

SUBMITTAL TO THE BOARD OF SUPERVISORS
COUNTY OF RIVERSIDE, STATE OF CALIFORNIA



ITEM: 3.13
(ID # 12587)

MEETING DATE:
Tuesday, June 09, 2020

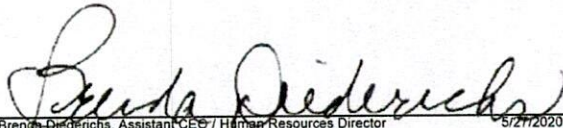
FROM : HUMAN RESOURCES:

SUBJECT: HUMAN RESOURCES: Mid-year rate change for United HealthCare HMO medical plan for Active Employees and Early Retirees for the 2020 Calendar Year (Effective July 1, 2020), All Districts. [Total Cost - \$151,505.28 Employee and Retiree Health Premiums]

RECOMMENDED MOTION: That the Board of Supervisors

1. Approve the mid-year rate change for United HealthCare HMO medical plan as shown in Attachments A and B for active employees and early retirees.

ACTION: Policy

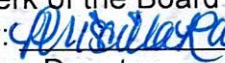


Brenda Dieckrichs, Assistant CEO / Human Resources Director 5/27/2020

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Spiegel, seconded by Supervisor Jeffries and duly carried by unanimous vote, IT WAS ORDERED that the above matter is approved as recommended.

Ayes: Jeffries, Spiegel, Washington, Perez and Hewitt
Nays: None
Absent: None
Date: June 9, 2020
xc: HR

Kecia R. Harper
Clerk of the Board
By: 
Deputy

**SUBMITTAL TO THE BOARD OF SUPERVISORS COUNTY OF RIVERSIDE,
STATE OF CALIFORNIA**

FINANCIAL DATA	Current Fiscal Year:	Next Fiscal Year:	Total Cost:	Ongoing Cost
COST	\$0	\$151,505.28	\$151,505.28	\$
NET COUNTY COST	\$	\$	\$	\$
SOURCE OF FUNDS: Employee and Retiree Health Premiums			Budget Adjustment:	No
			For Fiscal Year: 20/21	

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

On August 6, 2019 (Item No. 3.27), the Board approved the medical, dental and vision rates for active employees and early retirees for the 2020 calendar year. The 2020 plan year rate renewals were based on the County's group-specific claims experience, anticipated market trends, and medical costs.

Renewal and premium rates quoted are also based on census data. If there is any change in census data, plan carriers reserve the right to recalculate premium rates.

On January 28, 2020 (Item No. 3.54), the Board approved the Tentative Agreement between the County of Riverside and Service Employees International Union, Local 721 (SEIU) which has led to SEIU transferring to the CalPERS Health Program effective July 1, 2020. SEIU bargaining unit members shall continue to be eligible to enroll in Exclusive Care as a medical plan insurance option.

Human Resources conducted a special enrollment period for SEIU members from March 31 through April 17, 2020. As a result of this special enrollment, significant enrollment shifted between medical plans. The change in enrollment census data caused plan carrier, United HealthCare to recalculate its premium rates.

Percentage of Mid-Year Rate Increase

United HealthCare – The medical costs are projected to increase an average of 5.5% for active employees and for early retirees enrolled in the United Healthcare Signature Value Alliance network, and 10.7% for active employees and early retirees enrolled in the United Healthcare Signature Value (full network) plan.

Kaiser Permanente HMO – There is no rate increase for active employees and early retirees under this plan.

Exclusive Care – There is no rate increase for active employees and early retirees under this plan.

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Prev. Agn. Refs.:

08/06/2019, Item 3.27 District: All

Impact on Residents and Businesses


There is no impact to residents or businesses in the County of Riverside.

Contract History and Price Reasonableness

The County's annual cost is determined by Flexible Benefit Credits and retiree medical contributions that are provided to active employees and retirees enrolled in a County sponsored medical plan. The remaining annual cost for the health plans is paid by employees and retirees.

ATTACHMENTS

- A. Medical Plan Monthly Rates (Actives)
- B. Medical Plan Monthly Rates (Early Retirees)



Gregory L. Priamos, Director County Counsel 5/28/2020

County of Riverside
July 2020
County Medical Plan Monthly Renewal Rates
Actives

Attachment A

	Enrollment	2020 Current	2020 July Rate	Monthly Dollar Increase (Decrease)	Percent Increase
Exclusive Care EPO					
Employee Only	4,446	\$587.76	\$587.76	\$0.00	0.00%
Employee Plus One	954	\$1,189.76	\$1,189.76	\$0.00	0.00%
Employee and Family	1,332	<u>\$1,493.76</u>	<u>\$1,493.76</u>	<u>\$0.00</u>	<u>0.00%</u>
Sub-Total	6,732	\$5,737,900.32	\$5,737,900.32	\$0.00	0.00%
United HealthCare Signature Value Full Network HMO					
Employee Only	60	\$1,127.74	\$1,248.12	\$120.38	10.67%
Employee Plus One	6	\$2,295.20	\$2,540.74	\$245.54	10.70%
Employee and Family	3	<u>\$2,978.52</u>	<u>\$3,297.30</u>	<u>\$318.78</u>	<u>10.70%</u>
Sub-Total	69	\$90,371.16	\$100,023.54	\$9,652.38	10.68%
United HealthCare Alliance Network HMO					
Employee Only	250	\$711.18	\$750.34	\$39.16	5.51%
Employee Plus One	26	\$1,445.56	\$1,525.42	\$79.86	5.52%
Employee and Family	30	<u>\$1,875.40</u>	<u>\$1,979.08</u>	<u>\$103.68</u>	<u>5.53%</u>
Sub-Total	306	\$271,641.56	\$286,618.32	\$14,976.76	5.51%
Kaiser					
Employee Only	2,022	\$733.60	\$733.60	\$0.00	0.00%
Employee Plus One	240	\$1,458.70	\$1,458.70	\$0.00	0.00%
Employee and Family	184	<u>\$1,896.34</u>	<u>\$1,896.34</u>	<u>\$0.00</u>	<u>0.00%</u>
Sub-Total	2,446	\$2,182,353.76	\$2,182,353.76	\$0.00	0.00%
United HealthCare PPO					
Employee Only	3	\$2,246.66	\$2,246.66	\$0.00	0.00%
Employee Plus One	0	\$4,461.58	\$4,461.58	\$0.00	0.00%
Employee and Family	0	<u>\$5,791.12</u>	<u>\$5,791.12</u>	<u>\$0.00</u>	<u>0.00%</u>
Sub-Total	3	\$6,739.98	\$6,739.98	\$0.00	0.00%
Annual Total	9,250	\$96,208,382.64	\$96,324,211.20	\$115,828.56	0.12%

County of Riverside
 July 2020
 County Medical Plan Renewal Rates
 Early Retirees

Attachment B

	Enrollment	2020 Current	2020 July Rate	Monthly Dollar Increase	Percent Increase
Exclusive Care EPO					
Employee Only	16	\$1,002.75	\$1,002.75	\$0.00	0.00%
Employee Plus One	1	\$2,038.75	\$2,038.75	\$0.00	0.00%
Employee and Family	0	<u>\$2,563.75</u>	<u>\$2,563.75</u>	\$0.00	0.00%
Sub-Total	17	\$18,082.75	\$18,082.75	\$0.00	0.00%
United HealthCare HMO Alliance					
Employee Only	4	\$1,108.99	\$1,170.25	\$61.26	5.52%
Employee Plus One	0	\$2,200.91	\$2,322.40	\$121.49	5.52%
Employee and Family	0	<u>\$2,856.39</u>	<u>\$3,014.51</u>	\$158.12	5.54%
Sub-Total	4	\$4,435.96	\$4,681.00	\$245.04	5.52%
United HealthCare HMO Full Network					
Employee Only	2	\$1,760.74	\$1,949.09	\$188.35	10.70%
Employee Plus One	0	\$3,496.58	\$3,871.01	\$374.43	10.71%
Employee and Family	0	<u>\$4,538.58</u>	<u>\$5,024.71</u>	\$486.13	10.71%
Sub-Total	2	\$3,521.48	\$3,898.18	\$376.70	10.70%
Kaiser					
Employee Only	16	\$1,030.14	\$1,030.14	\$0.00	0.00%
Employee Plus One	1	\$2,052.11	\$2,052.11	\$0.00	0.00%
Employee and Family	0	<u>\$2,663.36</u>	<u>\$2,663.36</u>	\$0.00	0.00%
Sub-Total	17	\$18,534.35	\$18,534.35	\$0.00	0.00%
United Healthcare PPO					
Employee Only	0	\$3,160.37	\$3,160.37	\$0.00	0.00%
Employee Plus One	0	\$6,065.02	\$6,065.02	\$0.00	0.00%
Employee and Family	0	\$8,150.97	\$8,150.97	\$0.00	0.00%
Sub-Total	0	\$0.00	\$0.00	\$0.00	0.00%
Annual Total	38	\$492,636.72	\$495,577.20	\$2,940.48	0.60%