



Legislation Details (With Text)

File #: 23-00945 **Version:** 1

Type: Administrative Item **Status:** Agenda Ready

File created: 9/22/2023 **In control:** BOARD OF SUPERVISORS

On agenda: 10/3/2023 **Final action:** 10/3/2023

Title: Consider recommendations regarding the 2024 Employee Benefits Insurance Program Renewal, as follows: (4/5 Vote Required)

a) In the matter of setting health plan rates for 2024, approve the following renewals:

- i) Public Risk Innovation, Solutions, and Management (PRISM) Health Blue Shield Health Plans - The renewal of the PRISM Blue Shield Tandem Narrow Network, Blue Shield Exclusive Provider Organization (EPO) High, Blue Shield EPO Low, Preferred Provider Organization (PPO), and High Deductible Health Plan (HDHP) plans for a twelve-month period, at the existing benefit levels with a 12.2% increase in premiums, effective January 1, 2024, for all active employees and retirees;
- ii) Kaiser Permanente Health Maintenance Organization (HMO) Health Plans - The renewal of the active employees' and early retirees' Kaiser Permanente High and Low HMO plans for a twelve-month period at the existing benefit levels, with a 12.2% increase in premiums, effective January 1, 2024, and for all Medicare-eligible retirees, with a 17.45% increase in premiums for the Senior Advantage Plans, at the existing benefit levels;
- iii) United Healthcare Medicare Risk HMO Health Plans - The renewal of the United Healthcare Medicare Risk HMO Health Plans for County of Santa Barbara retirees, at existing benefit levels, and a 4% increase of premium, for a twelve-month period, effective January 1, 2024;
- iv) County Self-Funded Delta Dental PPO Plan - The annual Actuarial Underwriting Report for the County Self-Funded Dental Plan and the continuation of the existing program benefits with an increase of 9.8% in premiums for both active employees and retirees. Rates are for a twelve-month period, effective January 1, 2024;
- v) DeltaCare USA - Dental HMO Plan - The renewal of the existing DeltaCare USA Dental Health Maintenance Organization (DHMO) plan, continues the existing benefit levels for active employees and retirees, with a rate pass for one more year. The Delta Dental DHMO is in a rate guarantee until January 1, 2025;
- vi) Vision Service Provider - Choice Vision Plan - The renewal of the existing Vision Service Provider Plan, for active employees and retirees, with no change in rate due to being in the second year of a four year rate guarantee until January 1, 2027. Rates are for a twelve-month period, effective January 1, 2024;
- vii) PRISM Navigator PPO - Accolade - The PRISM Navigator PPO - Accolade has come at a zero cost for all covered active employees on a Blue Shield plan, for a twelve-month period effective January 1, 2024; and
- viii) Empathia Life Matters - Employee Assistance Program - The renewal of the Life Matters Employee Assistance Program with a rate pass for one year for all covered active employees and retirees, for a twelve-month period effective January 1, 2024;

b) Further, authorize the Human Resources Director or designee to execute any necessary third-party

administrative agreements and documents required to manage plans listed in recommendations a) i) through a) viii) above;

c) In the matter of revenues from PRISM, approve as follows: (4/5 Vote Required)

i) Approve and authorize the Human Resources Department Director to accept revenue from PRISM in the amount of \$13,615.00 for the implementation of the Mental Health Initiative which supports employee wellbeing; and

ii) Approve Budget Revision Request No. 0009323 to establish one-time appropriations of \$13,615.00 in the Human Resources Department's Wellness Fund to accept revenue from PRISM; and

d) Determine that these activities are not a "Project" under the California Environmental Quality Act (CEQA) pursuant to CEQA Guidelines Section 15378(b)(4) because the actions are the creation of a government funding mechanism or other government fiscal activity, which do not involve any commitment to any specific project which may result in a potentially significant physical impact on the environment.

Sponsors: HUMAN RESOURCES DEPARTMENT

Indexes:

Code sections:

Attachments: 1. Board Letter, 2. Attachment A1 - Active Employees Blue Shield Health Plans Monthly Premium Rates, 3. Attachment A2 - Early Retiree Blue Shield Health Plans Monthly Premium Rates, 4. Attachment A3 - Post 65 Blue Shield Health Plans Monthly Premium (no EGWP), 5. Attachment A4 - Post 65 Blue Shield Health Plans Monthly Premium (with EGWP), 6. Attachment B - Kaiser HMO Premium Rates for Active Employee, Early Retirees and Medicare Retirees Advantage Plan Rates, 7. Attachment C - United Healthcare Medicare Risk HMO Rate, 8. Attachment D - County Self-Funded Dental Actuarial Report, 9. Attachment E - County Self-Funded Delta Dental PPO Plan Rates for Active Employees and Retirees, 10. Attachment F - Delta Dental Dental Care USA DHMO Plan Rates for Active Employee and Retirees, 11. Attachment G - Vision Service Plan and Rates for Active Employees and Retirees, 12. Attachment H - PRISM Navigator PPO - Accolade, 13. Attachment I - Empathia, 14. Attachment J - PRISM Wellness Funds BJE #0009323, 15. Attachment K - Factors Driving Nationwide Healthcare Costs, 16. Attachment L - Health Oversight Committee Member List, 17. Attachment M - PRISM Navigator PPO - Accolade, 18. Attachment N - Jet Dental Mobile Dentistry, 19. Minute Order

Date	Ver.	Action By	Action	Result
10/3/2023	1	BOARD OF SUPERVISORS	Acted on as follows:	Pass

Consider recommendations regarding the 2024 Employee Benefits Insurance Program Renewal, as follows: (4/5 Vote Required)

a) In the matter of setting health plan rates for 2024, approve the following renewals:

i) Public Risk Innovation, Solutions, and Management (PRISM) Health Blue Shield Health Plans - The renewal of the PRISM Blue Shield Tandem Narrow Network, Blue Shield Exclusive Provider Organization (EPO) High, Blue Shield EPO Low, Preferred Provider Organization (PPO), and High Deductible Health Plan (HDHP) plans for a twelve-month period, at the existing benefit levels with a 12.2% increase in premiums, effective January 1, 2024, for all active employees and retirees;

ii) Kaiser Permanente Health Maintenance Organization (HMO) Health Plans - The renewal of the active employees' and early retirees' Kaiser Permanente High and Low HMO plans for a twelve-month period at the existing benefit levels, with a 12.2% increase in premiums, effective January 1, 2024, and for all Medicare-eligible retirees, with a 17.45% increase in premiums for the Senior Advantage Plans, at the existing benefit levels;

iii) United Healthcare Medicare Risk HMO Health Plans - The renewal of the United Healthcare Medicare Risk HMO Health Plans for County of Santa Barbara retirees, at existing benefit levels, and a 4% increase of premium, for a twelve-month period, effective January 1, 2024;

iv) County Self-Funded Delta Dental PPO Plan - The annual Actuarial Underwriting Report for the County Self-Funded Dental Plan and the continuation of the existing program benefits with an increase of 9.8% in premiums for both active employees and retirees. Rates are for a twelve-month period, effective January 1, 2024;

v) DeltaCare USA - Dental HMO Plan - The renewal of the existing DeltaCare USA Dental Health Maintenance Organization (DHMO) plan, continues the existing benefit levels for active employees and retirees, with a rate pass for one more year. The Delta Dental DHMO is in a rate guarantee until January 1, 2025;

vi) Vision Service Provider - Choice Vision Plan - The renewal of the existing Vision Service Provider Plan, for active employees and retirees, with no change in rate due to being in the second year of a four year rate guarantee until January 1, 2027. Rates are for a twelve-month period, effective January 1, 2024;

vii) PRISM Navigator PPO - Accolade - The PRISM Navigator PPO - Accolade has come at a zero cost for all covered active employees on a Blue Shield plan, for a twelve-month period effective January 1, 2024; and

viii) Empathia Life Matters - Employee Assistance Program - The renewal of the Life Matters Employee Assistance Program with a rate pass for one year for all covered active employees and retirees, for a twelve-month period effective January 1, 2024;

b) Further, authorize the Human Resources Director or designee to execute any necessary third-party administrative agreements and documents required to manage plans listed in recommendations a) i) through a) viii) above;

c) In the matter of revenues from PRISM, approve as follows: (4/5 Vote Required)

i) Approve and authorize the Human Resources Department Director to accept revenue from PRISM in the amount of \$13,615.00 for the implementation of the Mental Health Initiative which supports employee wellbeing; and

ii) Approve Budget Revision Request No. 0009323 to establish one-time appropriations of \$13,615.00 in the Human Resources Department's Wellness Fund to accept revenue from PRISM; and

d) Determine that these activities are not a "Project" under the California Environmental Quality Act (CEQA) pursuant to CEQA Guidelines Section 15378(b)(4) because the actions are the creation of a government funding mechanism or other government fiscal activity, which do not involve any commitment to any specific project which may result in a potentially significant physical impact on the environment.