

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



ITEM: 21.1
(ID # 29292)

MEETING DATE:
Tuesday, November 18, 2025

FROM : HUMAN RESOURCES

SUBJECT: HUMAN RESOURCES: Public Hearing for Adoption of County of Riverside Resolution No. 2025-218, Fixing the Employer Contribution Under the Public Employees' Medical and Hospital Care Act at an Equal Amount for Employees and Annuitants with respect to a Recognized Employee Organization for County of Riverside Management Unrepresented; Confidential Unrepresented; Laborer's International Union of North America (LIUNA) Local 777; and Service Employees International Union (SEIU) Local 721; All Districts. [\$0]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Open the public hearing regarding the adoption of Resolution No. 2025-218 (Attachments A - D) Fixing the Employer Contribution Under the Public Employees' Medical and Hospital Care Act at an Equal Amount For Employees and Annuitants with respect to a Recognized Employee Organization for County of Riverside Management Unrepresented; Confidential Unrepresented; Laborer's International Union of North America (LIUNA) Local 777; and Service Employees International Union (SEIU) Local 721; and

Continued on page 2


ACTION: Set for Hearing


Tami Douglas-Schatz, Director of Human Resources 11/5/2025

MINUTES OF THE BOARD OF SUPERVISORS

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

Ayes: Medina, Spiegel, Washington, Perez, and Gutierrez
Nays: None
Absent: None
Date: November 18, 2025
xc: HR

Kimberly A. Rector
Clerk of the Board
By: 
Deputy

(Companion item 14.4, 15.2, and 16.1)

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

RECOMMENDED MOTION: That the Board of Supervisors:

2. Upon the close of the public hearing, adopt Resolution No. 2025-218 (Attachments A - D) Fixing the Employer Contribution Under the Public Employees' Medical and Hospital Care Act at an Equal Amount for Employees and Annuitants with respect to a Recognized Employee Organization for County of Riverside Management Unrepresented; Confidential Unrepresented; Laborer's International Union of North America (LIUNA) Local 777; and Service Employees International Union (SEIU) Local 721; and

3. Authorize the Chairperson to sign three (3) copies of each respective resolution; retain one (1) copy of the signed resolution and return two (2) copies of the signed resolution to Human Resources for distribution.

FINANCIAL DATA	Current Fiscal Year:	Next Fiscal Year:	Total Cost:	Ongoing Cost
COST	\$0	\$0	\$0	\$ 0
NET COUNTY COST	\$0	\$0	\$0	\$0
SOURCE OF FUNDS: N/A			Budget Adjustment: No	
			For Fiscal Year: 25/26	

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

In 2024, the County of Riverside (County) Board of Supervisors (Board) approved a series of actions related to an increase in employer contribution for retiree medical by \$25 a month for eligible retirees, effective January 1, 2026:

- A. April 2, 2024 (Item No. 3.20): 2024 – 2027 Tentative Agreement between Service Employees International Union, Local 721 (SEIU) and the County of Riverside.

- B. April 30, 2024 (Item No. 3.37): Resolution No. 2024-077 for Exempt Management, Management, Confidential and Other Represented Employees (Management Resolution).

- C. December 3, 2024 (Item No. 3.47): 2024 – 2027 Memorandum of Understanding (MOU) between the Laborers' International Union of North America, Local 777 (LIUNA) and the County of Riverside.

The County, which contracts with CalPERS, is required to file a resolution (specifically, Resolution No. 2025-218) to change the amount it contributes monthly for retiree health benefits. The referenced resolution becomes effective on the first day of the second month in which the resolution is filed and received by CalPERS. Prior to adopting the resolution, the

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County must comply with applicable provisions of the California Government Code Section 7507 ("Section 7507"). Section 7507 ensures transparency and consideration of the financial impact of any changes to other postemployment benefits (OPEB) including retiree health benefits.

The County has completed all steps required under Section 7507 prior to the proposed adoption of Resolution No. 2025-218. An actuarial analysis was conducted by Aon Consulting, Inc. to assess the financial impact of the proposed changes to other post-employment benefits. The actuarial analysis was publicly disclosed at a Board public hearing on November 4, 2025 (Item No. 21.1) which was held at least two weeks before any formal Board action will be taken with respect to the referenced resolution, in accordance with the statute.

At today's, November 18, 2025, Board public hearing, staff will present Resolution No. 2025-218 to the Board for adoption of the following benefit change. The County's actuary will be present to provide information as needed. Upon adoption, the County Executive Officer is required to acknowledge in writing that he or she understands the current and future costs of the benefit as determined by the actuary (refer to Attachment E for Acknowledgment of Actuarial Analysis).

Subject to the Board's adoption of Resolution No. 2025-218, the following summarizes the increase in employer monthly contribution for retiree health benefits for impacted bargaining units, effective January 1, 2026:

Bargaining Unit	2026 Monthly Contribution	Approved Increase	New 2026 Monthly Contribution
Management Unrepresented, Confidential Unrepresented	\$256	\$25	\$281
SEIU	\$162*	\$25	\$187
LIUNA	\$162*	\$25	\$187

*The Public Employees' Medical and Hospital Care Act (PEMHCA) rate is set annually by CalPERS. The \$162 PEMHCA rate will be reflected on the July 1, 2025, actuarial valuation report, which is pending the Pension Advisory Review Committee (PARC) approval. The actuarial analysis is using the PEMHCA rate of \$157 based on the July 1, 2024, actuarial valuation report.

Impact on Residents and Businesses

While there is no immediate impact on residents and businesses, offering cost-effective benefits is a key strategy for recruiting and retaining a strong workforce to ensure quality service for our constituents.

Additional Fiscal Information

The public disclosure of the actuarial analysis on November 4, 2025 (Item No. 21.1) updated the public on the projected expenses associated with the benefit increase. The funded status of the County's OPEB plan is projected to decrease by 4.3% from 84.5% to 80.2%. Given that the funding level remains above 80%, the County is well-positioned to absorb the added cost.

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Contract History and Price Reasonableness

This is an amendment to the County's health program contract with CalPERS. The CalPERS Health Program contract has been in effect since 1990. This change is to increase the Employer Contribution by \$25 a month for eligible retirees under the Management Resolution, LIUNA and SEIU effective January 1, 2026 under the CalPERS Health Program.

ATTACHMENTS:

- A. Resolution No. 2025-218 (Attachment A) Fixing the Employer Contribution Under the Public Employees' Medical and Hospital Care Act at an Equal Amount for Employees and Annuitants with respect to a Recognized Employee Organization for County of Riverside Management Unrepresented
- B. Resolution No. 2025-218 (Attachment B) Fixing the Employer Contribution Under the Public Employees' Medical and Hospital Care Act at an Equal Amount for Employees and Annuitants with respect to a Recognized Employee Organization for County of Riverside Confidential Unrepresented
- C. Resolution No. 2025-218 (Attachment C) Fixing the Employer Contribution Under the Public Employees' Medical and Hospital Care Act at an Equal Amount for Employees and Annuitants with respect to a Recognized Employee Organization for County of Riverside Laborer's International Union of North America (LIUNA) Local 777
- D. Resolution No. 2025-218 (Attachment D) Fixing the Employer Contribution Under the Public Employees' Medical and Hospital Care Act at an Equal Amount for Employees and Annuitants with respect to a Recognized Employee Organization for County of Riverside Service Employees International Union (SEIU) Local 721
- E. Acknowledgement of Actuarial Analysis Pursuant to California Government Code Section 7507 (Informational Purposes Only)


Cesar Bernal, PRINCIPAL MGMT ANALYST 11/6/2025

Attachment A

RESOLUTION NO. 2025-218
FIXING THE EMPLOYER CONTRIBUTION
UNDER THE PUBLIC EMPLOYEES' MEDICAL AND HOSPITAL CARE ACT
AT AN EQUAL AMOUNT FOR EMPLOYEES AND ANNUITANTS
WITH RESPECT TO A RECOGNIZED EMPLOYEE ORGANIZATION

WHEREAS, (1) County of Riverside is a contracting agency under Government Code Section 22920 and subject to the Public Employees' Medical and Hospital Care Act (the "Act") for participation by members of Management Unrepresented; and

WHEREAS, (2) Government Code Section 22892(a) provides that a contracting agency subject to Act shall fix the amount of the employer contribution by resolution; and

WHEREAS, (3) Government Code Section 22892(b) provides that the employer contribution shall be an equal amount for both employees and annuitants, but may not be less than the amount prescribed by Section 22892(b) of the Act; now, therefore be it

RESOLVED, (a) That the employer contribution for each employee or annuitant 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 up to a maximum of \$281.00 per month, plus administrative fees and Contingency Reserve Fund assessments; and be it further

RESOLVED, (b) County of Riverside has fully complied with any and all applicable provisions of Government Code Section 7507 in electing the benefits set forth above; and be it further

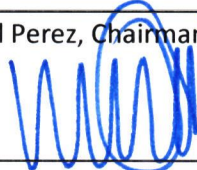
RESOLVED, (c) That the participation of the employees and annuitants of County of Riverside shall be subject to determination of its status as an "agency or instrumentality of the state or political subdivision of a State" that is eligible to participate in a governmental plan within the meaning of Section 414(d) of the Internal Revenue Code, upon publication of final Regulations pursuant to such Section. If it is determined that County of Riverside would not qualify as an agency or instrumentality of the state or political subdivision of a State under such final Regulations, CalPERS may be obligated, and reserves the right to terminate the health coverage of all participants of the employer; and be it further

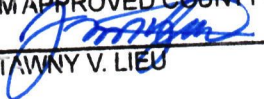
RESOLVED, (d) That the executive body appoint and direct, and it does hereby appoint and direct, V. Manuel Perez to file with the Board a verified copy of this resolution, and to perform on behalf of County of Riverside all functions required of it under the Act; and be it further

RESOLVED, (e) That coverage under the Act be effective on January 1, 2026.

Adopted at a regular meeting of the Board of Supervisors at 4080 Lemon Street, 1st floor, Board Chambers, Riverside, CA 92501, this 18th day of November, 2025.

Signed: 
V. Manuel Perez, Chairman, Board of Supervisors

Attest: 
Kimberly Rector, Clerk of the Board
DEPUTY

FORM APPROVED COUNTY COUNSEL
BY:  11/4/25
TAWNY V. LIEU DATE

2
3 RESOLUTION NO. 2025-218

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7 WITH RESPECT TO A RECOGNIZED EMPLOYEE ORGANIZATION

8 ROLL CALL:

9 Ayes: Medina, Spiegel, Washington, Perez, and Gutierrez

10 Nays: None

11 Absent: None

12 Abstain: None

13
14 The foregoing is certified to be a true copy of a resolution duly adopted by said Board of
15 Supervisors on the date therein set forth.

16
17 KIMBERLY A. RECTOR, Clerk of said Board

18
19 By:  _____

20 Deputy

Attachment B

RESOLUTION NO. 2025-218
FIXING THE EMPLOYER CONTRIBUTION
UNDER THE PUBLIC EMPLOYEES' MEDICAL AND HOSPITAL CARE ACT
AT AN EQUAL AMOUNT FOR EMPLOYEES AND ANNUITANTS
WITH RESPECT TO A RECOGNIZED EMPLOYEE ORGANIZATION

WHEREAS, (1) County of Riverside is a contracting agency under Government Code Section 22920 and subject to the Public Employees' Medical and Hospital Care Act (the "Act") for participation by members of Confidential Unrepresented; and

WHEREAS, (2) Government Code Section 22892(a) provides that a contracting agency subject to Act shall fix the amount of the employer contribution by resolution; and

WHEREAS, (3) Government Code Section 22892(b) provides that the employer contribution shall be an equal amount for both employees and annuitants, but may not be less than the amount prescribed by Section 22892(b) of the Act; now, therefore be it

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RESOLVED, (b) County of Riverside has fully complied with any and all applicable provisions of Government Code Section 7507 in electing the benefits set forth above; and be it further

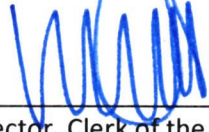
RESOLVED, (c) That the participation of the employees and annuitants of County of Riverside shall be subject to determination of its status as an "agency or instrumentality of the state or political subdivision of a State" that is eligible to participate in a governmental plan within the meaning of Section 414(d) of the Internal Revenue Code, upon publication of final Regulations pursuant to such Section. If it is determined that County of Riverside would not qualify as an agency or instrumentality of the state or political subdivision of a State under such final Regulations, CalPERS may be obligated, and reserves the right to terminate the health coverage of all participants of the employer; and be it further

RESOLVED, (d) That the executive body appoint and direct, and it does hereby appoint and direct, V. Manuel Perez to file with the Board a verified copy of this resolution, and to perform on behalf of County of Riverside all functions required of it under the Act; and be it further


RESOLVED, (e) That coverage under the Act be effective on January 1, 2026.

Adopted at a regular meeting of the Board of Supervisors at 4080 Lemon Street,
1st floor, Board Chambers, Riverside, CA 92501, this 18th day of November, 2025.

Signed: 
V. Manuel Perez, Chairman, Board of Supervisors

Attest: 
Kimberly Rector, Clerk of the Board

DEPUTY

FORM APPROVED COUNTY COUNSEL
BY:  11/4/25
TAWNY V. LIEU DATE

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8 ROLL CALL:

9 Ayes: Medina, Spiegel, Washington, Perez, and Gutierrez

10 Nays: None

11 Absent: None

12 Abstain: None

13
14 The foregoing is certified to be a true copy of a resolution duly adopted by said Board of
15 Supervisors on the date therein set forth.

16
17 KIMBERLY A. RECTOR, Clerk of said Board

18
19 By:  _____

20 Deputy

Attachment C

RESOLUTION NO. 2025-218
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WHEREAS, (3) Government Code Section 22892(b) provides that the employer contribution shall be an equal amount for both employees and annuitants, but may not be less than the amount prescribed by Section 22892(b) of the Act; now, therefore be it

RESOLVED, (a) That the employer contribution for each employee or annuitant 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 up to a maximum of \$187.00 per month, plus administrative fees and Contingency Reserve Fund assessments; and be it further

RESOLVED, (b) County of Riverside has fully complied with any and all applicable provisions of Government Code Section 7507 in electing the benefits set forth above; and be it further

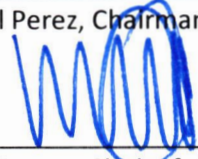
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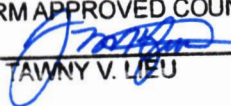
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V. Manuel Perez, Chairman, Board of Supervisors

Attest: 
Kimberly Rector, Clerk of the Board
DEPUTY

FORM APPROVED COUNTY COUNSEL
BY:  11/4/25
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8 ROLL CALL:

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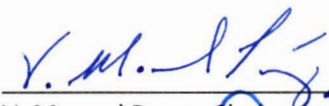
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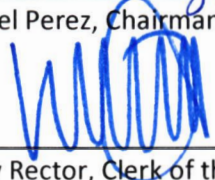
Attachment D

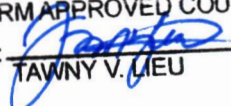
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- RESOLVED, (b) County of Riverside has fully complied with any and all applicable provisions of Government Code Section 7507 in electing the benefits set forth above; and be it further
- RESOLVED, (c) That the participation of the employees and annuitants of County of Riverside shall be subject to determination of its status as an "agency or instrumentality of the state or political subdivision of a State" that is eligible to participate in a governmental plan within the meaning of Section 414(d) of the Internal Revenue Code, upon publication of final Regulations pursuant to such Section. If it is determined that County of Riverside would not qualify as an agency or instrumentality of the state or political subdivision of a State under such final Regulations, CalPERS may be obligated, and reserves the right to terminate the health coverage of all participants of the employer; and be it further
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Signed: 
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DEPUTY

FORM APPROVED COUNTY COUNSEL
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16
17 KIMBERLY A. RECTOR, Clerk of said Board

18
19 By:  _____

20 Deputy

Attachment E

ACKNOWLEDGMENT OF ACTUARIAL ANALYSIS
PURSUANT TO CALIFORNIA GOVERNMENT CODE SECTION 7507
(COUNTY OF RIVERSIDE)

I, Jeff Van Wagenen, County Executive Officer of County of Riverside, hereby acknowledge, pursuant to California Government Code Section 7507, that I have reviewed and understand the current and future costs of the increase of other post-employment benefits of the County of Riverside's medical contribution for eligible retirees, as determined by the actuary. This is set forth in the actuarial analysis titled "County of Riverside Other Post-Employment (OPEB) Plan – County Contribution Benefit Increase Analysis," prepared by Aon Consulting, Inc., on October 21, 2025. The actuary analysis has been made public at a public hearing at least two weeks prior to the County of Riverside Board of Supervisors' adoption of Resolution No. 2025-218.

Signed: _____

Date: _____

Jeff Van Wagenen

County Executive Officer

County of Riverside