

SMMUSD Health Benefit Adjustments September 2018

- I. For the remaining contribution months of 2018, and the 2019 benefit calendar year, and subject to approval by the Board of Education, the District shall implement the following mitigating measures to the employee contribution for employees hired on or after July 1, 2014.

The District shall contribute 95% of the average premium rate for a select group of plans, or the full premium rate if the premium rate is less than the average.¹

2018	<u>Average</u>	District <u>Pays 95%</u>	Increase to <u>Contribution</u>
1-Party	\$735.38	\$698.61	+\$237.69
2-Party	\$1,470.75	\$1,397.21	+\$475.36
Family	\$1,911.98	\$1,816.38	+\$617.98

2019	<u>Average</u>	District <u>Pays 95%</u>	Increase to <u>Contribution</u>
1-Party	\$727.65	\$691.27	+\$284.86
2-Party	\$1,455.29	\$1,382.53	+\$569.71
Family	\$1,891.88	\$1,797.29	+\$740.62

- II. For the 2019 benefit calendar year, and applicable to employees hired before July 1, 2014, the District shall contribute an amount equal to the Blue Shield Access (HMO) towards the Anthem Blue Cross Traditional (HMO). (Implements existing collective bargaining agreements.)
- III. In support of the above adjustments, the Board of Education is asking for a commitment to a Joint Health Benefits Committee (SMMCTA, SEIU, and Management). The Board seeks a committee with a defined mission, structure and ability to communicate with stakeholders, outside of the collective bargaining process. It is believed that a joint committee will educate itself on the complex issues of health care and share this information with employees and bargaining tables. It is expected that the committee's role will be to contain costs to the District's health benefits program while maintaining the affordability and quality of the benefits available to employees.

¹ The average premium rate calculation is based on the rates for PERS Choice, PERS Select, Anthem Blue Cross Select, Blue Shield Access, Health Net SmartCare, Kaiser Permanente, and United Healthcare. Excluded from the average premium rate calculation are the premium rates for PERS Care, Anthem Blue Cross Traditional and Health Net Salud y Mas.