

## CEO\_BoardFeedback

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**From:** Rosanne O'Leary  
**Sent:** Wednesday, October 30, 2024 3:01 PM  
**To:** David Canepa; Dave Pine; Noelia Corzo; Ray Mueller; Warren Slocum  
**Cc:** Michael Callagy; CEO\_BoardFeedback  
**Subject:** Healthcare Benefits: Why Is San Mateo County Ranked Last?

My name is Rosanne O'Leary, and I'm a physical therapist with San Mateo County **and** I also live in San Mateo County.

Did you know that San Mateo County ranks last among its comparators for healthcare benefits? This is unacceptable.

Other counties provide much better healthcare coverage:

- Contra Costa County covers 100% of Kaiser healthcare premiums.
- City of Oakland covers 100% of Kaiser healthcare premiums.
- Sonoma County covers 100% of Sutter and Western Health plans.
- Santa Clara County covers 100% for Valley Health and 98-100% for non-Valley Health plans.
- San Francisco County covers 100% for Employee Only plans, 96% for Employee +1, and 83% for Employee + Family.
- Marin County offers 100% coverage for most plans, and 90% for the most expensive plan.
- Alameda County covers 88% of all healthcare plans.
- City of San Jose covers 90% for the second-highest enrolled plan and 85% for the highest-enrolled plan.

In contrast, San Mateo County only covers 85% of Kaiser and Aetna HMO premiums. Even with the proposed increase to 90% for Aetna, we're still at the bottom.

AFSCME members work hard to provide essential services to the residents of this County. We deserve healthcare benefits that reflect both the high cost of living here AND the wealth of San Mateo County. There is no excuse for being ranked last. **For my family, I should not have to feel like it's a struggle to continue to live and work in this county.**

I urge you, as Board Members, to give the County's bargaining team the authority to increase healthcare contributions without reducing the proposed COLA. San Mateo County can afford both. Now is the time to make it right.

Thank you for your attention to this important issue.

**Rosanne O'Leary, PT, DPT**  
Physical Therapist

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## CEO\_BoardFeedback

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**From:** Brandy Medlocke <brandyedlocke@gmail.com>  
**Sent:** Wednesday, October 30, 2024 10:27 AM  
**To:** David Canepa; Dave Pine; Noelia Corzo; Ray Mueller; Warren Slocum  
**Cc:** Michael Callagy; CEO\_BoardFeedback  
**Subject:** Healthcare Benefits: Why Is San Mateo County Ranked Last?

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My name is Brandy Medlocke, and I'm a Benefits Analyst with San Mateo County.

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