Legislation Details (With Text)

File #:	21-00823 **Version:** 1		
Type:	Administrative Item	**Status:**	Agenda Ready
File created:	9/3/2021	**In control:**	BOARD OF SUPERVISORS
On agenda:	9/14/2021	**Final action:**	9/14/2021
Title:	Consider recommendations regarding the 2022 Employee Benefit Insurance Program Renewal, as follows: (4/5 Vote Required)		

a) In the matter of setting health plan rates for 2022, 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 2.4% decrease in premiums, effective January 1, 2022, 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 an increase of 2.6% in premiums, effective January 1, 2022, and for all Medicare-eligible retirees, with 4.0% decrease 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 2.0% decrease of premium, for a twelve-month period, effective January 1, 2022;

iv) County Self-Funded Delta Dental PPO Plan:

The annual Actuarial Underwriting Report for the County Self-Funded Dental Plan, and continues the existing program benefits with no change in premium for both actives and retirees for a twelve-month period, effective January 1, 2022;

v) DeltaCare USA - Dental HMO Plan:

The renewal of the existing DeltaCare USA Dental Health Maintenance Organization (DHMO) plan, and continues the existing benefit levels for active employees and retirees, with one more year of a two-year rate guarantee, through calendar year 2022;

vi) Vision Service Provider - Choice Vision Plan:

The renewal of the existing Vision Service Provider Plan, and continues the existing benefit levels for active employees and retirees, with a zero premium rate increase with one more year of a four-year rate guarantee, through calendar year 2022;

vii) CareCounsel - Healthcare Assistance Program:

The renewal of the CareCounsel Healthcare Assistance Program with a zero rate increase for all covered active employees and retirees, for a twelve-month period effective January 1, 2022; and

viii) Empathia Life Matters - Employee Assistance Program:

The renewal of the Life Matters Employee Assistance Program with a zero rate increase for all covered active employees and retirees, for a twelve-month period effective January 1, 2022;

b) In the matter of expanding benefit programs for 2022, approve the following Health Oversight Committee (HOC) recommendations:

i) Approve the expansion of the Amino Member Tool for all County health plans for the second year of a three-year contract, with an initial effective date of January 1, 2021;

ii) Approve the implementation of the Amino Member Incentive program for all plan members for a one -year pilot program, effective January 1, 2022;

iii) Approve the implementation of Alliant Medicare Solutions for all active employees and retirees who are Medicare eligible at no cost, effective January 1, 2022;

iv) Approve the implementation of Wellvolution for all Blue Shield plan members for one year at no cost, effective January 1, 2022; and

v) Approve the implementation of Life Balance for all active employees for one-year, effective January 1, 2022;

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 (a) through (b) above;

d) In the matter of revenues from PRISM, approve as follows:

i) Approve and authorize the Human Resources Department Director to accept revenue from PRISM in the amount of $18,115.00 for implementation of the Life Balance program which supports employee wellness; and

ii) Approve Budget Revision Request No. 0007930 to establish one time appropriations of $18,115.00 in the Human Resources Department’s Wellness Fund to accept revenue from PRISM; and

e) 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 A: 1 Thru A4 - Blue Shield Health Plans - Monthly Premiums, 3. Attachment B: Kaiser HMO Premium Rates for Active Employee Early Retirees and Medicare Retirees Advantage Plan Rates, 4. Attachment C: United Healthcare Medicare Risk HMO Rate, 5. Attachment D: County Self-Funded Dental Actuarial Report, 6. Attachment E: County Self-Funded Delta Dental PPO Plan Rates for Active Employees and Retirees, 7. Attachment F: Delta Dental - Dental Care USA DMO Plan Rates for Active Employee and Retirees, 8. Attachment G: Vision Service Plan and Rates for Active Employee and Retirees, 9. Attachment H: CareCounsel Healthcare Assistance Renewal, 10. Attachment I: Empathia, 11. Attachment J: Amino Member Tool, 12. Attachment K: Amino Incentive, 13. Attachment L: Alliant Medicare Solutions, 14. Attachment M: Wellvolution, 15. Attachment N: Life Balance, 16. Attachment O: HOC Member List, 17. Minute Order

Date	Ver.	Action By	Action	Result

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9/14/2021	1	BOARD OF SUPERVISORS	Acted on as follows:	Pass

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