



**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](mailto:bosagenda@co.mendocino.ca.us)  
 -Electronic Agenda Transmission Checklist: ☒ Agenda Summary ☐ Records ☐ If applicable, list other online information below

**TO:** Board of Supervisors **DATE:** March 7, 2012

**FROM:** Human Resources **MEETING DATE:** March 12, 2012

**DEPT RESOURCE:** Carmel Angelo, CEO **PHONE:** 463-4441 Present ☒ On Call ☐  
Pat Meek, HR Director **PHONE:** 463-4261 Present ☒ On Call ☐  
Sue Goodrick, HR Manager

Consent Agenda ☐ Regular Agenda ☒ Noticed Public Hearing ☐ Time Allocated for Item: 1½ hr

**AGENDA TITLE: Discussion and Possible Action on Proposal to Preserve Non-Medicare Eligible Retiree Health Plan Through December 31, 2013**

■ **PREVIOUS BOARD/BOARD COMMITTEE ACTIONS:** See Staff Report.

■ **SUMMARY OF REQUEST:** At the Board's direction, staff has agendized the Non-Medicare Eligible Retiree Health Plan status. The status update includes a Staff Report, attached, with recommendations based on the Board's unanimous decision on January 24, 2012 for the preservation of the program through December 31, 2013. Additional reference information is provided in Board binders.

■ **SUPPLEMENTAL INFORMATION AVAILABLE ONLINE AT:**

■ **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
General Fund	FY 2011/2012: Range of \$284,996 - \$386,096 (Plan deficit + Plan subsidy)	FY 2012/2013-FY 2013/2014: Range of \$238,672 - \$928,173 (Plan Subsidy only)	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> Total Gen. Fund Costs FY 2011/2012-Dec. 2013: Up to \$1,314,269

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

■ **RECOMMENDED ACTION/MOTION:** Accept Staff's recommendation for the Non-Medicare Eligible Retiree Health Plan which is based on the Board's unanimous decision on January 24, 2012 to preserve the Retiree Health Plan and subsidize the program in order to lower premium costs to the retirees:

- 1) Provide subsidy of \$259.23 to reduce current \$922.56 retiree premium rate to \$663.33 (which is the rate proposed on January 24, 2012) for Plan Year 2012 resulting in an approximate 28% decrease in premium costs to retirees;
- 2) Allow for the approximate 60 non-Medicare eligible retirees who were participants in the Retiree Health Plan in September 2011 (prior to the notification of the rate increase and elimination of the County subsidy) to have the opportunity to re-enroll with an effective date of April 1, 2012 at the \$922.56 premium rate and receive the \$259.25 monthly subsidy;
- 3) Allow for any qualifying active employees who retire between now and the effective date of the plan termination on December 31, 2013 to receive the same subsidy as other qualifying non-Medicare eligible retirees.

■ **ALTERNATIVES:** 1) Continue to offer the current plan, at \$922.56 per participant for Plan Year 2012, fully paid by participant; 2) Provide other direction to staff; 3) Allow RHP to terminate effective March 31, 2012.

■ **CEO REVIEW (NAME):** Carmel J. Angelo **PHONE:** 463-4441

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

**BOARD ACTION (DATE: \_\_\_\_\_):** ☐ Approved ☐ Referred to \_\_\_\_\_ ☐ Other \_\_\_\_\_

**RECORDS EXECUTED:** ☐ Agreement: \_\_\_\_\_ ☐ Resolution: \_\_\_\_\_ ☐ Ordinance: \_\_\_\_\_ ☐ Other \_\_\_\_\_