMMENDATION / COMMENTS**

It is recommended that the Board approve this item.

**FINANCIAL IMPACT**

N/A

**CLERK OF THE BOARD FOLLOW UP ACTIONS**

N/A

**STRATEGIC PLAN COMPONENT**

Good Governance

**CONTACT**

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