



**TO THE HONORABLE MAYOR AND COUNCIL:**

DATE: October 13, 2015

**SUBJECT: RESOLUTION FIXING THE EMPLOYER'S CONTRIBUTION UNDER THE PUBLIC EMPLOYEE'S MEDICAL AND HOSPITAL CARE ACT (PEMHCA)**

**Report in Brief**

Staff is recommending Council approval of Resolution Nos. 15-62, 15-63, 15-64, 15-65, 15-66, and 15-67 as required by the Public Employees' Retirement System (PERS) fixing the City's contribution to the PERS Health program under the Public Employees' Medical and Hospital Care Act (PEMHCA). This is consistent with the Memoranda of Understanding previously negotiated among the various bargaining units within the City and also affects unrepresented employees, including Council-appointed employees, Elected Officials, Executive Management, Mid-Management and Confidential employees, and PERS retirees eligible for health coverage. PERS requires that the governing body of the represented unit(s) fix by separate resolution each year the City's contribution to the PERS Health program under the PEMHCA. CalPERS rates change January 1 of each calendar year. Therefore, CalPERS requires participating agencies to approve resolutions by the first Friday in November that set (fix) the City's contributions.

**Background**

Under Government Code Section 22850.3, a contracting PERS agency may elect to participate in PERS Health Plans, allowing such participation to be elected by individual bargaining units. The City currently provides medical benefits through the CalPERS health system as a result of contract negotiations which occurred in 1998. Pursuant to state law, Cal. Gov't Code §22892(b), the City must provide the same direct PEMHCA contribution for PERS retirees as for active employees. The City's contribution to medical premiums is determined through negotiations with the employees' exclusive representative, Cal Gov't Code §22892(b).

In 2010, during negotiations with Public Employees Union (PEU) Local One and Office and Professional Employees International Union (OPEIU) Local 29, and discussions with the Concord Police Association (CPA) and the Concord Police Managers' Association (PMA), the parties agreed to reduce increases in the City's contributions to future medical premiums due to the City's budget deficit and the rising cost of health benefits.

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PUBLIC EMPLOYEE'S MEDICAL AND HOSPITAL CARE ACT (PEMHCA)**

October 13, 2015

Page 2

The Memoranda of Understanding provide that the City and bargaining unit members split any post-2010 increases or decreases in the premium rate for the Kaiser plan offered through CalPERS. This contribution rate was applied to unrepresented employees, as well. Because of the requirement for equal contributions for active employees and PERS retirees, this change also applied to PERS retirees.

**Discussion**

The City currently provides medical benefits through the CalPERS (PEMHCA) health system. During contract negotiations and discussions held in 2010, all the bargaining units agreed to reduce increases in the City's contributions to future medical premiums by splitting any post-2010 increases or decreases in the premium rate for the Kaiser plan offered through CalPERS. This change applies to active employees and PERS retirees eligible for health coverage. The affected employees and PERS retirees were notified in writing of the change in contribution rates.

PERS requires that the governing body of the represented unit(s) fix by separate resolution each year the City's contribution to the PERS Health program under the Public Employees' Medical and Hospital Care Act (PEMHCA).

**Public Contact**

The City Council Agenda was posted. A copy of this report has been distributed to the bargaining groups.

**Fiscal Impact**

As the Kaiser rate increased by 4.48 percent for 2016, following a 3.81 percent decrease for 2015, the continuation of the 50/50 split of the premium rate adjustment between the City and employees/retirees reduces the fiscal impact on the City's healthcare budget.

**RESOLUTION FIXING THE EMPLOYER'S CONTRIBUTION UNDER THE  
PUBLIC EMPLOYEE'S MEDICAL AND HOSPITAL CARE ACT (PEMHCA)**

October 13, 2015

Page 3

**Recommendation for Action**

Staff recommends the City Council adopt Resolutions Nos. 15-62, 15-63, 15-64, 15-65, 15-66, and 15-67 as required by the Public Employees' Retirement System (PERS) fixing the City's contribution to the PERS Health program under the Public Employees' Medical and Hospital Care Act (PEMHCA) for all Unrepresented Employees and Elected Officials, to include Council-appointed Employees, Elected Officials, Executive Management, Mid-management and Confidential Unit (Resolution No. 15-62) members of the Administrative, Technical & Clerical Representation Unit (Resolution No. 15-63), members of the Field & Operations Representation Unit (Resolution No. 15-64), Professional Representation Unit (Resolution No. 15-65), Peace Officer Representation Unit (Resolution No. 15-66), and Police Managerial Representation Unit (Resolution No. 15-67).

Prepared by: Teresa M. Fairbanks  
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Valerie J. Barone  
City Manager

Valerie.Barone@cityofconcord.org

Reviewed by: Elia Bamberger  
Interim Human Resources Director  
Elia.Bamberger@cityofconcord.org

- Attachment 1: Resolution No. 15-62, Unrepresented Employees and Elected Officials, Executive Management, Mid-management and Confidential
- Attachment 2: Resolution No. 15-63, Administrative, Technical & Clerical Representation Unit
- Attachment 3: Resolution No. 15-64, Field and Operations Representation Unit
- Attachment 4: Resolution No. 15-65, Professional Representation Unit
- Attachment 5: Resolution No. 15-66, Peace Officer Representation Unit
- Attachment 6: Resolution No. 15-67, Police Managerial Representation Unit
- Attachment 7: CalPERS 2016 Basic Health Plan Premium and Contribution Rates Sheet

**BEFORE THE CITY COUNCIL OF THE CITY OF CONCORD  
COUNTY OF CONTRA COSTA, STATE OF CALIFORNIA**

**A Resolution Fixing the Employer's Contribution at an Equal Amount for Employees and Annuitants Under the Public Employees' Medical and Hospital Care Act with Respect to a Recognized Employee Organization (Unrepresented Employees and Elected Officials, to include Council-appointed Employees, Executive Management, Mid-Management and Confidential Employees Unit)**

**Resolution No. 15-62**

**WHEREAS**, the City of Concord 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 Unrepresented Employees and Elected Officials, to include Council-appointed Employees, Executive Management, Mid-Management and Confidential Employees Unit (006); and

**WHEREAS**, Government Code Section 22892 (a) 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, THE CITY COUNCIL OF THE CITY OF CONCORD DOES RESOLVE AS FOLLOWS:**

**Section 1.** (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 or plans up to a maximum of:

<b>Party Rate</b>	<b>Party Rate Description Basic and Medicare Supplement Combination</b>	<b>Employer Contribution Rates</b>
Rate 1	Basic Employee/Retiree only	\$639.51
Rate 2	Basic Employee/Retiree +1 Basic Dependent	\$1,279.03
Rate 3	Basic Employee/Retiree +2 Basic Dependents	\$1,662.73
Rate 4	Medicare Retiree only	\$287.52
Rate 5	Medicare Retiree +1 Medicare Dependent	\$575.04

Party Rate	Party Rate Description Basic and Medicare Supplement Combination	Employer Contribution Rates
Rate 6	Medicare Retiree +2 Medicare Dependents	\$862.56
Rate 7	Medicare Retiree +1 Basic Dependent	\$937.30
Rate 8	Medicare Retiree +2 Basic Dependents	\$1,321.01
Rate 9	Medicare Retiree +1 Medicare Dependent +1 Basic Dependent	\$974.16
Rate 10	Basic Retiree +1 Medicare Dependent	\$937.30
Rate 11	Basic Retiree +2 Medicare Dependents	\$1,235.10
Rate 12	Basic Retiree +1 Basic Dependent +1 Medicare Dependent	\$1,321.01

per month, plus administrative fees and Contingency Reserve Fund Assessments; and be it further

(b) City of Concord 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

(c) That the participation of the employees and annuitants of City of Concord 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 City of Concord would not qualify as an agency or instrumentality of the state of 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.

(d) That the executive body appoint and direct, and it does hereby appoint and direct, Director of Human Resources to file with the Board a verified copy of this resolution, and to perform on behalf of City of Concord all functions required of it under the Act.

**Section 2.** This resolution shall become effective immediately upon its passage and adoption but the employers’ contribution specified will be effective on January 1, 2016.

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**PASSED AND ADOPTED** by the City Council of the City of Concord on October 13, 2015,  
by the following vote:

- AYES:** Councilmembers -
- NOES:** Councilmembers -
- ABSTAIN:** Councilmembers -
- ABSENT:** Councilmembers -

**I HEREBY CERTIFY** that the foregoing Resolution No. 15-62 was duly and regularly adopted at a regular meeting of the City Council of the City of Concord on October 13, 2015.

\_\_\_\_\_  
Joelle Fockler, CMC  
City Clerk

**APPROVED AS TO FORM:**

\_\_\_\_\_  
Susanne Brown  
Senior Assistant City Attorney

**BEFORE THE CITY COUNCIL OF THE CITY OF CONCORD  
COUNTY OF CONTRA COSTA, STATE OF CALIFORNIA**

**A Resolution Fixing the Employer's Contribution at an Equal Amount for Employees and Annuitants Under the Public Employees' Medical and Hospital Care Act with Respect to a Recognized Employee Organization (Administrative, Technical & Clerical Representation Unit)**

**Resolution No. 15-63**

**WHEREAS**, the City of Concord 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 Administrative, Technical, & Clerical (ATC) Representation Unit (003); and

**WHEREAS**, 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**, 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, THE CITY COUNCIL OF THE CITY OF CONCORD DOES RESOLVE AS FOLLOWS:**

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per month, plus administrative fees and Contingency Reserve Fund Assessments; and be it further

(b) City of Concord 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

(c) That the participation of the employees and annuitants of City of Concord 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 City of Concord 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.

(d) That the executive body appoint and direct, and it does hereby appoint and direct, Director of Human Resources to file with the Board a verified copy of this resolution, and to perform on behalf of City of Concord all functions required of it under the Act.

**Section 2.** This resolution shall become effective immediately upon its passage and adoption but the employers’ contribution specified will be effective on January 1, 2016.

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1 **PASSED AND ADOPTED** by the City Council of the City of Concord on October 13, 2015, by the  
2 following vote:

3 **AYES:** Councilmembers -

4 **NOES:** Councilmembers -

5 **ABSTAIN:** Councilmembers -

6 **ABSENT:** Councilmembers -

7 **I HEREBY CERTIFY** that the foregoing Resolution No. 15-63 was duly and regularly  
8 adopted at a regular meeting of the City Council of the City of Concord on October 13, 2015.

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Joelle Fockler, CMC  
City Clerk

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**APPROVED AS TO FORM:**

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Susanne Brown  
Senior Assistant City Attorney

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**BEFORE THE CITY COUNCIL OF THE CITY OF CONCORD  
COUNTY OF CONTRA COSTA, STATE OF CALIFORNIA**

**A Resolution Fixing the Employer’s Contribution at  
an Equal Amount for Employees and Annuitants  
Under the Public Employees’ Medical and Hospital  
Care Act with Respect to a Recognized Employee  
Organization (Field & Operations Representation  
Unit)**

**Resolution No. 15-64**

**WHEREAS**, the City of Concord 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 Field & Operations (F&O) Representation Unit (004); and

**WHEREAS**, 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**, 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.

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per month, plus administrative fees and Contingency Reserve Fund Assessments; and be it further

(b) City of Concord 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

(c) That the participation of the employees and annuitants of City of Concord 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 City of Concord would not qualify as an agency or instrumentality of the state of 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.

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3 **AYES:** Councilmembers -

4 **NOES:** Councilmembers -

5 **ABSTAIN:** Councilmembers -

6 **ABSENT:** Councilmembers -

7 **I HEREBY CERTIFY** that the foregoing Resolution No. 15-64 was duly and regularly  
8 adopted at a regular meeting of the City Council of the City of Concord on October 13, 2015.

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Joelle Fockler, CMC  
City Clerk

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**APPROVED AS TO FORM:**

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Susanne Brown  
Senior Assistant City Attorney

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**BEFORE THE CITY COUNCIL OF THE CITY OF CONCORD  
COUNTY OF CONTRA COSTA, STATE OF CALIFORNIA**

**A Resolution Fixing the Employer's Contribution at  
an Equal Amount for Employees and Annuitants  
Under the Public Employees' Medical and Hospital  
Care Act with Respect to a Recognized Employee  
Organization (Professional Representation Unit)**

**Resolution No. 15-65**

**WHEREAS**, the City of Concord 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 Professional Representation Unit (005); and

**WHEREAS**, 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**, 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, THE CITY COUNCIL OF THE CITY OF CONCORD DOES  
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Rate 12	Basic Retiree +1 Basic Dependent +1 Medicare Dependent	\$1,321.01

per month, plus administrative fees and Contingency Reserve Fund Assessments; and be it further

(b) City of Concord 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

(c) That the participation of the employees and annuitants of City of Concord 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 City of Concord would not qualify as an agency or instrumentality of the state of 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.

(d) That the executive body appoint and direct, and it does hereby appoint and direct, Director of Human Resources to file with the Board a verified copy of this resolution, and to perform on behalf of City of Concord all functions required of it under the Act.

**Section 2.** This resolution shall become effective immediately upon its passage and adoption but the employers’ contribution specified will be effective on January 1, 2016.

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1 **PASSED AND ADOPTED** by the City Council of the City of Concord on October 13, 2015, by the  
2 following vote:

3 **AYES:** Councilmembers -

4 **NOES:** Councilmembers -

5 **ABSTAIN:** Councilmembers -

6 **ABSENT:** Councilmembers -

7 **I HEREBY CERTIFY** that the foregoing Resolution No. 15-65 was duly and regularly  
8 adopted at a regular meeting of the City Council of the City of Concord on October 13, 2015.

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Joelle Fockler, CMC  
City Clerk

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**APPROVED AS TO FORM:**

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Susanne Brown  
Senior Assistant City Attorney

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**BEFORE THE CITY COUNCIL OF THE CITY OF CONCORD  
COUNTY OF CONTRA COSTA, STATE OF CALIFORNIA**

**A Resolution Fixing the Employer’s Contribution at  
an Equal Amount for Employees and Annuitants  
Under the Public Employees’ Medical and Hospital  
Care Act with Respect to a Recognized Employee  
Organization (Peace Officer Representation Unit)**

**Resolution No. 15-66**

**WHEREAS**, the City of Concord 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 Peace Officer Representation Unit (002); and

**WHEREAS**, 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**, 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, THE CITY COUNCIL OF THE CITY OF CONCORD DOES  
RESOLVE AS FOLLOWS:**

**Section 1.** (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 or plans up to a maximum of:

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per month, plus administrative fees and Contingency Reserve Fund Assessments; and be it further

(b) City of Concord 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

(c) That the participation of the employees and annuitants of City of Concord 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 City of Concord would not qualify as an agency or instrumentality of the state of 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.

(d) That the executive body appoint and direct, and it does hereby appoint and direct, Director of Human Resources to file with the Board a verified copy of this resolution, and to perform on behalf of City of Concord all functions required of it under the Act.

**Section 2.** This resolution shall become effective immediately upon its passage and adoption but the employers’ contribution specified will be effective on January 1, 2016.

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1 **PASSED AND ADOPTED** by the City Council of the City of Concord on October 13, 2015, by the  
2 following vote:

3 **AYES:** Councilmembers -

4 **NOES:** Councilmembers -

5 **ABSTAIN:** Councilmembers -

6 **ABSENT:** Councilmembers -

7 **I HEREBY CERTIFY** that the foregoing Resolution No. 15-66 was duly and regularly  
8 adopted at a regular meeting of the City Council of the City of Concord on October 13, 2015.

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Joelle Fockler, CMC  
City Clerk

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**APPROVED AS TO FORM:**

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Susanne Brown  
Senior Assistant City Attorney

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**BEFORE THE CITY COUNCIL OF THE CITY OF CONCORD  
COUNTY OF CONTRA COSTA, STATE OF CALIFORNIA**

**A Resolution Fixing the Employer's Contribution at  
an Equal Amount for Employees and Annuitants  
Under the Public Employees' Medical and Hospital  
Care Act with Respect to a Recognized Employee  
Organization (Police Managerial Representation  
Unit)**

**Resolution No. 15-67**

**WHEREAS**, the City of Concord 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 Police Managerial Representation Unit (001); and

**WHEREAS**, 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**, 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.

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per month, plus administrative fees and Contingency Reserve Fund Assessments; and be it further

(b) City of Concord 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

(c) That the participation of the employees and annuitants of City of Concord 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 City of Concord would not qualify as an agency or instrumentality of the state of 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.

(d) That the executive body appoint and direct, and it does hereby appoint and direct, Director of Human Resources to file with the Board a verified copy of this resolution, and to perform on behalf of City of Concord all functions required of it under the Act.

**Section 2.** This resolution shall become effective immediately upon its passage and adoption but the employers’ contribution specified will be effective on January 1, 2016.

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1 **PASSED AND ADOPTED** by the City Council of the City of Concord on October 13, 2015, by the  
2 following vote:

3 **AYES:** Councilmembers -

4 **NOES:** Councilmembers -

5 **ABSTAIN:** Councilmembers -

6 **ABSENT:** Councilmembers -

7 **I HEREBY CERTIFY** that the foregoing Resolution No. 15-67 was duly and regularly  
8 adopted at a regular meeting of the City Council of the City of Concord on October 13, 2015.

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\_\_\_\_\_  
Joelle Fockler, CMC  
City Clerk

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**APPROVED AS TO FORM:**

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Susanne Brown  
Senior Assistant City Attorney

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2016 CalPERS Health Plan Rates*											
Basic Health Plans Bay Area Region Contra Costa County		Single			2-Party			Family			
		Total Monthly Premium	City Contribution	Employee Contribution	Total Monthly Premium	City Contribution	Employee Contribution	Total Monthly Premium	City Contribution	Employee Contribution	
Anthem Blue Cross Select HMO	\$ 721.79	\$ 639.51	\$ 82.28	\$ 1,443.58	\$ 1,279.03	\$ 164.55	\$ 1,876.65	\$ 1,662.73	\$ 213.92		
Anthem Blue Cross Traditional HMO	\$ 855.42	\$ 639.51	\$ 215.91	\$ 1,710.84	\$ 1,279.03	\$ 431.81	\$ 2,224.09	\$ 1,662.73	\$ 561.36		
Blue Shield Access+	\$ 1,016.18	\$ 639.51	\$ 376.67	\$ 2,032.36	\$ 1,279.03	\$ 753.33	\$ 2,642.07	\$ 1,662.73	\$ 979.34		
Blue Shield NetValue	\$ 1,033.86	\$ 639.51	\$ 394.35	\$ 2,067.72	\$ 1,279.03	\$ 788.69	\$ 2,688.04	\$ 1,662.73	\$ 1,025.31		
Kaiser Permanente**	\$ 746.47	\$ 639.51	\$ 106.96	\$ 1,492.94	\$ 1,279.03	\$ 213.91	\$ 1,940.82	\$ 1,662.73	\$ 278.09		
UnitedHealthcare	\$ 955.44	\$ 639.51	\$ 315.93	\$ 1,910.88	\$ 1,279.03	\$ 631.85	\$ 2,484.14	\$ 1,662.73	\$ 821.41		
PERS Choice PPO	\$ 798.36	\$ 639.51	\$ 158.85	\$ 1,596.72	\$ 1,279.03	\$ 317.69	\$ 2,075.74	\$ 1,662.73	\$ 413.01		
PERS Select PPO	\$ 730.07	\$ 639.51	\$ 90.56	\$ 1,460.14	\$ 1,279.03	\$ 181.11	\$ 1,898.18	\$ 1,662.73	\$ 235.45		
PERSCare PPO	\$ 889.27	\$ 639.51	\$ 249.76	\$ 1,778.54	\$ 1,279.03	\$ 499.51	\$ 2,312.10	\$ 1,662.73	\$ 649.37		
PORAC PPO <i>(Association Plan - only available to Sworn personnel)</i>	\$ 699.00	\$ 639.51	\$ 59.49	\$ 1,399.00	\$ 1,279.03	\$ 119.97	\$ 1,789.00	\$ 1,662.73	\$ 126.27		

Important: All premiums paid by the employee are paid via a bi-weekly payroll deduction. The payroll deduction may be made with pre-tax dollars by enrolling in the City's Health Plan Premium Tax Conversion Program. If you chose a pre-tax deduction for plan year 2015 and do not wish to change your election for 2016, then you need not do anything. If you currently have an after-tax deduction, and wish to elect pre-tax, then you must submit an election form to Human Resources by October 9, 2015. Please refer to the 2016 CalPERS Health Benefit Summary publication to determine availability of health plans if you reside outside of Contra Costa County.

\*The City is currently in negotiations with all of its represented employee groups, and has made proposals that could impact the level of employer contribution. Please be advised that the employee and retiree's share of premium could change as a result of the outcome of those negotiations. Should any such change occur, you would receive detailed information at that time as to the outcomes of the negotiations, and the impact to you as an active employee or City of Concord retiree under the PEMHCA (CalPERS) medical plan.

\*\*In 2014, City staff made a mathematical error in calculating the 2015 contribution rates. The City is correcting this error beginning January 1st, 2016 by using the corrected contribution rate. The error only occurred in calculating the 2015 Basic Health plan rates. It did not affect the City's contribution rates towards the medicare and combo health plans.

2016 CalPERS Health Plan City Contributions		City Contribution Rates
Plan Type	Coverage Type	
Basic	Basic Employee/Retiree	\$ 639.51
	Basic Employee/Retiree+1 Basic Dependent	\$ 1,279.03
	Basic Employee/Retiree+2 Basic Dependents	\$ 1,662.73
Supplementlement Managed Medicare	Medicare Retiree	\$ 287.52
	Medicare Retiree+1 Medicare Dependent	\$ 575.04
	Medicare Retiree+2 Medicare Dependents	\$ 862.56
Combination	Medicare Retiree+1 Basic Dependent	\$ 937.30
	Medicare Retiree+2 Basic Dependents	\$ 1,321.01
	Medicare Retiree+1 Medicare Dependent+1 Basic Dependent	\$ 974.16
Combination	Basic Retiree+1 Medicare Dependent	\$ 937.30
	Basic Retiree+2 Medicare Dependents	\$ 1,235.10
	Basic Retiree+1 Basic Dependent+1 Medicare Dependent	\$ 1,321.01