

THE BOARD OF SUPERVISORS OF CONTRA COSTA COUNTY, CALIFORNIA
and for Special Districts, Agencies and Authorities Governed by the Board

Adopted this Resolution on 12/11/2012 by the following vote:

AYES: ☒ 5 **John Gioia**
Candace Andersen
Mary N. Piepho
Karen Mitchoff
Federal D. Glover

NOES: ☐

ABSENT: ☐

ABSTAIN: ☐

RECUSE: ☐



Resolution No. 2012/523

In the Matter of Approving the Side Letter to amend Exhibit A of the Memorandum of Understanding between Contra Costa County and AFSCME, Local 512.

Whereas, on January 24, 2012, the Board of Supervisors adopted the Memorandum of Understanding between Contra Costa County and AFSCME, Local 512, including Exhibit A;

Whereas, since that adoption, the representatives of Local 512 contacted the County to request amending Exhibit A to that MOU to allow employees represented by AFSCME, Local 512, the option to participate in lower cost health plans ("B" Plans). The County provided this option to employees represented by AFSCME, Local 512 during open enrollment for the 2013 health plan year. The attached Side Letter memorializes the tentative agreement between the parties to amend Exhibit A to the Local 512 Memorandum of Understanding.

NOW, THEREFORE, BE IT RESOLVED THAT the Board of Supervisors of Contra Costa County APPROVES the attached Side Letter to provide employees represented by AFSCME, Local 512 the option to participate in lower cost health plans ("B" Plans).

I hereby certify that this is a true and correct copy of an action taken and entered on the minutes of the Board of Supervisors on the date shown.

Contact: Ted Cwiek, 925-335-1766

ATTESTED: December 11, 2012

David J. Twa, County Administrator and Clerk of the Board of Supervisors

By: June McHuen, Deputy

cc: Ted Cwiek, Human Resources Director, Robert Campbell, Auditor-Controller

SIDE LETTER

AGREEMENT BETWEEN CONTRA COSTA COUNTY AND AFSCME, LOCAL 512

This side letter is by and between the AFSME, LOCAL 512 ("Local 512") and the County of Contra Costa ("County") and is effective on or about September 19, 2012, only after it is approved by the Board of Supervisors.

Local 512 and the County agree to offer the option of lower cost health plans ("B" Plans) to employees in classifications represented by Local 512. This agreement will modify the terms of Exhibit A to add County Health Care B Plans as follows:

Exhibit A

MEDICAL/DENTAL PLANS

Co-Pays

The health plan co-pays are as follows:

CCHP A:	No Charge
CCHP B:	No Charge in Network
	\$5 Office Visit out of Network

KAISER PERMANENTE:	\$10 Office Visit
	\$10 Generic RX
	\$20 Brand RX
	\$10 Emergency Room

HEALTHNET HMO:	\$10 Office Visit
	\$10 Generic RX
	\$20 Formulary RX
	\$35 Non-Formulary RX
	\$25 Emergency Room

HEALTHNET PPO:	\$10 Preventative Care O/V
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\$5 Generic RX
\$5 Formulary RX
No-Non-formulary RX
\$50 ER Deductible

Effective September 19, 2012, the County will provide a lower cost health plan from Kaiser. The health plan copays for the lower cost Kaiser plan will be as follows:

- \$500 Deductible
- \$20 Office Visit copay (not subject to deductible)
- \$20 Urgent Care Copay (not subject to deductible)
- \$10 Lab & X-ray Copay (not subject to deductible)
- \$10 Generic RX
- \$30 Formulary Brand RX
- \$3000 per person and \$6000 per family Annual Out of Pocket Maximum

Effective September 19, 2012, the County will provide a lower cost HMO health plan. The health plan copays for the lower cost Health Net HMO plan will be as follows:

- \$20 Office Visit copay
- \$50 Urgent Care Copay
- \$1000 Inpatient Hospital Copay
- \$500 Out-Patient Surgical copay
- \$100 Emergency Room Copay
- 10% Inpatient Hospital, Out Patient Surgical and Emergency Room (after deductible)
- \$10 Generic RX
- \$20 Formulary Brand RX
- \$35 Non-Formulary Brand RX
- \$2000 per person and \$6000 per family Annual Out of Pocket Maximum

Effective September 19, 2012, the County will provide a lower cost PPO health plan. The health plan copays for the lower cost Health Net PPO plan will be as follows:

- \$500 deductible
- 80% / 20% In-Network Benefit
- 60% / 40% Out of Network Benefit
- \$10 Generic RX
- \$20 Formulary Brand RX
- \$35 Non-Formulary Brand RX

Date: 11/7/12

Contra Costa County:
(Signature / Printed Name)

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Deborah L. Kal / Deborah L. Kal
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AFSCME, LOCAL 512:
(Signature / Printed Name)

Deborah L. Kal / Deborah L. Kal
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