

City of Petaluma, California

Memorandum

Human Resources Office, 11 English Street, Petaluma, CA 94952
(707) 778-4551 Fax (707) 778-4539

DATE: October 12, 2011
TO: All Employees Eligible for Health Benefits
FROM: Pamala Stephens, Human Resources Manager
SUBJECT: Open Enrollment & 2012 Health Plan Contribution Rates

Health Plan Open Enrollment this year is October 10th through November 4, 2011. During this time you may enroll, change, or add eligible dependants to your health plan. To make any changes contact Anna Santos in Human Resources at extension 551.

The effective date of any changes made during open enrollment is January 1, 2012.

The new health plan rates will be deducted on your December 16, 2011 pay check for the January 2012 health premium.

New Health Plan Rates Effective January 1, 2012

Kaiser (Up 7.28%)

	2011 Rates	2012 Rates	Difference
Single	\$ 568.99	\$ 610.44	+ \$41.45
2 – Party	\$1,137.98	\$1,220.88	+ \$82.90
Family	\$1,479.37	\$1,587.14	+ \$107.77

Blue Shield (Up 5.27%)

	2011 Rates	2012 Rates	Difference
Single	\$ 675.51	\$ 711.10	+\$35.59
2 - Party	\$1,351.02	\$1,422.20	+\$71.18
Family	\$1,756.33	\$1,848.86	+\$92.53

PERS Choice (Up 1.91%)

	2011 Rates	2012 Rates	Difference
Single	\$ 563.40	\$ 574.15	+\$10.75
2 - Party	\$1,126.80	\$1,148.30	+\$21.50
Family	\$1,464.84	\$1,492.79	+\$27.95

PERS Care (Up 15.13%)

	2011 Rates	2012 Rates	Difference
Single	\$ 893.95	\$1,029.23	+\$135.28
2 - Party	\$1,787.90	\$2,058.46	+\$270.56
Family	\$2,324.27	\$2,676.00	+\$351.73

For Units 1, 2, 3, 4, 8, 9 and 11

Health Plan rates will increase effective January 1, 2012. The City and Units 1, 2, 3, 4, 9, and 11 are either currently in contract negotiations or shortly will be in negotiations. The City's payment of the increased 2012 rate will be part of negotiations and is unknown at this time. The City's payment of the increased 2012 rate remains unknown for Unit 8.

Therefore, the health plan rate information below indicates the City's contribution for the Employee Additional Benefit at the 2011 rate. The City is required to pay the increase in the Public Employees' Medical and Hospital Care Act (PEMHCA) rate which will be \$112 in 2012 up from \$108 in 2011.

Kaiser – City Benefit Amount and Employee Contribution effective January 1, 2012

Coverage	2012 Kaiser rate	City's PEMHCA Contribution	Employee Additional Benefit	Total Benefit	Employee's contribution
Single	\$610.44	\$112.00	\$437.94	\$549.94	\$60.50
2 - Party	\$1,220.88	\$112.00	\$978.48	\$1,090.48	\$130.40
Family	\$1,587.14	\$112.00	\$1,302.80	\$1,414.80	\$172.34

Kaiser – Difference between Employee's 2011 and 2012 Contribution Amount

Coverage	2011 Employee's contribution	2012 Employee's contribution	Difference between 2011 and 2012 – Employee Contribution
Single	\$23.05	\$60.50	+ \$37.45
2 - Party	\$51.50	\$130.40	+ \$78.90
Family	\$68.57	\$172.34	+\$103.77

Blue Shield – City Benefit Amount and Employee Contribution effective January 1, 2012

Coverage	2012 Blue Shield rate	City's PEMHCA Contribution	Employee Additional Benefit	Total Benefit	Employee's contribution
Single	\$711.10	\$112.00	\$437.94	\$549.94	\$161.16
2 – Party	\$1,422.20	\$112.00	\$978.48	\$1,090.48	\$331.72
Family	\$1,848.86	\$112.00	\$1,302.80	\$1,414.80	\$434.06

Blue Shield – Difference between Employee's 2011 and 2012 Contribution Amount

Coverage	2011 Employee's contribution	2012 Employee's contribution	Difference between 2011 and 2012 – Employee Contribution
Single	\$129.57	\$161.16	+\$31.59
2 – Party	\$264.54	\$331.72	+\$67.18
Family	\$345.53	\$434.06	+\$88.53

PERS Choice – City Benefit Amount and Employee Contribution effective January 1, 2012

Coverage	2012 PERS Choice rate	City's PEMHCA Contribution	Employee Additional Benefit	Total Benefit	Employee's Contribution
Single	\$574.15	\$112.00	\$437.94	\$549.94	\$24.21
2 - Party	\$1,148.30	\$112.00	\$978.48	\$1,090.48	\$57.82
Family	\$1,492.79	\$112.00	\$1,302.80	\$1,414.80	\$77.99

PERS Choice – Difference between Employee’s 2011 and 2012 Contribution Amount

Coverage	2011 Employee's contribution	2012 Employee's contribution	Difference between 2011 and 2012 – Employee Contribution
Single	\$17.46	\$24.21	+ \$6.75
2 - Party	\$40.32	\$57.82	+\$17.50
Family	\$54.04	\$77.99	+\$23.95

PERS Care – City Benefit Amount and Employee Contribution effective January 1, 2012

Coverage	2012 PERS Care rate	City's PEMHCA Contribution	Employee Additional Benefit	Total Benefit	Employee's contribution
Single	\$1,029.23	\$112.00	\$437.94	\$549.94	\$479.29
2 - Party	\$2,058.46	\$112.00	\$978.48	\$1,090.48	\$967.98
Family	\$2,676.00	\$112.00	\$1,302.80	\$1,414.80	\$1,261.20

PERS Care - Difference between Employee’s 2011 and 2012 Contribution Amount

Coverage	2011 Employee's Contribution	2012 Employee's contribution	Difference between 2011 and 2012 – Employee Contribution
Single	\$356.99	\$479.29	+\$122.30
2 - Party	\$701.42	\$967.98	+\$266.56
Family	\$936.56	\$1,261.20	+\$324.64

Medical Cash in Lieu –Dental Cash in Lieu

Coverage	Medical Cash in Lieu	Dental Cash in Lieu	Medical & Dental Cash In Lieu
Single	\$274.97	\$61.08	\$336.05
2 - Party	\$545.24	\$61.08	\$606.32
Family	\$707.40	\$61.08	\$768.48

For Units 6, 7, and 10

Health Plan rates will increase effective January 1, 2012. MOUs for Units 6, 7, and 10 provide for maintenance of benefit. Therefore, the health plan rate information below indicates the City's contribution for the Employee Additional Benefit at the 2012 rate. The City is required to pay the increase in the Public Employees' Medical and Hospital Care Act (PEMHCA) rate which will be \$112 in 2012 up from \$108 in 2011.

Kaiser – City Benefit Amount and Employee Contribution effective January 1, 2012

Coverage	2012 Kaiser rate	City's PEMHCA Contribution	*Employee Additional Benefit	Total Benefit	Employee's contribution
Single	\$610.44	\$112.00	\$473.52	\$585.52	\$24.92
2 - Party	\$1,220.88	\$112.00	\$1,053.44	\$1,165.44	\$55.44
Family	\$1,587.14	\$112.00	\$1,401.38	\$1,513.38	\$73.76

Kaiser - Difference between Employee's 2011 and 2012 Contribution Amount

Coverage	2011 Employee's Contribution	2012 Employee's contribution	Difference between 2011 and 2012 – Employee Contribution
Single	\$23.05	\$24.92	+\$1.87
2 - Party	\$51.50	\$55.44	+\$3.94
Family	\$68.57	\$73.76	+\$5.19

Blue Shield – City Benefit Amount and Employee Contribution effective January 1, 2012

Coverage	2012 Blue Shield rate	City's PEMHCA Contribution	*Employee Additional Benefit	Total Benefit	Employee's contribution
Single	\$711.10	\$112.00	\$473.52	\$585.52	\$125.58
2 – Party	\$1,422.20	\$112.00	\$1,053.44	\$1,165.44	\$256.76
Family	\$1,848.86	\$112.00	\$1,401.38	\$1,513.38	\$335.48

Blue Shield - Difference between Employee's 2011 and 2012 Contribution Amount

Coverage	2011 Employee's Contribution	2012 Employee's contribution	Difference between 2011 and 2012 – Employee Contribution
Single	\$129.57	\$125.58	-\$3.99
2 – Party	\$264.54	\$256.76	-\$7.78
Family	\$345.53	\$335.48	-\$10.05

PERS Choice – City Benefit Amount and Employee Contribution effective January 1, 2012

Coverage	2012 PERS Choice rate	City's PEMHCA Contribution	*Employee Additional Benefit	Total Benefit	Employee's Contribution
Single	\$574.15	\$112.00	\$473.52	\$585.52	\$0
2 - Party	\$1,148.30	\$112.00	\$1,053.44	\$1,165.44	\$0
Family	\$1,492.79	\$112.00	\$1,401.38	\$1,513.38	\$0

PERS Choice - Difference between Employee's 2011 and 2012 Contribution Amount

Coverage	2011 Employee's Contribution	2012 Employee's contribution	Difference between 2011 and 2012 – Employee Contribution
Single	\$17.46	\$0	-\$17.46
2 - Party	\$40.32	\$0	-\$40.32
Family	\$54.04	\$0	-\$54.04

PERS Care – City Benefit Amount and Employee Contribution effective January 1, 2012

Coverage	2012 PERS Care rate	City's PEMHCA Contribution	*Employee Additional Benefit	Total Benefit	Employee's contribution
Single	\$1,029.23	\$112.00	\$473.52	\$585.52	\$443.71
2 - Party	\$2,058.46	\$112.00	\$1,053.44	\$1,165.44	\$893.02
Family	\$2,676.00	\$112.00	\$1,401.38	\$1,513.38	\$1,162.62

PERS Care - Difference between Employee's 2011 and 2012 Contribution Amount

Coverage	2011 Employee's Contribution	2012 Employee's contribution	Difference between 2011 and 2012 – Employee Contribution
Single	\$356.99	\$443.71	+\$86.72
2 - Party	\$701.42	\$893.02	+\$191.60
Family	\$936.56	\$1,162.62	+\$226.06

Medical Cash in Lieu –Dental Cash in Lieu

Coverage	Medical Cash in Lieu	Dental Cash in Lieu	Medical & Dental Cash In Lieu
Single	\$292.76	\$61.08	\$353.84
2 - Party	\$582.72	\$61.08	\$643.80
Family	\$756.69	\$61.08	\$817.77

*Formula 2012 Kaiser Rate - \$112 PEMHCA x .95= City's additional employee contribution
(PEMHCA = Public Employees' Medical Health Care Act-City paid contribution)