

RESOLUTION NO. _____

BOARD OF SUPERVISORS, COUNTY OF SAN MATEO, STATE OF CALIFORNIA

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RESOLUTION AUTHORIZING THE HUMAN RESOURCES DIRECTOR TO RETROACTIVELY EXECUTE RENEWAL AGREEMENTS WITH KAISER PERMANENTE, BLUE SHIELD OF CALIFORNIA, AND UNITED HEALTH CARE SECURE HORIZONS FOR THE PROVISION OF HEALTH COVERAGE FOR COUNTY EMPLOYEES, RETIREES, AND THEIR DEPENDENTS FOR THE TERM OF JANUARY 1, 2022 THROUGH DECEMBER 31, 2022 WITH THE AGGREGATE AMOUNT NOT TO EXCEED \$126.5 MILLION

RESOLVED, by the Board of Supervisors of the County of San Mateo, State of California, that

WHEREAS, the County has negotiated with its labor-management Benefits Committee and unrepresented employee groups to provide Kaiser, Blue Shield, and United Health Care Secure Horizons benefits for employees, retirees, and their dependents; and

WHEREAS, the County's current insurance rate agreements with Kaiser, Blue Shield, and United Health Care Secure Horizons to provide health care coverage expired on December 31, 2021; and

WHEREAS, in 2017, the County's labor-management Benefits Committee, comprised of representatives from each labor organization and unrepresented employee groups, completed a comprehensive medical Request for Proposals (RFP) for the medical plans currently provided by Blue Shield of California and United Health Care Secure Horizons. The Benefits Committee and Human Resources-Employee Benefits staff unanimously agreed to retain the same providers for the same plans; and

WHEREAS, in 2020, the County's labor-management Benefits Committee recommended the County replace the Blue Shield Medicare COB PPO plan with the new Blue Shield Medicare Advantage Plan effective January 2021. This change provided an approximate 40% annual cost savings. The committee also recommended that United Healthcare Secure Horizons be closed to new enrollment and it was recommended that the County grandfather the existing membership only.

WHEREAS, the financial terms of the renewal agreements with Kaiser, Blue Shield, and United Health Care Secure Horizons, to provide health coverage from January 1, 2022 through December 31, 2022 have been negotiated and the County is currently awaiting receipt of the subject renewal agreements.

NOW THEREFORE, IT IS HEREBY DETERMINED AND ORDERED that the Board of Supervisors hereby authorizes the Human Resources Director to execute retroactive renewal agreements with Kaiser Permanente, Blue Shield of California, and United Health Care Secure Horizons for the provision of health coverage for County employees, retirees, and their dependents for the term of January 1, 2022 through December 31, 2022 with the total aggregate amount not to exceed \$126.5 million; and

BE IT FURTHER RESOLVED that the Board of Supervisors hereby authorizes the Human Resources Director or the Director's designee to execute contract amendments which modify the County's maximum fiscal obligation by no more than \$25,000 (in aggregate), and/or modify the contract term and/or services so long as the modified term or services is/are within the current or revised fiscal provisions.

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