

**Before the Board of Supervisors in and for the  
County of Monterey, State of California**

Resolution No.: -----

PPPR Control No. 21-021  
HRM Control No. 21-019

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 to modify Section A.21.4.1 to reflect the County's maximum contributions for medical insurance for Units O, XL, and Y;
- b. Direct the Human Resources Department to incorporate the changes in the Personnel Policies and Practices Resolution No.98-394;
- c. Direct the Human Resources Department and Auditor-Controller's Office to implement the changes in the Advantage HRM/Payroll system.

WHEREAS, the Director of Human Resources proposed to modify Section A.21.4.1 to reflect the County's updated maximum contributions for medical insurance for units O, XL, and Y to the same value as proposed to supervisory employees in Service Employee International Union (SEIU) Local 521 bargaining unit F; and

WHEREAS, these actions require the Personnel Policies and Practices Resolution No. 98-394 to be amended; NOW, THEREFORE,

BE IT RESOLVED by the Board of Supervisors in and for the County of Monterey as follows:

1. Section A.21.4.1 of the Personnel Policies and Practices Resolution (PPPR) No. 98-394 are amended as indicated below:

A.21.4.1 Cafeteria Flexible Benefits Plan – unrepresented units (e.g., O, X, XL and Y)

A. General Provisions

The County will make available a Cafeteria Flexible Benefits Plan to all permanent or Limited Term employees. Permanent or Limited Term employees may elect from the following optional benefits:

- Employee medical coverage under CalPERS.
- Dependent medical coverage under CalPERS.
- No medical coverage
- Employee dental coverage under the County's self-funded plan or a successor plan
- Dependent dental coverage under the County's self-funded plan or a successor plan
- No dental coverage
- Employee vision coverage under the County's self-funded plan or a successor plan
- Dependent vision coverage under the County's self-funded plan or a successor plan
- No vision coverage

- Any other eligible optional benefits which may be made available by the County through the Cafeteria Flexible Benefits Plan.

#### Additional Payroll Deduction

For each month when the benefit options selected by the employee under this plan exceed the appropriate County contributions for that employee, that employee shall pay by pre-tax payroll deduction the full cost (100%) which exceeds the County's contributions for that employee.

#### Cafeteria Flexible Benefits Plan Administration

The provisions, rules and regulations governing the administration of the Cafeteria Flexible Benefits Plan are contained in the Cafeteria Flexible Benefits Plan document. Changes may be required from time to time to maintain the integrity of this Cafeteria flexible benefits plan as a lawful IRC Section 125 plan. The County shall have discretion to make such changes to ensure this plan is eligible for favorable treatment under the Internal Revenue Code. The County may add or remove benefit options to or from this plan. Removal of a benefit shall occur only if the benefit is deemed contrary to public law or regulation governing IRC Section 125 benefit plans, is no longer available by vendor, or becomes insolvent.

#### B. County CalPERS Required Contributions

The County CalPERS required contributions (PEMHCA Minimum) toward the Cafeteria Flexible Benefits Plan will be as indicated below.

The County shall not contribute any CalPERS required contribution toward the employee's purchase of any other optional benefits which may be provided by the County through the Cafeteria Flexible Benefits Plan.

Employees shall not have the option of using the CalPERS required contributions for any other purpose other than for purchasing employee health. CalPERS required contributions not used to purchase employee health will be forfeited.

#### Health Insurance Contribution

The County's CalPERS required contribution to the Cafeteria Flexible Benefits Plan for health insurance coverage will be provided as directed by CalPERS.

#### Dental Insurance Contribution

The County's maximum contribution to the Cafeteria Flexible Benefits Plan for dental coverage will be equal to the cost of the employee only premium monthly for all eligible permanent employees or Limited Term. Should the dental (employee only premium) contribution/premium increase, the County may pay the increase. Should the County's contribution/ premium for dental (employee only premium) decrease, the County shall retain the savings from the decrease.

#### Vision Insurance Contribution

The County's maximum contribution to the Cafeteria Flexible Benefits Plan for vision coverage will be equal to the cost of the employee only premium monthly for all eligible permanent employees or Limited Term. Should the vision (employee only premium) contribution/premium increase, the County may pay the increase. Should the County's contribution/ premium for vision (employee only premium) decrease, the County shall retain the savings from the decrease.

C. County Maximum Contributions

The County maximum monthly contributions are as follows:

Unit X – All CalPERS Health Plans

Medical <u>Enrollment</u>	Full-Time <u>Permanent</u>	Part-Time* <u>Permanent</u>
Employee Only	\$1,160.00	\$580.00
Employee Plus One Dep.	\$1,782.00	\$891.00
Employee Plus Family	\$2,190.00	\$1,095.00

Units O, XL, and Y - CalPERS Platinum Health Plan

Medical <u>Enrollment</u>	Full-Time <u>Permanent</u>	Part-Time* <u>Permanent</u>
Employee Only	\$980.01	\$490.01
Employee Plus One Dep.	\$1,904.02	\$952.01
Employee Plus Family	\$2,499.23	\$1,249.62

Units O, XL, and Y - All other CalPERS Health Plans

Medical <u>Enrollment</u>	Full-Time <u>Permanent</u>	Part-Time* <u>Permanent</u>
Employee Only	\$792.84	\$396.42
Employee Plus One Dep.	\$1,667.68	\$833.84
Employee Plus Family	\$2,190.18	\$1,095.09

\*Part-time defined as scheduled to work a minimum of 40 (forty hours), but less than 64 (sixty-four) hours per pay period.

The County's contribution above may be applied toward medical, dental and/or vision coverage for the employee and dependents. Any future increases in health insurance premiums that exceed the County's contribution will be paid by the employee through salary deduction.

Any balance of the County's contribution remaining after the employee selects health insurance may be utilized, at the employee's discretion, toward the purchase of dependent dental and/or dependent vision insurance. The use of any County contributions toward the purchase of the benefits stated above is subject to the employee first selecting employee health insurance coverage under CalPERS.

2. Section A.11.1.2 Increases within Salary Range of the Personnel Policies and Practices Resolution (PPPR) No. 98-394 is amended as indicated below:

A.1.11.2 Increases within Salary Range

Effective January 1, 2022, an employee will be eligible for advancement to the next higher step in the salary range of his/her classification upon completion of each year of continuous service in his/her classification in a full-time permanently authorized position and shall be granted based on satisfactory performance. The date of eligibility for advancement of a Unit Y employee to a higher step shall be determined by the time served since the employee's most recent date of appointment to his/her current step.

The step advancement shall be effective at the beginning of the pay period within which the employee becomes eligible for the step advancement. If the County Administrative Officer determines that an employee failed to receive a step advancement on the date on which he/she was otherwise eligible due to administrative or clerical error, the Auditor-Controller is authorized and directed to pay the employee the amount he/she would have received if the error had not been made. An employee in a broad-banded classification shall not be eligible for regularly scheduled step increases. Rather, the salary of such an employee shall be adjusted upward or downward in the broad range subject to the discretion of the appointing authority based on performance and/or market factors of the applicable survey classification.

3. The Human Resources Department is directed to incorporate the changes in the Personnel Policies and Practices Resolution No. 98-394.
4. The Human Resources Department and Auditor-Controller's Office are directed to implement the changes in the Advantage HRM/Payroll system.

PASSED AND ADOPTED on this \_\_\_\_\_ day of \_\_\_\_\_, 2021, by the following vote, to wit:

AYES:

NOES:

ABSENT:

I, Valerie Ralph, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original order of said Board of Supervisors duly made and entered in the minutes thereof Minute Book \_\_\_\_\_, on \_\_\_\_\_.

Dated: Valerie Ralph, Clerk of the Board of Supervisors,  
County of Monterey, State of California.

By \_\_\_\_\_, Deputy