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County of Solano
and the
Solano Sheriff Custody Association
2022 Memorandum of Understanding Negotiations

Solano Sheriff Custody Association

Subject: Medical Insurance

Associations Interest: The Association is interested in lowering the out-of-pocket medical cost for our membership.

Proposal:

6.3 Cafeteria Plan

Effective for coverage beginning January 1, ~~2019~~2023, the County's contribution to the cafeteria plan shall be set at ~~seventy-five (75%)~~ eighty-five (85%) percent of the ~~2019-2023~~ PEMHCA ~~Bay Area~~Region 1 Kaiser Permanente ~~2019-2023~~ family rate minus the PEMHCA MEC.

Effective with the coverage effective January 1, ~~2020~~2024, the County's contribution toward the health plan, as historically administered, shall be set at ~~seventy-five percent (75%)~~ eighty-five percent (85%) of the ~~2020-2024~~ PEMHCA Region 1 Kaiser Permanente family rate minus the PEMHCA MEC.

Effective with the coverage effective January 1, ~~2021~~2025, the County's contribution toward the health plan, as historically administered, shall be set at ~~seventy-five percent (75%)~~ eighty-five percent (85%) of the ~~2021-2025~~ PEMHCA Region 1 Kaiser Permanente family rate minus the PEMHCA MEC.

Effective with the coverage effective January 1, ~~2022~~2026, the County's contribution toward the health plan, as historically administered, shall be set at ~~seventy-five percent (75%)~~ eighty-five percent (85%) of the ~~2022-2026~~ PEMHCA Region 1 Kaiser Permanente family rate minus the PEMHCA MEC.

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Employees who waive health insurance because the employee demonstrates to the County that s/he has alternate health insurance coverage shall receive no more than \$500.00 per month minus the CalPERS Minimum Employer Contribution (MEC) as cash back. Employees who elect employee only coverage will receive no more than \$334.58 per month as cash back, depending on the medical plan selected.

An employee may use the County's contribution to the cafeteria plan toward the medical insurance plan for which s/he has elected to enroll.

A regular part-time or limited term part-time employee shall receive a pro-rata amount of the total sum of the PEMHCA MEC and the cafeteria plan contribution of the full-time employee in proportion to the relationship their basic workweek bears to forty (40) hours. That total amount shall first be allocated to the PEMHCA MEC and any remaining employer contribution shall then be allocated to the cafeteria plan.

Additionally, beginning the first pay period following adoption of the 2017-2022 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)~~ one hundred twenty-five dollars (\$125) 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 October 21, 20225.