



EXECUTIVE DECISION DOCUMENT

GENERAL MANAGER APPROVAL: <div style="float: right; border: 1px solid black; padding: 2px;"> DocuSigned by: <i>Michael Jones</i> <small>47000790F2D7463...</small> </div>		GENERAL MANAGER ACTION REQ'D:		
DATE: 11/1/2022 11/9/2022		BOARD INITIATED ITEM: No		
Originator/Prepared by: Diane Iwata Dept: Benefits/Workforce Dev <div style="border: 1px solid black; padding: 2px; margin-top: 10px;"> DocuSigned by: <i>Diane Iwata</i> <small>B2B28E38D3F14F1...</small> </div> Signature/Date: <div style="text-align: right;">11/4/2022</div>	General Counsel <div style="border: 1px solid black; padding: 2px; margin-top: 10px;"> DocuSigned by: <i>Jana Belan</i> <small>F8FD7B3A73E74E8...</small> </div> <div style="text-align: right;">11/4/2022 []</div>	Controller/Treasurer <div style="border: 1px solid black; padding: 2px; margin-top: 10px;"> DocuSigned by: <i>Chris Gan</i> <small>EE11C8CEEEA04FD...</small> </div> <div style="text-align: right;">11/4/2022 []</div>	District Secretary <div style="text-align: right;">[]</div>	BARC <div style="border: 1px solid black; padding: 2px; margin-top: 10px;"> DocuSigned by: <i>Pamela Herhold</i> <small>3BB24D65B8724F5...</small> </div> <div style="text-align: right;">11/4/2022 []</div>

Adjust the Employer's Contribution to CalPERS Medical for AFSCME, ATU, BPOA, BPMA, SEIU and Non-Reps

PURPOSE:

To obtain Board approval to adopt the resolutions required by the Public Employees' Medical and Hospital Care Act (PEMHCA) to implement the District and Employee/Annuitant premium contribution amounts for American Federation of State, County and Municipal Employees Local 3993 ("AFSCME"), Amalgamated Transit Union Local 1555 ("ATU"), BART Police Officers' Association ("BPOA"), BART Police Managers' Association ("BPMA"), and Service Employees International Union Local 1021 ("SEIU"), based on collective bargaining agreements that have been previously ratified by the Board.

DISCUSSION:

Extensions to the collective bargaining agreements (CBAs) with AFSCME, ATU and SEIU have been ratified and include provisions for the employee and employer contribution towards medical premiums for calendar year 2025. For calendar year 2024, the monthly employee contribution will be \$164.68, which was bargained and approved in the previous contract extension. The monthly contribution will increase to \$168.51 in calendar 2025.

Extensions to the CBAs with BPOA and BPMA have been ratified and include provisions for the employee and employer contribution towards medical premiums for calendar years 2023, 2024, 2025, and 2026. For calendar year 2022, the monthly employee contribution is \$169.87 which was bargained and approved in the previous contract term. The monthly contribution will increase to \$174.97 in calendar 2023, \$180.22 in calendar year 2024,



\$185.62 in calendar year 2025, and \$191.19 in calendar year 2026.

In addition, all the CBAs cap the maximum amount the District will contribute for employee and annuitant medical premiums. The District's contribution will be based on the CalPERS HMO Blue Shield Access+ basic plan, or the CalPERS HMO Kaiser basic plan (CalPERS Region 1 for the Bay Area), whichever is greater, for the applicable level of plan participation for the employee, less employee/annuitant monthly contribution. Employees and annuitants who choose higher-cost plans will be responsible for the additional premium above the District's cap. All changes will be made effective January 1st of the respective year. This schedule is also subject to the retiree medical eligibility schedule.

The General Manager intends to make the same change in the amount of the medical premium contribution for non-represented employees and eligible retirees as have been agreed to with AFSCME, ATU, and SEIU. Therefore, the Board is also being asked to adopt the attached resolutions pertaining to non-represented employees and eligible retirees on the same schedule.

FISCAL IMPACT:

For the AFSCME, ATU, BPOA, BPMA, SEIU and Non-Represented employees, 3,637 employees currently enrolled in health care coverage and 2,818 current retirees, the contribution increases are estimated to produce a cost savings of \$334,803 for the duration of the CBAs' extension (CY 2025 for AFSCME, ATU, SEIU and Non-Represented employees and CY 2023-2026 for BPOA and BPMA.)

ALTERNATIVES:

To not adopt the resolutions. However, doing so would result in the District's inability to provide the negotiated benefits for represented employees which the Board approved when it ratified the CBA extensions. In addition, if not adopted, non-represented employees would not receive the medical benefits which the General Manager has recommended to be offered on the same terms as a matter of policy.

RECOMMENDATION:

That the Board adopts the following motion and attached resolutions.

MOTION:

To adopt the attached resolutions pertaining to AFSCME, ATU, BPOA, BPMA, SEIU, and non-represented employees and eligible retirees regarding "Fixing the Employer's Contributions under the Public Employees' Medical and Hospital Care Act" and authorize the Board President to sign the resolutions on behalf of the Board.

Adjust the Employer’s Contribution to CalPERS Medical for AFSCME, ATU, BPOA, BPMA, SEIU and Non-Reps (cont.)