

Distributed on September 15, 2022 – with table edits (1:15 pm)

**6.3 Cafeteria Plan**

A. Effective for coverage beginning January 1, ~~2023~~<sup>2019</sup>, the County's contribution toward the cafeteria plan shall be set at seventy-five percent (75%) ~~of the 2023~~<sup>ninety percent (90%)</sup> PEMHCA Bay Area Kaiser Permanente family rate minus the PEMHCA MEC.

For coverage effective January 1, ~~2024~~<sup>2020</sup>, the County's contribution toward the cafeteria plan shall be set at seventy five percent (75%) of the ~~2024~~<sup>2020</sup> PEMHCA Bay Area Family Kaiser rate minus the PEMHCA MEC.

For coverage effective January 1, ~~2025~~<sup>2021</sup>, the County's contribution toward the cafeteria plan shall be set at seventy five percent (75%) of the ~~2025~~<sup>2021</sup> PEMHCA Bay Area Family Kaiser rate minus the PEMHCA MEC.

~~For coverage effective January 1, 2022, the County's contribution toward the cafeteria plan shall be set at seventy five percent (75%) of the 2022 PEMHCA Bay Area Family Kaiser rate minus the PEMHCA MEC.~~

**[NO CHANGES TO SUBSECTIONS B THROUGH D]**

E. Additionally, with the pay period that includes the later of October 8, 2017 or the beginning of the first pay period following adoption of the 2017 collective bargaining agreement, an employee enrolled in PEMHCA for "employee plus two or more dependents" shall receive a County contribution of fifty dollars (\$50.00) per month into the Cafeteria Plan. Said employee may use this County contribution for health insurance premium conversion, health care reimbursement account, and/or dependent care reimbursement account. In the absence of a cafeteria plan election form, the County contribution shall be used for health insurance premium conversion. The County contribution shall sunset at the end of the pay period which includes the expiration of the ~~2022-~~<sup>2019-2022</sup> collective bargaining agreement.

**[NO CHANGES TO SUBSECTIONS F OR G]**

@ 1:24 pm