



one COUNTY | one FUTURE

Legislation Details (With Text)

File #: 18-00732 **Version:** 1

Type: Agenda Item **Status:** Passed

File created: **In control:** BOARD OF SUPERVISORS

On agenda: 9/11/2018 **Final action:** 9/11/2018

Title: Consider recommendations regarding 2018 Employee Benefit Insurance Program Renewal, as follows:

a) In the matter of setting health plan rates for 2019, approve the following:

i) CSAC-EIA Blue Shield Health Plans: The renewal of the California State Association of Counties - Excess Insurance Authority (CSAC-EIA) 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 premium increase of 3.28%, effective January 1, 2019, for all active employees and retirees;

ii) Kaiser Permanente HMO Health Plans: The renewal of the active employees' and early retirees Kaiser Permanente High and Low Health Maintenance Organization (HMO) for a twelve-month period at the existing benefit levels, with a 3.28% increase in premiums, effective January 1, 2019, and for all Medicare eligible retirees, with an increase between 3.26 to 7.7% in premiums, depending on the plan type within the Senior Advantage Plan, at the existing benefit levels;

iii) County Self-Funded Delta Dental PPO Plan: The annual Actuarial Underwriting Report for the County Self-Funded Dental Plan, and continue the existing program benefits with a 3.21% increase for active employees and retirees, for a twelve-month period, effective January 1, 2019;

iv) Dental HMO Plan - DeltaCare USA: The renewal of the existing DeltaCare USA Dental Health Maintenance Organization (DHMO) plan, and continue the existing benefit levels for active employees and retirees, with a zero premium increase for a twelve-month period, effective January 1, 2019;

v) Vision Service Provider Plan: The renewal of the existing Vision Service Provider Plan, and continue the existing benefit levels for active employees and retirees, with a decrease of 2.3% in premium for a four year rate guarantee, effective January 1, 2019;

vi) CareCounsel Healthcare Assistance Program: The renewal of the CareCounsel Healthcare Assistance Program with no increase for all covered active employees and retirees, for a twelve-month period effective January 1, 2019;

vii) 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 premium decrease of 7%, for a twelve-month period, effective January 1, 2019;

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 (i) through (vii) above; and

c) Determine that these activities are exempt from California Environmental Quality Act (CEQA) review per CEQA Guidelines Section 15378(b)(4) since the recommended actions are government funding mechanisms or fiscal activities 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. 2019 COSB Rate sheet - effective 1-1-2019 MB, 3. 2018.08.02 Santa Barbara Co. IBNR Dental Report

Date	Ver.	Action By	Action	Result
9/11/2018	1	BOARD OF SUPERVISORS	Acted on as follows:	Pass

Consider recommendations regarding 2018 Employee Benefit Insurance Program Renewal, as follows:

a) In the matter of setting health plan rates for 2019, approve the following:

i) CSAC-EIA Blue Shield Health Plans: The renewal of the California State Association of Counties - Excess Insurance Authority (CSAC-EIA) 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 premium increase of 3.28%, effective January 1, 2019, for all active employees and retirees;

ii) Kaiser Permanente HMO Health Plans: The renewal of the active employees' and early retirees Kaiser Permanente High and Low Health Maintenance Organization (HMO) for a twelve-month period at the existing benefit levels, with a 3.28% increase in premiums, effective January 1, 2019, and for all Medicare eligible retirees, with an increase between 3.26 to 7.7% in premiums, depending on the plan type within the Senior Advantage Plan, at the existing benefit levels;

iii) County Self-Funded Delta Dental PPO Plan: The annual Actuarial Underwriting Report for the County Self-Funded Dental Plan, and continue the existing program benefits with a 3.21% increase for active employees and retirees, for a twelve-month period, effective January 1, 2019;

iv) Dental HMO Plan - DeltaCare USA: The renewal of the existing DeltaCare USA Dental Health Maintenance Organization (DHMO) plan, and continue the existing benefit levels for active employees and retirees, with a zero premium increase for a twelve-month period, effective January 1, 2019;

v) Vision Service Provider Plan: The renewal of the existing Vision Service Provider Plan, and continue the existing benefit levels for active employees and retirees, with a decrease of 2.3% in premium for a four year rate guarantee, effective January 1, 2019;

vi) CareCounsel Healthcare Assistance Program: The renewal of the CareCounsel Healthcare Assistance Program with no increase for all covered active employees and retirees, for a twelve-month period effective January 1, 2019;

vii) 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 premium decrease of 7%, for a twelve-month period, effective January 1, 2019;

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 (i) through (vii) above; and

c) Determine that these activities are exempt from California Environmental Quality Act (CEQA) review per CEQA Guidelines Section 15378(b)(4) since the recommended actions are government funding mechanisms or fiscal activities which do not involve any commitment to any specific project which may result in a potentially significant physical impact on the environment.