



MENDOCINO COUNTY BOARD OF SUPERVISORS
ONLINE AGENDA SUMMARY

BOARD AGENDA # 5 (a)

-Transmittal of electronic Agenda Summaries and associated records must be emailed to: bosagenda@co.mendocino.ca.us
 -Electronic Agenda Transmission Checklist: Agenda Summary ☐ Records ☐ If applicable, list other online information below

TO: Board of Supervisors **DATE:** September 20, 2011

FROM: Human Resources Department **MEETING DATE:** September 27, 2011

DEPT RESOURCE: Sue Goodrick, HR Manager **PHONE:** 463-4261 Present ☒ On Call ☐

Pat Meek, HR Director **PHONE:** 463-4261 Present ☒ On Call ☐

Consent Agenda ☒ Regular Agenda ☐ Noticed Public Hearing ☐ Time Allocated for Item:

■ AGENDA TITLE: Approval of the 2012 Employee Health Plan Renewal Report, and to Maintain Funding/Premiums for the Employee Health Plan at Their Current Levels for the 2012 Calendar Year

■ PREVIOUS BOARD/BOARD COMMITTEE ACTIONS: The Board of Supervisors reviews the health plan and sets premium levels annually. On August 31, 2010 the Board approved the Fiscal Year 2010/11 budget which included a 10% reduction in health plan premiums with an additional 5% decreased approved on September 28, 2010 for the 2011 Plan Year.

■ SUMMARY OF REQUEST: Human Resources staff has performed its annual review of the County's Health Plan Consultant's (Keenan & Associates) health plan projections for Calendar Years 2012 through 2014. Based on this evaluation, staff agrees with Keenan's recommendation that funding and premiums for the 2012 Plan year remain at their current levels effective January 1, 2012 through December 31, 2012. The County's Fiscal Year 2011/12 budget reflects no increase to County or Employee cost for healthcare benefits. While staff is evaluating a number of cost saving measures to reduce anticipated program cost increases, it is anticipated that an 8.19% increase may be necessary for Plan Year 2013 and another 8.39% increase for Plan Year 2014 as described in Keenan's 2012 Actives Benefit Coverage Renewal Projection Report (to be provided on or before the Board meeting). An informational meeting was held with Bargaining Unit representatives on September 14, 2011 to present the findings of the Health Plan projections and the proposed recommendation to retain premium levels at the 2011 rates and possible increases over the next few years. The recommended action to retain funding and premium levels at the current rates will continue to support the solvency of the Plan.

Supplemental information will be provided on or before the date of the meeting.

■ SUPPLEMENTAL INFORMATION AVAILABLE ONLINE AT: www.co.mendocino.ca.us/administration/

■ ADDITIONAL INFORMATION ON FILE WITH THE CLERK OF THE BOARD (CHECKED BY COB IF APPLICABLE): ☐

FISCAL IMPACT:			
Source of Funding	Current F/Y Cost	Annual Recurring Cost	Budgeted in Current F/Y
Health Benefit Trust	Variable	Variable	Yes X <input type="checkbox"/> No <input type="checkbox"/>

■ SUPERVISORIAL DISTRICT: 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ All ☒ **■ VOTE REQUIREMENT:** Majority ☒ 4/5ths ☐

■ RECOMMENDED ACTION/MOTION: It is recommended that the Board of Supervisors: 1) Receive 2012 Actives Benefit Coverage Renewal Projection Report and Incurred But Not Paid (IBNP) Report for June 30, 2012. 2) Approve funding/premiums for the Employee Health Plan for Calendar Year 2012 at their current levels for the 2012 calendar year.

■ ALTERNATIVES: Recommend an alternate premium rate.

■ CEO REVIEW (NAME): _____ **PHONE:** 463-4441

RECOMMENDATION: Agree ☒ Disagree ☐ No Opinion ☐ Alternate ☐ Staff Report Attached X

BOARD ACTION (DATE: _____): ☐ Approved ☐ Referred to _____ ☐ Other _____

RECORDS EXECUTED: ☐ Agreement: _____ ☐ Resolution: _____ ☐ Ordinance: _____ ☐ Other _____