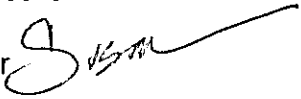




Memorandum

Date: June 25, 2007

To: Mike Allen, Chief Deputy Clerk of the Board

From: Susan Paul, Assistant CEO/HR Director 

Subject: Agenda Item A-13

cc: Michael F. Brown, County Executive Officer
Bob Geis, Auditor-Controller
Shane Stark, County Counsel

As we discussed, it was necessary to make a minor correction to the attachment to Item A-13.

Please replace page two of Attachment A. The replacement is a technical correction and is necessary to reflect the County contribution to employees' health insurance as adopted by the Board on May 15, 2007. No other changes were made to the document.

Please let me know if you have any questions or require additional information. You can reach me at extension 2817.

SECTION 1. MEDICAL AND DENTAL BENEFITS

- A. For new employees, medical and dental coverage benefits under this Section shall be effective at the beginning of the month that immediately follows the employee's first pay period of employment in a regular position. Part-time employees must be employed a minimum of fifty percent (50%) of full-time in order to be eligible for insurance benefits.
- B. The County shall contribute up to \$148.11 biweekly toward the cost of the biweekly premium for employee-only medical plan coverage. The County shall contribute up to \$12.02 biweekly toward the cost of the biweekly premium for employee-only dental plan coverage. These contributions are based on full-time employment; part-time employees shall receive prorated contributions based on their percentage of full-time employment. Insurance plan premiums that exceed the County's biweekly contribution shall be paid by the employee through payroll deductions.

Employees may select coverage from the following options:

Medical*

- Preferred Provider Organization (PPO) Medical Plan
- Health Maintenance Organization (HMO) Medical Plan(s)
- Point of Service (POS) Medical Plan

*All medical plans include employee assistance program coverage.

Dental

- Preferred Provider Organization (PPO) Dental Plan
- Dental Maintenance Organization (DMO) Dental Plan

- C. Employees may insure their eligible dependents (including registered domestic partners as defined in Paragraph E below) under the medical and dental plans listed above in accordance with the rules and regulations applicable to obtaining said dependent coverage.
- D. If two regular County employees are either (a) married to each other or (b) registered domestic partners as defined in Paragraph E below, and are both eligible for contributions from the County toward employee-only medical and dental coverage, they may consolidate the County contributions toward the premium cost for "employee plus two or more dependents" coverage held by one of the employees. In this situation, one employee (referred to below as the "spouse or partner") becomes a dependent on the other employee's (referred to below as the "primary employee") medical and dental coverage.