

BEFORE THE BOARD OF DIRECTORS OF THE SAN FRANCISCO BAY AREA RAPID TRANSIT DISTRICT

In the Matter of the

Resolution No.

Non-CalPERS Medical Plan

Structure and Rates

For Calendar Year 2025

WHEREAS, Board Resolution No. 4981, adopted April 13, 2006, sets forth at length the applicable law and history of District provided medical benefits for active members and former members of the Board of Directors ("Board") and their eligible survivors and further sets forth required premium contributions by active directors and those former directors with the latter dependent on when the former director first served and his/her length of service;

WHEREAS, through Resolution No. 4981, adopted by the Board on April 13, 2006, the Board confirmed its policy and practice with respect to the participation and contributions of active and former members of the Board in District provided health plans, with the premium contribution structure for all active directors and eligible former directors as identified in their index to the lowest premium contribution among the employee groups;

WHEREAS, the parties under the 2009 collective bargaining agreed that the District's contribution for health insurance premiums for District employees and retirees would be capped at an amount up to the applicable level of plan participation (single, two-party, family) and the same Medicare status as elected by the eligible employee or retiree for the most costly HMO plan offered to the employee by the California Public Employees Retirement System ("CalPERS"), less the indexed employee contribution (\$86.95 for calendar year 2011);

WHEREAS, after contracting with CalPERS for medical benefits for employees under the Public Employees Medical and Hospital Care Act ("PEMHCA"), the District maintained two health plans outside of CalPERS for those individuals who are eligible for District provided coverage under collective bargaining agreements or District policy, but are not eligible under the District's contract with CalPERS, including members of the Board, non-registered domestic partners and some survivors of employees, retirees and former Board members;

WHEREAS, through Resolution No. 5116, adopted on November 19, 2009, the Board approved a premium structure for the non-CalPERS' plans with a cap similar to the negotiated structure for the CalPERS' plans, which capped the District's contribution for active members and those former members who are eligible for benefits on the same terms as employees at an amount

up to the applicable level of plan participation (single, two-party, family) for the non-CalPERS HMO, less the indexed employee contribution;

WHEREAS, through Resolution No. 5151, adopted by the Board on December 2, 2010, the Board authorized amendments to the District's agreements for the non-CalPERS plans with Principal Financial Group and Kaiser to align their benefit and premium structure more closely with the benefits and premium structure then provided under the CalPERS PERS Choice plan and the Kaiser HMO plan and authorized a new rate structure effective for calendar year 2011 applicable to active directors and those former directors who are eligible for District provided benefits at the capped contribution rate;

WHEREAS, effective January 1, 2012, the District replaced Principal Financial Group as its non-CalPERS self-funded plan administrator with United Health Care (UHC);

WHEREAS, as more fully set forth in Resolution No. 4981, State law imposed restrictions on health benefits that may be provided by the District to current and most former members of its governing board. For those directors who first serve after January 1, 1989, such benefits may not exceed benefits provided to full-time current or retired employees and the terms, conditions, or contributions applicable to any plan provided to employees must also apply to any plan provided to members of the governing board;

WHEREAS, the Board adopted an employer's monthly contribution structure for the non-represented employees for calendar year 2019 and intended to apply this same structure to current and eligible former Board members and survivors who have non-CalPERS medical plans and who are eligible for District provided benefits under the capped contribution structure;

WHEREAS, effective January 1, 2020, CalPERS re-designated the Bay Area Region to Region 1;

WHEREAS, effective January 1, 2022, CalPERS re-designated the PERS Choice plan to align with PERS Gold PPO;

NOW, THEREFORE BE IT RESOLVED that, the established total premium for determining the applicable employer contribution for the self-funded UHC plan for 2025 will be set at the same level as the CalPERS PERS Gold PPO Region 1 plan as it has been established for 2025 and the total premium for the insured non-CalPERS Kaiser plan used for determining the applicable employer contribution for 2025 shall be established by the rates negotiated between Kaiser and the District for that period;

BE IT FURTHER RESOLVED that, the rate structure and premium contribution for directors and for former directors and survivors who are eligible for District provided health benefits under a non-CalPERS plan at the capped employer contribution structure shall be the amount necessary to pay the full cost of his/her/their enrollment, including the enrollment of his/her/their family

members in a health benefits plan up to a maximum of the higher of the Non-CalPERS Kaiser basic plan or the CalPERS Region 1 Blue Shield Access+ basic plan, less \$171.51 participant's share each month for the year 2025; and

BE IT FURTHER RESOLVED THAT, the rate structure and premium contribution for these plans for calendar year 2025 shall be as follows:

Kaiser Permanente HMO	Single	2-Party	Family
Total Monthly Premium	\$1,667.74	\$3,335.47	\$4,719.69
District's Cost	\$1,496.23	\$3,163.96	\$4,548.18
Participant's Cost	\$171.51	\$171.51	\$171.51

United Health Care	Single	2-Party	Family
Total Monthly Premium	\$1,013.70	\$2,027.40	\$2,635.62
District's Cost	\$842.19	\$1,855.89	\$2,464.11
Participant's Cost	\$171.51	\$171.51	\$171.51

BE IT FURTHER RESOLVED THAT, with the exception of the new premium contribution structure applicable to active directors and those former directors who are eligible for District provided benefits at the capped contribution rate, Resolution No. 4981 "In the Matter of Health and Welfare Benefits for Directors" remains in full force and effect.

Adopted at a regular meeting of the Board of Directors of the San Francisco Bay Area Rapid Transit District at Oakland, California this ____ day of _____ 2024.

Signed:_____

President

Attest:_____

District Secretary