

HR UPDATE

Health Insurance & Pay for Performance

Board of Supervisors 3.31.2015



Health Insurance

- RFP Bid- medical awarded to Anthem
- Premium increase- no employee impact expected
- No plan design changes
- Retiree meetings

Retiree Health Insurance Meetings

- Q&A
- Representatives from Anthem, Deskin & Associates
- KeyCare 30- free to retirees eligible for benefit
 - No deductible impact for Medicare eligible
- KeyCare 20- \$43/month
 - Health insurance credit (up to \$45/month) available to LEO and State retirees

Implementation of Performance Pay

- Purpose- align contributions with financial reward
- Merit vs. P4P
- Funding
 - Every 1% = \$550,000
 - Current funding available for 1% in FY16
 - Requesting additional funding for 2% merit in FY16

P4P Timeline

Target Date	Action
April 14, 2015	<ul style="list-style-type: none">• Funding approved for pay increases
July 1, 2015	<ul style="list-style-type: none">• Disseminate COLA and merit pay increases• Rollout new performance evaluation form
July – December 2015	<ul style="list-style-type: none">• Conduct P4P briefings
January 1, 2016	<ul style="list-style-type: none">• Begin use of new performance evaluation form
July 1, 2016	<ul style="list-style-type: none">• Full implement of P4P