

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

Resolution No.: -----

PPPR Control No. 21-012

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 to retitle and modify Sections A.21 Health, Dental, and Optical Insurance and A.21.1 Provision of Health, Dental and Optical Insurance to change the term “optical” to “vision” and add Limited Term employees;
- b. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 to retitle and modify Section 21.4 Health Insurance Plans: Flexible Benefits Plan & Alternative Benefit Option as the County no longer offers an Alternative Benefit Option and to reflect future changes to the County’s required contribution as directed by the California Public Employees’ Retirement System (CalPERS);
- c. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 to retitle and modify Section A.21.4.1 Flexible Benefits Plan – Units D, E, L, O, X, XL and Y to reflect the County’s maximum contributions for medical insurance;
- d. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 to delete Section A.21.4.2 Alternative Benefit Options – Units O, X, XL, and Y as the County no longer offers an Alternative Benefit Option and replace it with the County Maximum Contribution for Represented Employees provision;
- e. Direct the Human Resources Department to incorporate the changes in the Personnel Policies and Practices Resolution No.98-394.
- f. 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 amend Personnel Policies and Practices Resolution No.98-394 to retitle and modify Sections A.21 Health, Dental, and Optical Insurance and A.21.1 Provision of Health, Dental and Optical Insurance to change the term “optical” to “vision” to reflect other sections of the PPPR and to add Limited Term employees as an eligible employee for health, dental and vision insurance; and

WHEREAS, the Director of Human Resources proposed to retitle and modify Section 21.4 Health Insurance Plans: Flexible Benefits Plan & Alternative Benefit Option as the County terminated the Alternative Benefit Option program June 30, 2015, and to clarify that the County will update its current and future CalPERS required contribution as directed by the California Public Employees’ Retirement System (CalPERS); and

WHEREAS, the Director of Human Resources proposed to retitle and modify Section A.21.4.1 Flexible Benefits Plan – Units D, E, L, O, X, XL and Y to reflect the County’s updated maximum contributions for medical insurance; and

WHEREAS, the Director of Human Resources proposed to delete Section A.21.4.2 Alternative Benefit Options – Units O, X, XL, and Y as the County terminated the Alternative Benefit Option program June 30, 2015, and replace it with the County Maximum Contribution for Represented Employees provision; 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 Health, Dental and Optical Insurance and Section A.21.1 Provision of Health, Dental and Optical Insurance of the Personnel Policies and Practices Resolution (PPPR) No. 98-394 is amended as indicated below:

#### A.21 Health, Dental and Vision Insurance

##### A.21.1 Provision of Health, Dental and Vision Insurance

The County shall offer health, dental, and vision insurance plans for enrolled eligible County employees and officers in unrepresented units (e.g., O, X, XL and Y).

An enrolled eligible employee shall be defined as an employee appointed to a permanent or Limited Term position and who works a minimum of twenty (20) hours per week or forty (40) hours per biweekly pay period or is on approved leave of absence in conjunction with the Masters of Social Work Title IV-E Stipend Program.

2. Section A.21.4 Health Insurance Plans: Flexible Benefits Plan & Alternative Benefit Option of the Personnel Policies and Practices Resolution (PPPR) No. 98-394 is amended as indicated below:

##### A.21.4 CalPERS Medical Insurance Plans:

The County will offer medical insurance through the Public Employees' Retirement System (PERS) medical insurance program. All rules, regulations and procedures with respect to plan eligibility, benefits, claims payments and customer service procedures, etc. for the CalPERS plans are established by CalPERS. The County makes no representations or guarantees whatsoever with respect to the CalPERS medical insurance plans.

County retirees, dependent upon group coverage conditions, may be eligible for CalPERS medical coverage. If a County retiree meets all eligibility requirements and requests medical insurance coverage, the County's contribution will be provided as directed by CalPERS.

3. Section A.21.4.1 Flexible Benefit Plans – Units D, E, L, O, X, XL, and Y 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:

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

\*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.

4. Section A.21.4.2 Alternative Benefit Options – Units O, X, XL, and Y of the Personnel Policies and Practices Resolution (PPPR) No. 98-394 is added as indicated below:

A.21.4.2 Alternative Benefit Option – Units O, X, XL and Y (Deleted)

#### A.21.4.2 County Maximum Contribution for Represented Employees

The County's maximum contributions for medical, dental and/or vision coverages will be equal to the applicable designated County contributions provided for employees in represented bargaining units for plan year 2021.

5. The Human Resources Department is directed to incorporate the changes in the Personnel Policies and Practices Resolution No. 98-394.
6. 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