

RESOLUTION NO. .

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

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**RESOLUTION AUTHORIZING THE HUMAN RESOURCES DIRECTOR OR THE
DIRECTOR'S DESIGNEE TO EXECUTE AGREEMENTS WITH
UNITEDHEALTHCARE FOR THE COUNTY RETIREE MEDICARE HEALTH
INSURANCE PLAN FOR THE PERIOD OF JANUARY 1, 2025 THROUGH
DECEMBER 31, 2027, WITH THE AGGREGATE AMOUNT NOT TO EXCEED \$7.7
MILLION IN 2025 BASED ON PROJECTED ENROLLMENT**

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

WHEREAS, the current medical plans agreement with Aetna Medicare Advantage PPO plan expires on December 31, 2025; and

WHEREAS, under industry standards, even under the contract, the medical plan provider publishes updated costs before each calendar year, based on prior year plan enrollment and utilization. The County can break the contract without penalty if we do not accept the new costs; and

WHEREAS, the Human Resources Department received the County's 2025 Aetna Medicare insurance premium rate, and the rate was increased from \$163.50 to \$561.00 per retiree plan member for January 1, 2025; and

WHEREAS, due to this large rate increase and recent access to care matters that have surfaced with retirees being denied care at Palo Alto Medical Foundation (PAMF), Sutter hospitals and UCSF Hospital network, the Human Resources

Department conducted a request for quotes (RFQ) in partnership with the County's broker/consultant, Alliant Benefits Consulting. The scope of the RFQ included only the non-Kaiser Medicare plan for which Aetna is the incumbent provider; and

WHEREAS, UnitedHealthcare's rate was \$539.80 per retiree. However, their plan offered solutions to key items affecting County retirees, including greater access to medical providers who contract with UnitedHealthcare including Palo Alto Medical Foundation, Sutter Hospitals and UCSF.

NOW, THEREFORE, IT IS HEREBY DETERMINED AND ORDERED that the Board of Supervisors hereby accepts the recommendation to select UnitedHealthcare as the County's non-Kaiser County Medicare Retiree Plan and authorizes the Director of Human Resources or the Director's designee to execute Agreements with UnitedHealthcare for County retiree Medicare health insurance plans for the period of January 1, 2025 through December 31, 2027, with the aggregate amount not to exceed \$7.7 million in 2023 based on projected enrollment with the current Aetna plan;

BE IT FURTHER RESOLVED that the Director of Human Resources, or the Director's designee, is authorized to execute further amendments to the Agreements that modify the County's maximum fiscal obligation up to an additional \$25,000 (in the aggregate), and/or modify the contract term and/or services so long as the modified term and/or services is/are within the current or revised fiscal provisions

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