

AGENDA ITEM 1 E
Consent Item

MEMORANDUM

DATE: September 6, 2018

TO: El Dorado County Transit Authority

FROM: Maria Harris, Human Resources Manager

SUBJECT: Fiscal Year 2018/19 agency contributions for health premiums for unrepresented and management employee groups

REQUESTED ACTION:
BY MOTION,

Adopt Resolution No. 18-30 defining agency contributions for health premium benefits for regular unrepresented and management employees for Fiscal Year (FY) 2018/19

BACKGROUND

The El Dorado County Transit Authority (El Dorado Transit) agency's portion of health care insurance premium contribution is established annually by resolution. El Dorado Transit contracts with the California Public Employees' Retirement System ("CalPERS") to provide health care benefits for unrepresented regular employees and management employees.

DISCUSSION

Unrepresented Employees

Resolution No. 18-30 defines agency contributions towards health premium benefits for unrepresented and management employees for FY 2018/19.

Rates reflect medical, dental and vision coverages. Dental and vision rates will not increase for the 2019 plan year. Health rates on average increased 1.16 percent overall marking the lowest health premium increase CalPERS has negotiated in two decades. The only change to health plan providers is the withdrawal of Health Net SmartCare within El Dorado County.

Open enrollment period begins September 10, 2018 and ends on October 5, 2018.

FISCAL IMPACT

The adopted budget for Fiscal Year 2018/19 line item - Health Insurance is \$1,538,024.68 for unrepresented and represented employees. The budgeted amount for unrepresented health insurance is \$554,370.00 of that amount.

**EL DORADO COUNTY TRANSIT AUTHORITY
RESOLUTION NO. 18-30**

RESOLUTION OF THE BOARD OF DIRECTORS OF THE
EL DORADO COUNTY TRANSIT AUTHORITY DEFINING 2019
CALENDAR YEAR CONTRIBUTIONS FOR HEALTH PREMIUM BENEFITS
FOR UNREPRESENTED REGULAR AND MANAGEMENT EMPLOYEES

WHEREAS, the El Dorado County Transit Authority (El Dorado Transit) has unrepresented regular employees and management employees; and

WHEREAS, the El Dorado County Transit Authority Personnel Policies and Procedures Manual Article 6.2 – Employee Benefits/Insurance Plans allows El Dorado Transit to adjust contributions based upon budgetary constraints and fluctuating health care costs; and

WHEREAS, El Dorado Transit contracts with the California Public Employees’ Retirement system (“CalPERS”) to provide health care benefits for its employees; and

WHEREAS, El Dorado Transit currently has twenty-eight (28) eligible allocated full – time positions and three (3) eligible retirees; and

WHEREAS, El Dorado Transit provides dental and vision insurance through separate carriers; and

NOW, THEREFORE BE IT RESOLVED, that El Dorado Transit shall provide the following contribution levels over twenty-six (26) pay periods toward health plan premiums of unrepresented regular and management employees provided sufficient funds are available effective January 1, 2019

Employee Only	\$368.01
Employee + One	\$746.70
Employee + Two or More	\$989.40

BE IT FURTHER RESOLVED, that El Dorado Transit shall provide current contribution and 80% of any adjustment of the 2019 calendar year premium for health care benefits benchmarked at the 2018 PERS Choice Plan (or equivalent) for the unrepresented regular employees and management employees.

PASSED AND ADOPTED BY THE GOVERNING BOARD OF THE EL DORADO COUNTY TRANSIT AUTHORITY at a regular meeting of said Board held on the 6th day of September 2018 by the following vote.

AYES:

NOES:

ABSTAIN:

ABSENT:

Shiva Frentzen, Chairperson

ATTEST:

Megan Wilcher, Secretary to the Board

EDCTA SPONSORED PLAN UNREPRESENTED EMPLOYEES

PROPOSED RATES EFFECTIVE 01/01/2019

Updated 08/27/2018

		EDCTA MONTHLY * CONTRIBUTION	EMPLOYEE MONTHLY CONTRIBUTION	TOTAL MONTHLY PREMIUM	EMPLOYEE DEDUCTION PER PAY PERIOD
Anthem Traditional HMO					
FULL-TIME EMPLOYEES					
	Single	\$797.36	\$467.63	\$1,264.99	\$215.83
	2-Party	\$1,617.84	\$901.64	\$2,519.48	\$416.14
	Family	\$2,143.69	\$1,168.66	\$3,312.35	\$539.38
Anthem Select HMO					
FULL-TIME EMPLOYEES					
	Single	\$797.36	\$234.98	\$1,032.34	\$108.45
	2-Party	\$1,617.84	\$436.34	\$2,054.18	\$201.39
	Family	\$2,143.69	\$563.77	\$2,707.46	\$260.20
Blue Shield Access+					
FULL-TIME EMPLOYEES					
	Single	\$797.36	\$169.85	\$967.21	\$78.39
	2-Party	\$1,617.84	\$306.08	\$1,923.92	\$141.27
	Family	\$2,143.69	\$394.44	\$2,538.13	\$182.05
Kaiser CA					
FULL-TIME EMPLOYEES					
	Single	\$797.36	\$0.00	\$774.19	\$0.00
	2-Party	\$1,617.84	\$0.00	\$1,537.88	\$0.00
	Family	\$2,143.69	\$0.00	\$2,036.27	\$0.00
PERS Choice					
FULL-TIME EMPLOYEES					
	Single	\$797.36	\$87.42	\$884.78	\$40.35
	2-Party	\$1,617.84	\$141.22	\$1,759.06	\$65.18
	Family	\$2,143.69	\$180.12	\$2,323.81	\$83.13
PERS Select					
FULL-TIME EMPLOYEES					
	Single	\$797.36	\$0.00	\$594.88	\$0.00
	2-Party	\$1,617.84	\$0.00	\$1,179.26	\$0.00
	Family	\$2,143.69	\$0.00	\$1,570.07	\$0.00
PERS Care					
FULL-TIME EMPLOYEES					
	Single	\$797.36	\$473.48	\$1,270.84	\$218.53
	2-Party	\$1,617.84	\$913.34	\$2,531.18	\$421.54
	Family	\$2,143.69	\$1,183.87	\$3,327.56	\$546.40
Western Health Advantage					
FULL-TIME EMPLOYEES					
	Single	\$797.36	\$0.00	\$782.88	\$0.00
	2-Party	\$1,617.84	\$0.00	\$1,555.26	\$0.00
	Family	\$2,143.69	\$0.00	\$2,058.87	\$0.00

Coverage premiums include Medical, VSP Vision and Delta Dental

* EDCTA contribution includes 2018 contribution plus, 80% of premium change using PERS Choice 2019