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Legislation Details

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Title: Consider recommendations regarding 2020 Employee Benefit Insurance Program Renewal, as follows:

a) In the matter of setting health plan rates for 2020, that the Board of Supervisors approve the following:

i) California State Association of Counties - Excess Insurance Authority (CSAC-EIA) Blue Shield Health Plans:

The renewal of the 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 2.5%, effective January 1, 2020, 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 for a twelve-month period at the existing benefit levels, with a 2.5% increase in premiums, effective January 1, 2020, and for all Medicare eligible retirees, with an increase between 1% to 1.1% 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 zero premium increase for both actives and retirees for a twelve-month period, effective January 1, 2020;

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, 2020;

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 zero premium rate increase with three more years of a four year rate guarantee, effective January 1, 2020;

vi) CareCounsel Healthcare Assistance Program:

The renewal of the CareCounsel Healthcare Assistance Program with a 2% increase for all covered active employees and retirees, for a twelve-month period effective January 1, 2020; and

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 increase of 2%, for a twelve-month period, effective January 1, 2020;

b) Approve the implementation of a Limited Purpose Flexible Spending Account (FSA), available to HDHP members effective January 1, 2020. This is a voluntary pre-tax plan for eligible expenses limited to qualifying dental and vision expenses for employees, their spouses, and their eligible dependents. The Limited Purpose FSA can only be used for members enrolled in the Blue Shield High Deductible Health Plan;

c) 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

d) 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. FINAL 2020 COSB Rate sheet - effective 1-1-2020 NM, 3. 2019 HOC List of Attendees Final - JP, 4. 2019.08.28 Santa Barbara Co. IBNR Dental Report, 5. Minute Order

Date	Ver.	Action By	Action	Result
9/17/2019	1	BOARD OF SUPERVISORS	Acted on as follows:	Pass