



one COUNTY | one FUTURE

Legislation Details (With Text)

File #:	06-00435	Version:	1
Type:	Agenda Item	Status:	Passed
File created:	5/8/2006	In control:	BOARD OF SUPERVISORS
On agenda:	5/16/2006	Final action:	5/16/2006
Title:	<p>Consider the recommendations for medical and dental plan renewals for active employees, early retirees (pre-65) and Medicare retirees effective July 1, 2006 for a one year term:</p> <p>a) HMO's, Point-of-Service, PPO and Related Medical Programs</p> <p>i) Blue Cross HMO Low* Option Plan - Terminate the plan on June 30, 2006;</p> <p>ii) Blue Cross Senior Secure HMO - Terminate the plan on June 30, 2006;</p> <p>iii) Blue Shield High* Option (zero dollar copay) Plan - Terminate the plan on June 30, 2006;</p> <p>iv) Blue Shield Low* Option HMO Plan (H53907) - Approve the renewal of the existing HMO low option plan with premium rate increases and approve the plan changes;</p> <p>v) Blue Shield Mid* Option HMO Plan - Approve the renewal of the existing HMO mid-option plan with premium rate increases;</p> <p>vi) Blue Shield Point-of-Service (POS) Plan - Approve the renewal of the existing POS plan with premium rate increases;</p> <p>vii) Blue Shield PPO Plan - Approve the renewal of the existing PPO plans with premium rate increases;</p> <p>viii) Blue Shield High Deductible PPO Plan - Approve the inclusion of a new High Deductible PPO (HSA: consumerism approach to Health Care) plan option for all employees and non-Medicare covered retirees with premium rates;</p> <p>ix) Blue Shield Indemnity Plan - Approve the renewal of the existing plan for out-of-area early retirees and Medicare retirees with premium rate;</p> <p>x) VSP Vision Plan - Approve the adoption of a VSP vision plan shown as Plan A Interim Benefits at the premium rates shown as an optional plan for all medical covered employees and retirees and authorize the Assistant CEO/HR Director to execute any necessary applications and agreements;</p> <p>xi) Sterling HSA Administration - Approve the use of Sterling HSA to administer the health savings accounts (HSA) for employees enrolling in the Blue Shield High Deductible PPO plan and authorize the Assistant CEO/HR Director to execute the Employer Application and any other necessary administrative items;</p> <p>xii) Health Savings Account Employer Contribution - Authorize a County contribution to HSA accounts for employees enrolling in the Blue Shield High Deductible PPO plan of \$550 annually (prorated biweekly) plus a pickup of the \$35 account start-up fee and the monthly Sterling HSA Value plan monthly account maintenance fee (\$2.50 monthly);</p> <p>xiii) MHN Employee Assistance Plan - Approve the renewal of the existing plan for a 12 month period with premium rate increase from \$2.93 to \$2.99 per employee per month which is included in the County contribution for medical insurance;</p>		

xiv) Healthcare Assistance Program - Approve the continuation of the healthcare assistance services for all covered employees with CareCounsel with a premium rate increase from \$1.50 to \$1.62 per employee per month which is included in the County contribution for medical insurance;

* The terms Low, Mid and High HMO option refers to the plan's benefit levels.

b) Dental Programs

i) County Self-Funded Dental Program - Accept the Annual Actuarial Report for the County Self-Funded Dental Program, dated April 3, 2006, which recommends average premium rate decrease of -8.5% for active employees and average decrease of -.5% for retirees; and

ii) Golden West Pacesetter DMO - Approve the renewal of the existing Pacesetter DMO (dental HMO) dental plan design with a premium increase of 12% for employees and retirees.

Sponsors: HUMAN RESOURCES DEPARTMENT

Indexes:

Code sections:

Attachments: 1. Board Letter, 2. Attachment

Date	Ver.	Action By	Action	Result
5/16/2006	1	BOARD OF SUPERVISORS	Acted on as follows:	Pass

Consider the recommendations for medical and dental plan renewals for active employees, early retirees (pre-65) and Medicare retirees effective July 1, 2006 for a one year term:

a) HMO's, Point-of-Service, PPO and Related Medical Programs

i) Blue Cross HMO Low* Option Plan - Terminate the plan on June 30, 2006;

ii) Blue Cross Senior Secure HMO - Terminate the plan on June 30, 2006;

iii) Blue Shield High* Option (zero dollar copay) Plan - Terminate the plan on June 30, 2006;

iv) Blue Shield Low* Option HMO Plan (H53907) - Approve the renewal of the existing HMO low option plan with premium rate increases and approve the plan changes;

v) Blue Shield Mid* Option HMO Plan - Approve the renewal of the existing HMO mid-option plan with premium rate increases;

vi) Blue Shield Point-of-Service (POS) Plan - Approve the renewal of the existing POS plan with premium rate increases;

vii) Blue Shield PPO Plan - Approve the renewal of the existing PPO plans with premium rate increases;

viii) Blue Shield High Deductible PPO Plan - Approve the inclusion of a new High Deductible PPO (HSA: consumerism approach to Health Care) plan option for all employees and non-Medicare covered retirees with premium rates;

ix) Blue Shield Indemnity Plan - Approve the renewal of the existing plan for out-of-area early retirees and Medicare retirees with premium rate;

- x) VSP Vision Plan - Approve the adoption of a VSP vision plan shown as Plan A Interim Benefits at the premium rates shown as an optional plan for all medical covered employees and retirees and authorize the Assistant CEO/HR Director to execute any necessary applications and agreements;
- xi) Sterling HSA Administration - Approve the use of Sterling HSA to administer the health savings accounts (HSA) for employees enrolling in the Blue Shield High Deductible PPO plan and authorize the Assistant CEO/HR Director to execute the Employer Application and any other necessary administrative items;
- xii) Health Savings Account Employer Contribution - Authorize a County contribution to HSA accounts for employees enrolling in the Blue Shield High Deductible PPO plan of \$550 annually (prorated biweekly) plus a pickup of the \$35 account start-up fee and the monthly Sterling HSA Value plan monthly account maintenance fee (\$2.50 monthly);
- xiii) MHN Employee Assistance Plan - Approve the renewal of the existing plan for a 12 month period with premium rate increase from \$2.93 to \$2.99 per employee per month which is included in the County contribution for medical insurance;
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