Solano County Response to Unit 6 Proposal #12

Distributed on September 22, 2022

6.3 Cafeteria Plan

A. The County has established a Cafeteria Plan in conjunction with the California Public Employees' Retirement System (CalPERS) Health Insurance Plan.

For coverage effective January 1, ~~2019~~**2023**, the County's contribution toward the cafeteria plan shall be set at seventy five ~~**ninety**~~ percent (75~~**90**~~%) of the ~~2019~~**2023** PEMHCA Bay Area Family Kaiser rate minus the PEMHCA MEC.

For coverage effective January 1, 202**4**~~0~~, the County's contribution toward the cafeteria plan shall be set at seventy five ~~**ninety**~~ percent (75~~**90**~~%) of the 202**4**~~0~~ PEMHCA Bay Area Family Kaiser rate minus the PEMHCA MEC.

For coverage effective January 1, 202**5**~~1~~, the County's contribution toward the cafeteria plan shall be set at seventy five ~~**ninety**~~ percent (75~~**90**~~%) of the 202**5**~~1~~ PEMHCA Bay Area Family Kaiser rate minus the PEMHCA MEC.

~~For coverage effective January 1, 2022, the County's contribution toward the cafeteria plan shall be set at seventy five percent (75%) of the 2022 PEMHCA Bay Area Family Kaiser rate minus the PEMHCA MEC.~~

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

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

D. A regular part-time or limited term part-time employee shall receive a pro-rata amount of the total sum of the PEMHCA MEC and the cafeteria plan contribution of the full-time employee 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.

E. Additionally, with the pay period that includes the later of October 8, 2017 or the beginning of the first pay period following adoption of the 2017 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) 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. The County contribution shall sunset at the end of the pay period which includes the expiration of the **2022-2025** ~~2017-2019~~ collective bargaining agreement.

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F. During an annual open enrollment period (normally November), an employee may elect to enter into a salary reduction agreement with the County whereby the County will direct the amount of the salary reduction on a pre-tax basis into to the employee's Health Care Reimbursement Account (HCRA). The employee's election is irrevocable until the next open enrollment period, except on the occurrence of a qualifying event specified in the County's Plan Document. The employee will forfeit all unused funds remaining in his or her HCRA at the end of the plan year or at the end of the grace period, if any, allowed under the County's Plan Document, whichever is later. During the period allowed under the Plan Document, the employee may use the funds in his or her HCRA to obtain reimbursement for otherwise unreimbursed eligible medical expenses.

G. During the annual open enrollment period (normally November), an employee may elect to enter into a salary reduction agreement whereby the County will direct the amount of the salary reduction on a pre-tax basis into the employee's Dependent Care Reimbursement Account ("DCRA") account. The employee's election is irrevocable until the next open enrollment period, except on occurrence of a qualifying event specified in the County's Plan Document. The employee will forfeit all unused funds remaining in his or her DCRA account at the end of the plan year or at the end of the grace period, if any, allowed under the County Plan Document, whichever is later. During the period allowed under the Plan Document, the employee may use the funds in his/her DCRA to obtain reimbursement eligible dependent care expenses.

10:11