



August 13, 2020

**TO:** CADA Board of Directors

**SUBJECT: August 20, 2021 Board Meeting  
AGENDA ITEM 8  
CADA FLEX PLAN AND CALPERS HEALTH EMPLOYER CONTRIBUTIONS**

**CONTACT:** Jill Azevedo, Human Resources Manager

**RECOMMENDED ACTION:** Staff recommends that the Board adopt resolutions that:

1. Set the CADA Flex Plan Employer Contribution for the 2022 calendar year, and
2. Set the CADA CalPERS Medical Contribution for the 2022 calendar year

### **BACKGROUND**

Since 2001, CADA has provided a Flexible Benefits Program which provides CADA greater control over its benefits costs and provides employees optional supplemental health coverage and tax benefit options allowing them to tailor their benefits to their specific needs. As part of this program, the Board allocates fixed dollar amounts that employees can use towards the purchase of their benefits. These amounts are allocated at the "opt-out", "employee-only," "employee + 1," and "employee + family" levels, according to each employee's requested coverage amount

The first resolution proposed for adoption establishes the Flexible Benefits Plan rates for current employees in the 2022 calendar year. The resolution keeps all of the contributions at their current levels, which are: "opt-out" rate at \$275 per month, "employee-only" rate at \$876, "employee + 1" rate at \$1,352, and "employee + family" at \$1,662.

In addition to setting its flexible benefit rates, CADA must also notify CalPERS of the portion of these fixed dollar amounts that are allocated to medical benefits. This is accomplished through the Board's adoption of the second resolution. For the 2022 calendar year, these amounts will be maintained at their current levels, which are up to a maximum of \$485 per month for those at the "employee-only" level and up to a maximum of \$889 for those at the "employee +1" and the "employee + family" levels (these amounts do not include CalPERS administrative fees). This resolution also establishes the medical rate contribution that is applied to CADA retirees under Government Code 22892.

### **POLICY ISSUES**

CalPERS requires annual governing board approval from employers providing medical care coverage. Action on the resolutions proposed for adoption at this meeting is required in order for employees to know the rates and benefits that will be in effect when they make their decisions during the upcoming CalPERS open enrollment period (September 20 – October 15, 2021).

CADA's commitment to providing affordable health care is an integral element in attracting and retaining its professional and high performing staff, which is key to CADA's success.

The 2022 health premiums range from a 22% reduction all the way up to a 23% increase. The most drastic of these changes has to do with the elimination of the three CalPERS PPO plans (PERS Choice, PERS Care, and PERS Select) which have been condensed into two new plans - PERS Platinum and PERS Gold. Currently, most CADA employees are enrolled in either Kaiser, which will see a 5% increase; Western Health Advantage, which will see a 2% decrease; or United Healthcare, which will see an 8% increase. Two employees currently enrolled in PERSChoice will see a 13% increase should they choose to be put on the new equivalent plan - PERS Platinum.

While the vast majority of staff are enrolled in Kaiser, which will see a 5% increase, most are enrolled in Kaiser at the Employee Only level and the 2022 premium for that level of enrollment is still less than CADA's current Employee Only Contribution of \$876. Should they opt to stay on Kaiser, the majority of staff will, therefore, not see any out of pocket increases to their premiums in 2022. As such, staff recommends keeping the CADA contributions to employees' health coverage at their current levels. However, staff may recommend an increase to this budget at mid-year should changes to coverage elected during Open Enrollment result in a large number of staff seeing significant premium increases in 2022.

### **STRATEGIC PLAN**

This action contributes to the achievement of CADA's goal of maintaining organizational excellence by ensuring that its benefit program allows CADA to attract and retain a professional and high-performing staff.

### **FISCAL IMPACT**

In the FY 2021-22 General Operating Budget, \$496,000 is allocated for payment of flexible plan benefits for current employees and retirees. As staff is recommending keeping contributions at their current levels, this recommendation is within budget.

### **ENVIRONMENTAL REVIEW**

Not applicable. This is an administrative action and is not a project subject to the guidelines of the California Environmental Quality Act (CEQA).

### **CONTRACT AWARD CONSIDERATIONS**

Not applicable. This action is not subject to CADA Contract Policy.

**RESOLUTION NO. 21 - 34**

Adopted by the Capitol Area Development Authority

August 20, 2021

**RESOLUTION SETTING THE EMPLOYER CONTRIBUTION FOR  
THE CADA FLEXIBLE BENEFITS PLAN EFFECTIVE JANUARY 1, 2022**

**WHEREAS**, the Authority implemented the CADA Flexible Benefits Plan (IRS Sec. 125 Cafeteria Plan) effective July 1, 2001; and

**WHEREAS**, the staff has presented a staff report on this item dated August 16, 2019, that makes recommendations as to employer flexible benefits contribution rates to be in effect for employees for the period of January 1, 2022 through December 31, 2022.

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Directors does hereby set the CADA Flexible Benefits Plan Employer Contribution at \$275 per month for those who "opt-out" of medical benefits, \$876 for those at the "employee only" level, \$1,352 for those at the "employee + 1" level, and \$1,662 for those at the "employee + family" level. These rates are effective from January 1, 2022 through December 31, 2022.

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Ann Bailey, Chair

ATTEST:

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Tara Gandara  
Secretary to the Board of Directors

**RESOLUTION NO. 21 - 35**

Adopted by the Capitol Area Development Authority

August 20, 2021

**RESOLUTION FIXING THE EMPLOYER'S CONTRIBUTION UNDER  
THE PUBLIC EMPLOYEES' MEDICAL AND HOSPITAL CARE ACT**

**WHEREAS, (1)** Government Code Section 22892(a) provides that a local agency contracting under Public Employees' Medical and Hospital Care Act shall fix the amount of the employer's contribution at an amount not less than the amount required under Section 22892(b)(1) of the Act; and

**WHEREAS, (2)** Capitol Area Development Agency is a local agency contracting under the Act; now therefore be it

RESOLVED, (a) That the employer's contribution for each employee or annuitant shall be the amount necessary to pay the full cost of his/her enrollment, including the enrollment of family members, in a health benefits plan or plans up to a maximum of Four Hundred Eighty Five Dollars (\$485) per month with respect to employee or annuitants enrolled for self alone, Eight Hundred Eighty Nine Dollars (\$889) per month for an employee or annuitant enrolled for self and one family member, and Eight Hundred Eighty Nine Dollars (\$889) per month for an employee or annuitant enrolled for self and two or more family members, plus administrative fees and Contingency Reserve Fund assessments.

RESOLVED, (b) That Capitol Area Development Authority has fully complied with any and all applicable provisions of Government Code Section 7507 in electing the benefits set forth above.

Adopted at a regular meeting of the Board of Directors of the Capitol Area Development Authority, 1522 14<sup>th</sup> Street, Sacramento.

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Ann Bailey, Chair

ATTEST:

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Tara Gandara  
Secretary to the Board of Directors

CalPERS Revision July 2009