



Legislation Details (With Text)

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File created:	5/9/2003	In control:	BOARD OF SUPERVISORS
On agenda:	5/20/2003	Final action:	5/20/2003
Title:	Consider recommendations for 2003-04 medical and dental plan renewals and additions effective June 23, 2003 for active employees and July 1, 2003 for retirees, as follows: a) Approve rate plans for HMOs, Point-of-Service and PPO Medical Programs, as follows: i. Health Net HMO Plan - Approve the renewal of the existing HMO plan design with premium rate increases for active employees of 21.8% for the current HMO benefit plan design, 28.41% for early retirees and 4.2% for Medicare retirees (Attachments A & C); ii. Health Net HMO Plan Addition for Active Employees - Approve an additional HMO plan for active employees that modifies the current plan design as shown on Attachment D with a premium increase over the existing plan premiums of 13.6% (Attachments A & C & D); iii. Health Net HMO Plan Addition for Retirees - Approve an additional HMO plan for retirees that modifies the current plan design as shown on Attachment E with a premium increase over the existing plan premiums of 21.8% for early retirees and 4.2% for Medicare retirees (Attachments A & C & E); iv. Health Net Select Point of Service Plan - Approve the renewal of the existing plan design with premium rate increases of 14.4% for active employees, 14.3% for early retirees and 3.5% for Medicare retirees: (Attachments A & F); v. Health Net PPO Plan - Approve the renewal of the existing plan design with premium rate increases of 14.4% for active employees, 14.3% for early retirees and 4.3% for Medicare retirees; (Attachments A & G); vi. Health Net Retiree Out-of-Area PPO Plan - Approve the renewal of the existing plan design with premium rate increases of 7.0% for early retirees; (Attachments A & G); vii. Health Net Retiree Out-of-Area Flex Net Plan - Approve the renewal of the existing plan design with premium rate increases of 19.4% for early retirees and 9.0% for Medicare retirees: (Attachments A & G) viii. Health Net Retiree Seniority Plus Medicare Risk Plan - Approve the renewal of the existing plan design with premium rate increases of 3.0% for Medicare retirees: (Attachments A & G); ix. Blue Cross Medical HMO - Approve the renewal of the existing plan design with premium rate increases of 7.4% for active employees, 7.4% for early retirees and -1.5% for Medicare retirees (Attachments A & H); x. MHN Employee Assistance Plan - Approve the renewal of the existing plan design with premium rate increases of 4.2% for active employees, 5.8% for retirees; (Attachments A & I); xi. Healthcare Assistance Program - Approve the continuation of the healthcare assistance services for all covered employees with CareCounsel with a premium rate increase of 8% to \$1.35 per employee per month which is included in the County contribution for medical insurance (Attachment J);		

b) Accept the Annual Actuarial Report for the County Self-Funded Dental Program, dated April 9, 2003, which recommends a premium rate increase of 3.5% for active employees and 2.7% for retirees for fiscal year 2003-2004 (Attachment B);

c) Approve the renewal of the existing Golden West Pacesetter Dental HMO dental plan design with a premium increase of 8% for employees and retirees; (Attachments A & K).

Sponsors: HUMAN RESOURCES DEPARTMENT

Indexes:

Code sections:

Attachments: 1. Board Letter

Date	Ver.	Action By	Action	Result
5/20/2003	1	BOARD OF SUPERVISORS	Acted on as follows:	Pass

Consider recommendations for 2003-04 medical and dental plan renewals and additions effective June 23, 2003 for active employees and July 1, 2003 for retirees, as follows:

a) Approve rate plans for **HMOs, Point-of-Service and PPO Medical Programs, as follows:**

- i. Health Net HMO Plan - Approve the renewal of the existing HMO plan design with premium rate increases for active employees of 21.8% for the current HMO benefit plan design, 28.41% for early retirees and 4.2% for Medicare retirees (Attachments A & C);
- ii. Health Net HMO Plan Addition for Active Employees - Approve an additional HMO plan for active employees that modifies the current plan design as shown on Attachment D with a premium increase over the existing plan premiums of 13.6% (Attachments A & C & D);
- iii. Health Net HMO Plan Addition for Retirees - Approve an additional HMO plan for retirees that modifies the current plan design as shown on Attachment E with a premium increase over the existing plan premiums of 21.8% for early retirees and 4.2% for Medicare retirees (Attachments A & C & E);
- iv. Health Net Select Point of Service Plan - Approve the renewal of the existing plan design with premium rate increases of 14.4% for active employees, 14.3% for early retirees and 3.5% for Medicare retirees: (Attachments A & F);
- v. Health Net PPO Plan - Approve the renewal of the existing plan design with premium rate increases of 14.4% for active employees, 14.3% for early retirees and 4.3% for Medicare retirees; (Attachments A & G);
- vi. Health Net Retiree Out-of-Area PPO Plan - Approve the renewal of the existing plan design with premium rate increases of 7.0% for early retirees; (Attachments A & G);
- vii. Health Net Retiree Out-of-Area Flex Net Plan - Approve the renewal of the existing plan design with premium rate increases of 19.4% for early retirees and 9.0% for Medicare retirees: (Attachments A & G)
- viii. Health Net Retiree Seniority Plus Medicare Risk Plan - Approve the renewal of the existing plan design with premium rate increases of 3.0% for Medicare retirees: (Attachments A & G);
- ix. Blue Cross Medical HMO - Approve the renewal of the existing plan design with premium rate increases of 7.4% for active employees, 7.4% for early retirees and -1.5% for Medicare retirees

(Attachments A &H);

- x. MHN Employee Assistance Plan - Approve the renewal of the existing plan design with premium rate increases of 4.2% for active employees, 5.8% for retirees; (Attachments A & I);
- xi. Healthcare Assistance Program - Approve the continuation of the healthcare assistance services for all covered employees with CareCounsel with a premium rate increase of 8% to \$1.35 per employee per month which is included in the County contribution for medical insurance (Attachment J);
- b) Accept the Annual Actuarial Report for the County Self-Funded Dental Program, dated April 9, 2003, which recommends a premium rate increase of 3.5% for active employees and 2.7% for retirees for fiscal year 2003 -2004 (Attachment B);
- c) Approve the renewal of the existing Golden West Pacesetter Dental HMO dental plan design with a premium increase of 8% for employees and retirees; (Attachments A & K).

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