

RESOLUTION NO. 14-8018

RESOLUTION TO ESTABLISH INTERIM HEALTH PREMIUM RATES FOR THE AFFORDABLE HEALTH CARE (ACA) LOW WAGE EARNERS UNTIL NEGOTIATION PROCESS HAS BEEN COMPLETED.

WHEREAS, the premium rates for employer and employee for the various county offered health plans are established by the Memorandum of Understanding agreements, or Terms and Conditions between the County and the various bargaining groups; and

WHEREAS, the negotiations with the various bargaining groups have not yet reached an agreement; and

WHEREAS, by the Affordable Health Care Act (ACA) regulations, a large employer such as Plumas County is required to offer affordable health care to its employees; and

WHEREAS, the Human Resources Analyst has determined that the County has twenty-seven (27) employees for whom the employee portion of the least expensive self-only coverage exceeds safe harbor regulations for affordability; and

WHEREAS, this resolution is to ensure affordable interim rates for all employees for the self-only health premiums until such time as agreements are reached with the various bargaining groups that will include affordable options; and

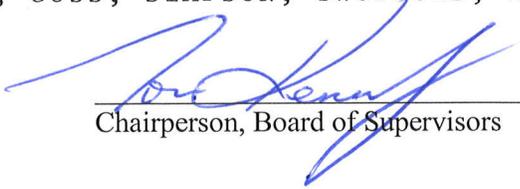
WHEREAS, until the agreements are reached the low earnings employees will be offered self-only coverage calculated with the ACA formula calculations of hourly rate multiplied by 130, multiplied by 9.5% to be in compliance.

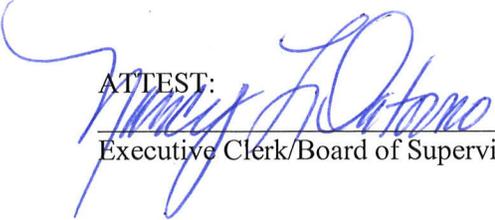
WHEREAS, NOW, THEREFORE, BE IT RESOLVED by the Plumas County Board of Supervisors as follows:

1. The maximum amount any full time (as defined under the Affordable Health Care Act) County employee shall pay for the employee's portion of the monthly premium for the least expensive option available to that employee for self-only health care coverage shall not exceed 9.5% of the employee's hourly rate multiplied by 130.
2. The County shall pay any portion of an employee's monthly premium for the least expensive option for self-only health care coverage that is in excess of the maximum.
3. This resolution shall remain in effect until such time as resolution adopting Memorandums of Understanding between the County and each of its employee bargaining groups have been approved by the Board

The foregoing Resolution, was duly passed and adopted by the Board of Supervisors of the County of Plumas, State of California, at a regular meeting of said Board held on the 16th day of December 2014 by the following vote:

AYES:	Supervisors	THRALL, GOSS, SIMPSON, SWOFFORD, KENNEDY
NOES:	Supervisors	NONE
ABSENT:	Supervisors	NONE


Chairperson, Board of Supervisors

ATTEST:

Executive Clerk/Board of Supervisors

OE3 Health Insurance Rates - Hourly Rate Threshold \$13.48 **Premium for EE Share \$166.40**

List of employees under the hourly affordable rate.

Affordable rates are based on premiums for 2015

EE #	Hrly Rate	Affordable	Dept	FTE	Opt-out	no ins.	Ins. Type	
2	\$10.59	\$130.79	Social Services	1	1			210
			Social Services	1	1			210
1	\$11.96	\$147.71	Social Services	1			1 Single	
1	\$12.57	\$155.24	Social Services	1	1			210
1	\$13.20	\$163.02	Social Services	1	1			210
1	\$11.97	\$147.83	DA	1			1	4003/1+1
1	\$9.85		Senior Services	0.75	1			210
1	\$11.12	\$137.37	Senior Services	0.75		1		
1	\$11.12	\$137.33	Senior Services	0.75	1			210
1	\$12.26	\$151.41	Senior Services	0.75		1		

1	\$12.27	\$151.53	Public Works	1	1			210
1	\$12.89	\$159.19	Public Works	1	1			210
1	\$12.89	\$159.19	Public Works	1			1	4005/single
1	\$12.57	\$155.24	Public Health	1	1			210
1	\$9.62	\$118.80	Public Health	1			1 single	
1	\$12.57	\$155.24	Envir. Health	1			1	4005/single
1	\$12.57	\$155.24	Mental Health	1	1			210
1	\$13.20	\$163.02	Mental Health	0.8875	1			210
1	\$13.20	\$163.02	Mental Health	1			1	4005/single

EE #	Hrly Rate	Affordable	Dept	FTE	Opt-out	no ins.	Ins. Type	
1	\$10.88	\$134.37	Sierra House	1			1	4006/1+1
1	\$12.62	\$155.86	Sierra House	1			1	4005/single
1	\$13.30	\$164.26	Elections	1	1			210
1	\$12.95	\$159.93	Treasurer	1			1	4006/1+1
23	Totals				12	2	9	

Probation Insurance Rates - Employee Hourly Rate Threshold \$16.98 *Premium for EE Share \$209.56*

List of employees under the hourly affordable rate.

Affordable rates are based on PORAC premiums for 2015

10/27/2014

EE #	Hrly Rate	Affordable	Dept	FTE	Opt-out	no ins.	Ins. Type	
1	\$11.39	\$140.67	Probation	FTE			1	4216/1+1
1	\$15.29	\$188.83	Probation	FTE			1	4212/single
1	\$16.52	\$204.02	Probation	FTE		1		210/Opt-Out
1	\$16.87	\$208.34	Probation	FTE			1	4220/family
4	Totals					1	0	3