



County of Monterey

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Board Report

File #: RES 21-175, **Version:** 1

Adopt a Resolution to:

- 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.

RECOMMENDATION:

It is recommended that the Board of Supervisors take the following actions:

Adopt a resolution to:

- 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.

SUMMARY/DISCUSSION:

The County acknowledges the importance of healthcare and continues to provide affordable, quality healthcare plans to employees while also maintaining fiscal responsibility. In an effort to provide consistent and equitable health care to County employees, the Human Resources Department recommends amending the PPPR to update and establish new County contributions for unrepresented employees in Units O, XL, and Y (see attachment A) to the same value as proposed to supervisory employees in Service Employee International Union (SEIU) Local 521 bargaining unit F. The proposed amendment would establish the following County contributions (see attachment B):

- Set County contribution amounts for employees in Units O, XL, and Y who elect CalPERS Platinum as follows:
 - \$980.01 employee only
 - \$1,904.02 employee + one
 - \$2,499.23 employee + family
- Set County contribution amounts for employees in Units O, XL, and Y who elect all other CalPERS health plans as follows:
 - \$792.84 employee only
 - \$1,667.68 employee + one
 - \$2,190.18 employee + family
- Maintain existing cashback provision

The County is committed to continue to provide affordable and quality healthcare to employees in a sustainable

and equitable manner. For these reasons, it is recommended that the Board of Supervisors approve the amendment to the Personnel Policies and Practices Resolution.

OTHER AGENCY INVOLVEMENT:

The Human Resources Department has consulted with the County Administrative Office and the Offices of the County Counsel and Auditor-Controller in the modification of the PPPR language.

FINANCING:

The costs associated with the benefit changes should have minimal impact on the current FY budget.

It is the intent that the impacted departments/agency will absorb the increases within existing appropriations and, if necessary, budget augmentations will be brought forward for consideration in the latter part of the fiscal year.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

The recommended action addresses the Board of Supervisors' Administration Strategic Initiative and demonstrates the County's commitment to meeting the Board's initiatives by attracting, recruiting, and retaining a diverse, talented work force that supports the mission of Monterey County.

- Economic Development
- Administration
- Health & Human Services
- Infrastructure
- Public Safety

Prepared By: Wendell Sells, Management Analyst III, 796-6066

Approved By: Irma Ramirez-Bough, Director of Human Resources, 755-5043

Attachments:

- A - PPPR Section A.21.4.1 - Redline Version
- B - PPPR Section A.21.4.1 - Clean Version
- C - 2022 Health Plan Contributions for Unrepresented Units O, XL, & Y
- D - Resolution