

**MEMORANDUM  
PERSONNEL DEPARTMENT  
COUNTY OF PLACER**

**TO:** Board of Supervisors  
**FROM:** Nancy Nittler, Personnel Director  
**BY:** Ann Craig, Personnel Services Manager  
**DATE:** October 24, 2006  
**SUBJECT:** Adoption of the 2007 CalPERS Health Insurance Contribution Rates for Employees and Retirees

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**REQUESTED ACTION AND RECOMMENDATION:**

Approve the attached annual resolutions for the California Public Employees Retirement System, Health Benefits Division, which adopts the 2007 employer health insurance contribution levels effective January 1, 2007 for all Placer County employees and retirees.

**BACKGROUND:**

The Public Employees Retirement System annually requires the adoption of the attached resolutions to update their records with regards to the County contribution for health insurance.

The employer contribution amount is established by the Memorandum of Understanding with the Placer Public Employees Organization (PPEO). The MOU outlines the formula for County paid health insurance contributions for active employees, retirees and their dependents as the average cost of the Kaiser and Blue Shield premiums for each coverage level. Management and Confidential employees also follow this formula. The County monthly contribution effective January 1, 2007 will be a maximum \$457.70 for an employee only; \$915.38 for an employee plus one dependent; and \$1190.00 for an employee plus two or more dependents.

The Memorandum of Understanding with the Placer County Deputy Sheriffs' Association (PCDSA) states the County will contribute 90% of the average premium cost for each coverage level less \$20.00 per month. The County monthly contribution effective January 2007 will be a maximum \$426.24 for an employee only; \$864.08 for an employee plus one dependent; and \$1125.76 for an employee plus two or more dependents.

The attached resolutions cover the 2007 employer contribution for both vesting schedules as previously negotiated with PPEO and PCDSA and approved by your Board.

**FISCAL IMPACT:**

The County contribution for active employees was previously approved and budgeted at the department level. The retiree health insurance contribution was approved and budgeted in the Personnel Employee Benefits budget and will be charged across County budgets accordingly. The retiree contribution amount is approximately \$6,987,260 for the 2006 -2007 fiscal year.

# Before the Board Of Supervisors County of Placer, State of California

In the matter of:      Adopting the PERS Employer Health  
Insurance Contribution for All Employees  
Hired on or Before December 31, 2004,  
Effective January 1, 2007

Resol.No: \_\_\_\_\_

Ord.No.: \_\_\_\_\_

First Reading: \_\_\_\_\_

The following Resolution was duly passed by the Board of Supervisors of the County of Placer  
at a regular meeting held October 24, 2006 by the following vote on roll call:

Ayes:

Noes:

Absent:

Signed and approved by me after its passage.

\_\_\_\_\_  
Chairman, Board of Supervisors

Attest:  
Clerk of said Board

\_\_\_\_\_  

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**WHEREAS (1)**      Government Code Section 22892(a) provides that a local agency  
contracting under the Public Employees' Medical and Hospital Care Act  
shall fix the amount of the employer's contribution at an amount not less  
than the amount required under Section 22892(b) of the Act, and

**WHEREAS (2)**      Placer County is a local contracting agency under the Act; now, therefore be  
it

**RESOLVED**      That the employer's contribution for each employee and annuitant hired  
prior to January 1, 2005, shall be the amount necessary to pay the full cost  
of his/her enrollment, including the enrollment of family members, in a  
health benefits plan to a maximum of:

<u>Code</u>	<u>Bargaining Unit</u>	<u>Contribution Per Month</u>
01	Management & Confidential	a) \$457.70 for the employee only b) \$915.38 for the employee plus one c) \$1190.00 for the employee plus two or more
02	P.P.E.O.	a) \$457.70 for the employee only b) \$915.38 for the employee plus one c) \$1190.00 for the employee plus two or more
03	Deputy Sheriff Association	a) \$426.24 for the employee only b) \$864.08 for the employee plus one c) \$1125.76 for the employee plus two or more

Adopted at a regular meeting of the Placer County Board of Supervisors at Auburn, California this 24th day of October 2006.

**Before the Board Of Supervisors  
County of Placer, State of California**

In the matter of:        Adopting the PERS Employer Health  
                                 Insurance Vesting Requirements Effective  
                                 January 1, 2007 for Placer County  
                                 Deputy Sheriffs Association Employees

Resol.No: \_\_\_\_\_

Ord.No.: \_\_\_\_\_

First Reading: \_\_\_\_\_

The following Resolution was duly passed by the Board of Supervisors of the County of Placer at a regular meeting held October 24, 2006 by the following vote on roll call:

Ayes:

Noes:

Absent:

Signed and approved by me after its passage.

\_\_\_\_\_  
Chairman, Board of Supervisors

Attest:  
Clerk of said Board

\_\_\_\_\_

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WHEREAS (1)        Government Code 22893 provides that a local agency contracting under the Public Employees' Medical and Hospital Care Act may amend its resolution to provide a post retirement vesting requirement to employees who retire for service, and

WHEREAS (2)        Placer County is a local agency contracting under the Act for participation by members of the Placer County Deputy Sheriff Association, and

WHEREAS (3)        Placer County certifies, Placer County Deputy Sheriff Association employees are represented by a bargaining unit and subject to a memorandum of understanding, and

WHEREAS, (4) The credited service for purposes of determining the percentage of employer contributions shall mean service as defined in Section 20079, except that not less than five years of that service shall be performed entirely with the Placer County; and

WHEREAS (5) The contribution for active employees cannot be less than what is defined in Section 22892; now, therefore be it

RESOLVED (1) That the employer's contribution for each **retired** employee first hired on or after January, 1, 2005 shall be the amount necessary to pay the full cost of his/her enrollment, including the enrollment of family members, in a health benefits plan or plans up to a maximum as listed below plus Administrative fees and Contingency Reserve Fund, but not more than 100 percent of the premium applicable to him or her, nor less than the 100 percent of the weighted average of the health benefits plan premiums for employees or annuitants enrolled for self alone plus 90 percent of the weighted average of the additional premiums required for enrollment of family members in the four health benefits plans that have the largest number of enrollments; and be it further

<u>Code</u>	<u>Bargaining Unit</u>	<u>Contribution Per Month</u>
06	Deputy Sheriff Association	a) \$439.00 for the annuitant only b) \$864.08 for the annuitant plus one c) \$1125.76 for the annuitant plus two or more

RESOLVED, (2) That the percentage of employer contribution payable for post retirement health benefits for each retired employee shall be based on the employee's completed years of credited service based upon Government Code Section 22893; plus administrative fees and Contingency Reserve Fund assessments.

Adopted at a regular meeting of the Placer County Board of Supervisors at Auburn, California this 24<sup>th</sup> day of October 2006.

**Before the Board Of Supervisors  
County of Placer, State of California**

In the matter of:        Adopting the PERS Employer Health  
                                 Insurance Vesting Requirements Effective  
                                 January 1, 2007 for Management and  
                                 Confidential Employees

Resol.No: \_\_\_\_\_

Ord.No.: \_\_\_\_\_

First Reading: \_\_\_\_\_

The following Resolution was duly passed by the Board of Supervisors of the County of Placer at a regular meeting held October 24 2006 by the following vote on roll call:

Ayes:

Noes:

Absent:

Signed and approved by me after its passage.

\_\_\_\_\_  
Chairman, Board of Supervisors

Attest:  
Clerk of said Board

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WHEREAS (1)        Government Code 22893 provides that a local agency contracting under the Public Employees' Medical and Hospital Care Act may amend its resolution to provide a post retirement vesting requirement to employees who retire for service, and

WHEREAS (2)        Placer County is a local agency contracting under the Act for participation by members of the Management and Confidential group, and

WHEREAS (3)        Placer County certifies, the Management and Confidential employees are not represented by a bargaining unit and there is no applicable memorandum of understanding, and

- WHEREAS (4) The credited service for purposes of determining the percentage of employer contributions shall mean service as defined in Section 20079, except that not less than five years of that service shall be performed entirely with the Placer County; and
- WHEREAS (5) The contribution for active employees cannot be less than what is defined in Section 22892; now, therefore be it
- RESOLVED (1) That the employer's contribution for each **retired** employee first hired on or after January 1, 2005 shall be the amount necessary to pay the full cost of his/her enrollment, including the enrollment of family members, in a health benefits plan or plans up to a maximum as listed below plus Administrative fees and Contingency Reserve Fund, but not more than 100 percent of the premium applicable to him or her, nor less than the 100 percent of the weighted average of the health benefits plan premiums for employees or annuitants enrolled for self alone plus 90 percent of the weighted average of the additional premiums required for enrollment of family members in the four health benefits plans that have the largest number of enrollments; and be it further

<u>Code</u>	<u>Bargaining Unit</u>	<u>Contribution Per Month</u>
04	Management & Confidential	a) \$457.70 for the annuitant only b) \$915.38 for the annuitant plus one c) \$1190.00 for the annuitant plus two or more

- RESOLVED, (2) That the percentage of employer contribution payable for post retirement health benefits for each retired employee shall be based on the employee's completed years of credited service based upon Government Code Section 22893; plus administrative fees and Contingency Reserve Fund assessments.

Adopted at a regular meeting of the Placer County Board of Supervisors at Auburn, California this 24<sup>th</sup> day of October 2006.

**Before the Board Of Supervisors  
County of Placer, State of California**

In the matter of:      Adopting the PERS Employer Health  
Insurance Vesting Requirements Effective  
January 1, 2007 for the Placer Public  
Employees Organization Employees

Resol.No: \_\_\_\_\_

Ord.No.: \_\_\_\_\_

First Reading: \_\_\_\_\_

The following Resolution was duly passed by the Board of Supervisors of the County of Placer at a regular meeting held October 24, 2006 by the following vote on roll call:

Ayes:

Noes:

Absent:

Signed and approved by me after its passage.

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Chairman, Board of Supervisors

Attest:  
Clerk of said Board

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WHEREAS (1)      Government Code 22893 provides that a local agency contracting under the Public Employees' Medical and Hospital Care Act may amend its resolution to provide a post retirement vesting requirement to employees who retire for service, and

WHEREAS (2)      Placer County is a local agency contracting under the Act for participation by members of the Placer Public Employees Organization, and

WHEREAS (3)      Placer County certifies, Placer Public Employees Organization employees are represented by a bargaining unit and subject to a memorandum of understanding, and

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WHEREAS, (4) The credited service for purposes of determining the percentage of employer contributions shall mean service as defined in Section 20079, except that not less than five years of that service shall be performed entirely with the Placer County; and

WHEREAS (5) The contribution for active employees cannot be less than what is defined in Section 22892; now, therefore be it

RESOLVED (1) That the employer's contribution for each **retired** employee first hired on or after January 1, 2005 shall be the amount necessary to pay the full cost of his/her enrollment, including the enrollment of family members, in a health benefits plan or plans up to a maximum as listed below plus Administrative fees and Contingency Reserve Fund, but not more than 100 percent of the premium applicable to him or her, nor less than the 100 percent of the weighted average of the health benefits plan premiums for employees or annuitants enrolled for self alone plus 90 percent of the weighted average of the additional premiums required for enrollment of family members in the four health benefits plans that have the largest number of enrollments; and be it further

<u>Code</u>	<u>Bargaining Unit</u>	<u>Contribution Per Month</u>
05	P.P.E.O.	a) \$457.70 for the annuitant only b) \$915.38 for the annuitant plus one c) \$1190.00 for the annuitant plus two or more

RESOLVED, (2) That the percentage of employer contribution payable for post retirement health benefits for each retired employee shall be based on the employee's completed years of credited service based upon Government Code Section 22893; plus administrative fees and Contingency Reserve Fund assessments.

Adopted at a regular meeting of the Placer County Board of Supervisors at Auburn, California this 24<sup>th</sup> day of October, 2006

