

FIRST 5 KERN
KERN COUNTY CHILDREN AND FAMILIES COMMISSION

Special Meeting
Wednesday, February 10, 2016
8:30 A.M.

Larry Reider Building
2000 K Street, Room 101
Bakersfield, California

AGENDA

COMMISSION TO CONVENE

ROLL CALL: Commissioners: Aunai, Jonah, Maggard, Murphy, Rhoades, Robles, Sandrini,
Walker, Wasson

PUBLIC PRESENTATIONS

- 1) This portion of the meeting is reserved for persons to address the Commission on any matter not on this agenda but under the jurisdiction of the Commission. Commissioners may respond briefly to statements made or questions posed. They may ask a question for clarification, make a referral to staff for factual information or request staff to report back to the Executive Committee at a later meeting. Also, the Commission may take action to direct staff to place a matter of business on a future agenda. **SPEAKERS ARE LIMITED TO TWO MINUTES. PLEASE STATE YOUR NAME BEFORE MAKING YOUR PRESENTATION.**

REPORTS AND ANNOUNCEMENTS

- 2) Committee member announcements and reports – Commissioners may make an announcement or a report on their own activities. They may ask a question for clarification, make a referral to staff or take action to have staff place a matter of business on a future agenda. (Gov. Code 54954.2[a])

ACTION ITEMS

- 3) Recommendations of the Personnel Committee on Employee Handbook – **APPROVE THE RECOMMENDATIONS OF THE PERSONNEL COMMITTEE: APPROVE THE RECOMMENDED CHANGE TO THE EMPLOYEE HANDBOOK; AUTHORIZE THE EXECUTIVE DIRECTOR TO TAKE ANY OTHER ACTIONS NECESSARY TO IMPLEMENT THE CHANGES.**
- 4) Recommendations of the Personnel Committee on Employee Health Benefits Cost – **APPROVE THE RECOMMENDATIONS OF THE PERSONNEL COMMITTEE: APPROVE THE RECOMMENDED BUDGET AMOUNT FOR ACCOUNT 6510 (HEALTH BENEFITS) FOR THE LAST QUARTER OF THE 2015-16 FISCAL YEAR AND THE 2016-17 FISCAL YEAR; AUTHORIZE THE EXECUTIVE DIRECTOR TO TAKE ANY OTHER ACTIONS NECESSARY TO IMPLEMENT THE CHANGES.**



ADJOURNMENT

Adjourn to Wednesday, March 2, 2016, 8:30-11:30 A.M., 2000 K Street-Larry Reider Bldg.,
Room 204, Strategic Planning Workshop

COMPLIANCE WITH AMERICANS WITH DISABILITIES ACT

The meeting facilities of First 5 Kern (the Kern County Children and Families Commission) are accessible to persons with disabilities. Disabled individuals who need special assistance to attend or participate in a meeting of First 5 Kern may request assistance at the First 5 Kern office, 2724 L Street, Bakersfield, California or by calling (661) 328-8888. Every effort will be made to reasonably accommodate individuals with disabilities by making meeting material available in alternative formats. Requests for assistance should be made five (5) working days in advance of a meeting whenever possible.



From: David Blaine [<mailto:dblaine@beldenblaine.com>]
Sent: Wednesday, November 18, 2015 8:44 AM
To: Roland Maier <rmaier@kccfc.org>
Subject: Health Insurance Language for Handbook

Roland, below is your current handbook provision and my suggested revisions. The Affordable Care Act requires insurance for employees at (32) hours so that will be a change.

- b. Health Insurance Benefits: Commission shall provide health insurance benefits including group medical, dental, and vision insurance plans. Eligible employees must have at least 32 hours per bi-weekly payroll period. Hours may be either actual work time or Paid Time Off (PTO).

Revised: Commission provides a comprehensive medical insurance plan for eligible employees and their dependents including group medical, dental, and vision insurance plans. Details about medical insurance coverage and responsibility for premiums are available in a separate publication distributed annually by the Commission.

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COMPARISON OF TWO PLANS AND OVERALL FIRST 5 KERN COSTS

The costs are only averages and varies between each employee

MEDICAL -- BLUE SHIELD PLANS (Paul Sheldon)							DENTAL	VISION
	GOLD FULL PPO 750/20	GOLD FULL PPO 0/20	PLATINUM FULL PPO 150/15	PLATINUM FULL PPO 0/10	Premier Access	MES Vision		
	Annual avg. / Bi-Weekly avg.	Annual avg. / Bi-Weekly avg.	Annual avg. / Bi-Weekly avg.	Annual avg. / Bi-Weekly avg.	Annual / Bi-Weekly	Annual / Bi-Weekly		
EE Employee Only (3)	\$8,000 / \$308	\$8530 / \$328	\$9575 / \$368	\$9975 / \$384 (\$400 / \$15.38)	\$457 / \$17.59	\$87.24 / \$3.36		
EC/ES 2 Party (6)	\$11,960 / \$460	\$12,753 / \$491	\$14,361 / \$551	\$14,913 / \$574 (\$263 / \$10.12)	\$938 / \$36.07	\$150.08 / \$5.77		
EF Family (3)	\$17,283 / \$665	\$18,429 / \$709	\$20,685 / \$796 (\$560 / \$21.54)	\$21,549 / \$829 (\$1424 / \$54.77)	\$1523 / \$58.56	\$215.04 / \$8.22		
*All Employees	\$147,609	\$157,395	\$176,946	\$184,050	\$11,566.08	\$1,807.32		
Add Dental & Vision	\$160,982	\$170,768	\$190,319	\$197,423	\$13,373.00			
FALLGATTER & RHODES (Duncan Harris)							DENTAL	VISION
	Kaiser Permanente Platinum HMO A	Anthem Blue Cross PPO Gold PPO A	Health Net PPO Platinum PPO A	Ameritas Group	EyeMed			
	Annual avg. / Bi-Weekly Avg.	Annual avg. / Bi-Weekly Avg.	Annual avg. / Bi-Weekly Avg.	Annual / Bi-Weekly	Annual / Bi-Weekly			
EE Employee Only (3)	\$7,440 / \$286	\$9,500 / \$365	\$10,924 / \$420 (\$1349 / \$51.88)	\$294 / \$11.31	\$117 / \$4.50			
EC/ES Two Party (6)	\$11,196 / \$431	\$14,388 / \$553	\$16,302 / \$627 (\$1652 / \$63.54)		n/a			
EF Family (3)	\$15,396 / \$592	\$19,516 / \$751	\$22,188 / \$853 (\$2063 / \$79.35)		\$249 / \$9.58			
*All Employees	\$135,684	\$173,376	\$197,148	\$8,040	\$2,592			
Add Dental & Vision	\$146,316	\$184,008	\$207,780	\$10,632				
							Alternate Dental Plan (Delta Dental)	
							Annual / Bi-Weekly	
1. taking \$190,000 as an annual cost to budget							EE (3)	\$907 / \$34.88
2. Considering each category of employees differently; i.e. EE, EC or ES, EF							EC- ES (5)	\$1,610 / \$61.92
3. EE or employee only used \$9,575 as a cap							EF (4)	\$2,501 / \$96.19
4. ES & EC two-party used \$14,650 as a cap								\$20,774
5. EF-Family used \$20,125 as a cap								
6. I used 3 @ \$9,575 + 6 @ \$14,650 + 3 @ \$20,125 = \$177,000								
7. I used \$13,373(Blue Shield) & \$10,632 (F/R) as the base for dental / vision plans.								
a. Any coverages above the base plans would be the employee's responsibility								
* denotes all employees selecting the specific plan								