

County Proposal # 11 – Units# 3 & 4
September 30, 2022

Amend Section 6.3 Cafeteria Plan as follows:

6.3 Cafeteria Plan

Effective with coverage effective January 1, ~~2019~~2023, the County's contribution to the cafeteria plan will be set at seventy-five percent (75%) of the ~~2019~~2023, 2024, or 2025 PEMHCA ~~Bay Area~~Region 1 Kaiser Permanente family rate minus the PEMCHA MEC.

~~Effective the later of either January 1, 2020, or with coverage effective the first of the month following adoption of the collective bargaining agreement, the County's contribution toward the health plan, as historically administered, shall be set at seventy-five percent (75%) of the 2020 PEMHCA Region 1 Kaiser Permanente family rate minus the PEMHCA MEC.~~

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

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

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

An employee who has unused (unspent) cafeteria plan contributions shall retain those contributions as additional earnings (wages), but only to a maximum of three hundred thirty-four dollars and fifty eight cents (\$334.58) per month.

An employee who waives health insurance because the employee demonstrates to the County that the employees/he has alternate health insurance coverage shall receive five hundred dollars (\$500.00) per month minus the PEMHCA MEC.

A regular or limited term part-time employee shall receive a pro-rata amount of the total sum of the PEMHCA MEC and the cafeteria plan of the full-time employee contribution 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, effective the first of the month following adoption of the 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 (\$125.00) 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. This County contribution shall sunset at the end of the pay period which includes October 2~~5~~¹, 202~~5~~².