



Legislation Text

File #: 21-0670, **Version:** 1

Human Resources Department recommending the Board approve the purchase of a barbecue grill for employee-only use using \$2,500 of County of El Dorado's Employee Health and Wellness Program funds.

FUNDING: Health Benefit Providers (Kaiser and Blue Shield).

The Medical Loss Ratio rebate provisions of the Affordable Care Act require health insurers to pay rebates to policyholders (employers with 50 or more full-time equivalent employees) if the insurer fails to spend at least 85% of the total premium revenue on medical claims and health care quality improvement activities, such as employee health and wellness initiatives. According to the rebate provisions, the rebate must be used for employee health and wellness programs.

On behalf of the County of El Dorado, the Department of Human Resources (HR) requested its allocation of Wellness Funds from California State Association of Counties (CSAC) Excess Insurance Authority (EIA) in June 2020. In July 2020, the County received a total of \$4,870 (\$3,825 from Kaiser and \$1,045 from Blue Shield of California). It is anticipated that the County will receive a similar allocation from the carriers in future years and intends to make a request from the County to match these funds in subsequent years to build upon and enhance the Employee Health and Wellness Program. CSAC-EIA has changed its name to Public Risk, Innovation, Solutions, and Management (PRISM) and future funds will be received from PRISM.

In continued efforts to elevate the County as an employer of choice, it is important to utilize these funds in a way that would be most beneficial to employees. In this context, Human Resources has an opportunity to purchase a secondhand 22-foot barbecue grill from the Kiwanis Club of South Lake Tahoe. From a wellness perspective, Human Resources could use the grill for a Countywide Employee Appreciation Day or loan out for department-specific recognition events. The barbecue would be used by and for employees only, given Environmental Health permit and health and safety related considerations such as food storage. At this time the Chief Probation Officer and Director of Health & Human Services have both expressed interest in using the barbecue for staff events.

Given the unconventional item would be purchased used directly from the Kiwanis Club, or its designated representative, Human Resources is seeking authorization from the Board for its purchase. Given the size of the item, it is anticipated that it will be stored in a secure area designated by the Facilities Division.

ALTERNATIVES

The Board could choose to not authorize the purchase of this specialized item.

PRIOR BOARD ACTION

The Board most recently accepted rebate funding for County of El Dorado's Employee Health and Wellness Program on August 25, 2020, with Legistar item 20-1014.

OTHER DEPARTMENT / AGENCY INVOLVEMENT

Kiwanis Club of South Lake Tahoe

CAO RECOMMENDATION / COMMENTS

Approve as recommended.

FINANCIAL IMPACT

The barbecue grill would cost \$2,500. Human Resources would only spend funds received through PRISM. According to PRISM rebate provisions, the rebate must be used for employee health and wellness programs.

CLERK OF THE BOARD FOLLOW UP ACTIONS

N/A

STRATEGIC PLAN COMPONENT

This effort supports the Good Governance priority to “create and maintain a supportive culture for all employees through staff engagement in policy and process decisions and through strong labor relations.”

CONTACT

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