



ADAMS COUNTY

COLORADO
BOARD OF COUNTY COMMISSIONERS

Eva J. Henry - District #1
Charles "Chaz" Tedesco - District #2
Emma Pinter - District #3
Steve O'Dorisio - District #4
Lynn Baca - District #5

**STUDY SESSION AGENDA
TUESDAY
June 28, 2022**

ALL TIMES LISTED ON THIS AGENDA ARE SUBJECT TO CHANGE

12:15 P.M.	ATTENDEE(S):	Heidi Miller
	ITEM:	Executive Session Pursuant to C.R.S. 24-6-402(4)(b) for the Purpose of Receiving Legal Advice Regarding Board of Health Formation
12:45 P.M.	ATTENDEE(S):	Heidi Miller
	ITEM:	Executive Session Pursuant to C.R.S 24-6-402(4)(b) for the Purpose of Receiving Legal Advice Regarding DIA Marketing Contract
1:15 P.M.	ATTENDEE(S):	Alisha Reis
	ITEM:	Administrative Item Review / Commissioners Communication
1:45 P.M.	ATTENDEE(S):	Kelly Weidenbach
	ITEM:	Public Health Transition Update
2:45 P.M.	ATTENDEE(S):	Terri Lauth / Cindy Bero
	ITEM:	Colorado Family and Medical Leave Insurance Act (FAMLI)
3:15 P.M.	ATTENDEE(S):	Terri Lauth / Cindy Bero
	ITEM:	Four-Tier Health Plans

(AND SUCH OTHER MATTERS OF PUBLIC BUSINESS WHICH MAY ARISE)

AGENDA IS SUBJECT TO CHANGE



STUDY SESSION ITEM SUMMARY

DATE OF STUDY SESSION: June 28, 2022
SUBJECT: Public Health Transition – Public Health and ARPA, FY22 Fiscal Impact, FY22 Personnel Requests to Support Health Department Transition
OFFICE/DEPARTMENT: County Manager’s Office
CONTACT: Kelly Weidenbach
FINACIAL IMPACT: n/a
SUPPORT/RESOURCES REQUEST: Provide an overview of ongoing FY22 costs for public health transition, personnel requests through FY22 to support health department implementation and ongoing, discuss potential opportunities for ARPA and public health.
DIRECTION NEEDED: FY22 Personnel for Support of Health Department, BOCC to consider opportunities under ARPA
RECOMMENDED ACTION: Recommend approval of Personnel Requests

DISCUSSION POINTS:

- ARPA and Public Health
 - Opportunities to fund health department activities
 - Opportunities to fund activities externally that touch public health
 - Caveats and considerations
- FY22 Budget Impact To-Date
- Additional FY22 Public Health Personnel Request to support Transition (will be ongoing health department staff forward)
- Additional FY22 Internal Staff Request to support Health Department operations ongoing
- Total Fiscal Impact of Requests to FY22 Budget for Public Health



STUDY SESSION ITEM SUMMARY

DATE OF STUDY SESSION: 6/28/2022
SUBJECT: Colorado Family and Medical Leave Insurance Act (FAMLI)
OFFICE/DEPARTMENT: People and Culture
CONTACT: Cindy Bero (cbero@adcogov.org or 720-523-6076)
FINACIAL IMPACT: Possible cost depending on which option chosen
SUPPORT/RESOURCES REQUEST: n/a
DIRECTION NEEDED: Request that the Board of County Commissioners choose one of the proposed options relating to Colorado FAMLI.
RECOMMENDED ACTION: None

DISCUSSION POINTS:

We will be presenting three options regarding the Colorado Family and Medical Leave Insurance Act and ask that the commissioners choose one of the three options.

Comparisons to what Adams County currently provides to that of the CO FAMLI will be provided as well as pros/cons of each option:

- Option One – Opt-out of FAMLI and keep current programs.
- Option Two – Opt-in to FAMLI and keep current programs.
- Option Three – Opt-out of FAMLI and expand paid parental leave.

COLORADO PAID FAMILY & MEDICAL LEAVE INSURANCE (FAMLI)

**Presentation to the Board of County Commissioners
Study Session - 6.28.2022**



OVERVIEW

Colorado voters passed the paid Family and Medical Leave Insurance Act (FAMLI).

This program provides eligible employees with up to 12 weeks of pay and job protection to:

- Care for themselves/a covered family member
- Make arrangements for a family member's deployment
- Address needs/impact of domestic abuse or sexual assault



OVERVIEW

Paid leave is on a sliding scale; the less you earn the higher your reimbursement amount:

- Low Range - 37% (earning \$156,000 annual)
- High Range – 90% (earning \$23,400 annual)

Premium is 0.9% of the employees' wage:

- Can charge employee no more than 0.45% (half)
- Employer can choose to pay for more than half the premium



OVERVIEW

Roll-Out of FAMLI:

- 1/1/2023 - Employers begin sending contributions to State.
- During 2023 – State continues to provide administration details.
- 1/1/2024 – Employees can begin taking FAMLI.



COMPARISON

How do the programs that Adams County offers compare to FAMLI?

- FAMLI greatly expands the definition of “family member” and eligible employees compared to those under FMLA and the Family Care Act (FCA).
- However, our Paid Parental Leave provides 100% pay instead of partial pay.
- Both short-term disability and FAMLI last 12 weeks, but depending on earnings, the employee could receive a higher benefit under STD (60%) or FAMLI (37% - 90%).



COMPARISON

ADAMS COUNTY - ELIGIBILITY	CO FAMLI - ELIGIBILITY
Paid Parental Leave: Full-time or part-time three.	Covers all employees who work at least 180 days and earn \$2,500
Disability: Full-time or part-time three.	This includes temporary, seasonal and
Sick Leave: Full-time or part-time three.	variable hour.
Paid Sick/Safety Time (PSST): Anyone not eligible for sick leave.	
FMLA: Employed 1 year and worked at least 1,250 hours.	
CO Family Care Act – Same as FMLA.	
Domestic Abuse Leave – All employees.	



COMPARISON

ADAMS COUNTY – COVERED FAMILY	CO FAMILI – COVERED FAMILY
<p>FMLA – Covered family members include:</p> <ul style="list-style-type: none">• Child (under 18 or disabled)• Spouse• Parent	<p>Includes those under FMLA, FCA and:</p> <ul style="list-style-type: none">• Grandparents• Siblings• Child (regardless of age or disability)• Any individual where there is a “significant personal bond”
<p>Family Care Act (FCA) – Covered family members include:</p> <ul style="list-style-type: none">• Civil union partner• Domestic partner (registered)	



COMPARISON

ADAMS COUNTY – COST TO EE	CO FAMLI – COST TO EE
Paid Parental Leave - Free	Based on wages, employees can pay \$102 - \$728 per year (rates could increase)
Short-Term Disability - Free	
Sick Leave – Free	
Paid Sick and Safety Time – Free	
Domestic Abuse Leave - Free	



COMPARISON

ADAMS COUNTY – BENEFIT PAID	CO FAMLI – BENEFIT PAID
Paid Parental Leave: 6 weeks at 100%	Up to 12 weeks (16 weeks if pregnancy complication) paid at 37% - 90%
Short-Term Disability – 3 months at 60%	
Sick Leave – Up to 960 hours at 100%	
PSST – Up to 48 hours at 100%	
Domestic Abuse Leave – Up to 3 days at 100%	



LOCAL GOVERNMENTS and FAMLI

Local governments can opt-out of FAMLI.

To opt-out, commissioners must vote and submit decision by July 2022.

A choice between the following three options will need to be made by the BoCC.



OPTION 1 – OPT OUT & KEEP SAME

Opt-Out of FAMLI and keep current paid leave programs.

Considerations:

- Any employee could still opt-in to the State FAMLI program at their own expense.



PROS and CONS of OPTION 1

PROS of OPTION 1	CONS of OPTION 1
No mandated additional cost to County or employees.	Individual employees can choose to participate in FAMLI (inconsistent benefits within like employee groups).
No adverse affect to staffing.	



OPTION 2 – OPT IN & KEEP SAME

Opt-In to FAMLI and keep current paid leave programs.

Considerations:

- Paid Parental Leave (PPL) must now be taken after FAMLI.
- Supplementing FAMLI with PPL/sick is complicated (sliding scale).
- How much would employees be charged (if anything)?
- How much would this cost the County?



OPTION 2 – OPT IN & KEEP SAME

Estimated annual costs for opt-in (subject to increase):

- Adams County (at 0.45%) - \$746,700
- Employees (at 0.45%) - \$746,700
 - ✓ Per employee annual cost ranges from \$102 - \$728
- Total annual cost - \$1.5 million



PROS and CONS of OPTION 2

PROS of OPTION 2	CONS of OPTION 2
Majority of administration burden is on the State.	Employees must work with State and coordinate with disability carrier (when applicable).
Pay is up to 12 weeks.	Partial pay replacement only.
Eligibility is greatly expanded.	Possibility of being short-staffed. Increase in overtime/temp expense.
	An increased amount of paid sick leave liability/cash out expense.
	Estimated annual cost of \$1.5million.



OPTION 3 – OPT OUT with EXPANDED PPL

Opt-Out of FAMLI and put in place an expanded Paid Parental Leave program:

Possible plan design:

- Cover the same leave reasons and family members as PPL and FAMLI.
- Increase leave duration from 6 weeks to 8 weeks (paid at 100%).
- Re-name the program Paid Parental, Family and Medical Leave (PPFML).



OPTION 3 – OPT OUT with EXPANDED PPL

Possible Plan Design(cont):

- Would be effective 1/1/2024 (same as FAMLI).
- Do we consider lowering the cap on sick leave accruals?

Full program details would be developed/presented at a later time



PROS and CONS of OPTION 3

PROS	CONS
No cost to employees	Individual employees can choose to participate in FAMLI (inconsistent benefits within like employee groups).
Pay is at 100% of base earnings	Eligible for 8 weeks of pay instead of 12
No direct increase cost to salary expense	Possibility of being short-staffed and increase in overtime/temp staff expenses
Employees won't have to deal with state administration	Increased administration by internal staff required
	An increased amount of paid sick leave liability/cash out expense



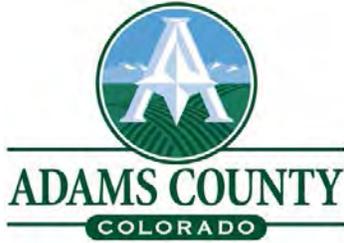
CONCLUSION

Questions?

At this time, the Board of County Commissioners will need to vote on whether to opt-in or opt-out of FAMLI.

All other details can be determined later.





STUDY SESSION ITEM SUMMARY

DATE OF STUDY SESSION: 6/28/2022
SUBJECT: Four-Tier Health Plans
OFFICE/DEPARTMENT: People and Culture
CONTACT: Cindy Bero (cbero@adcogov.org or 720-523-6076)
FINACIAL IMPACT: Estimated annual increase of \$152,514 to Adams County
SUPPORT/RESOURCES REQUEST: n/a
DIRECTION NEEDED: Request that the Board of County Commissioners decide if Adams County should move from three-tiered premium health plans to four-tiered.
RECOMMENDED ACTION: Move to a four-tier.

DISCUSSION POINTS:

Adams County's health plans currently have a three-tiered premium structure. We are recommending that this change to a four-tiered structure effective 1/1/2023.

This change would move our plans to a standard industry practice and have premiums calculated more accurately to where claims are incurred.

FOUR-TIER HEALTH PLANS

**Presentation to the Board of County Commissioners
Study Session - 6.28.2022**



OVERVIEW

Adams County currently uses a 3-tier structure for employee health plans.

We are proposing that this be changed to a 4-tier structure effective 1/1/2023.



TIERS

Why change to a 4-tier structure?

- Be in line with industry standard.
- Premiums would be calculated more accurately based on the dependent enrolled in the plan.

Why make this decision now?

- If approved, we need to have renewal processed as 4-tier and have time to update carrier file feeds.



TIERS

3-Tier (current)		4-Tier (proposed)
Employee Only		Employee Only
Employee + 1		Employee + Spouse/Partner
Family		Employee + Child(ren)
		Family

- Actuarially, spouses/partners cost more than children.
- The current structure doesn't differentiate between dependents.
- This means employees covering only child(ren) are paying more than the actuarial estimate and those only covering a spouse/partner are paying less.



TIERS

3-Tier (current)	Effect on Premium When Moving to 4-Tier
Employee Only	No change
Employee + 1	If the +1 is a child = Premium reduction If the +1 is a spouse/partner = Premium increase
Family	If all dependents are children = Premium reduction If dependents are both spouse/partner and child(ren) = No change

If we change to a 4-tier structure:

- Employees covering only child(ren) will see a premium decrease.
- Employees covering only a spouse/partner will see a premium increase.



2022 PREMIUM COMPARISONS

On the upcoming slides, we will illustrate what the current 2022 premiums would have been if we had a 4-tiered structure in place for this year.

If adopted, 2023 rates could be different based on our upcoming benefit plan renewal in the fall.



2022 PREMIUM COMPARISONS

UnitedHealthcare EPO Plan - Monthly

Current Tier	Current Premium	Proposed Tier	Proposed Premium	Premium Change
Employee Only	\$94.62	Employee Only	\$94.62	None
Employee +1	\$273.39	Employee + Spouse/Partner	\$300.73	\$27.34 More
Employee +1	\$273.39	Employee + Child(ren)	\$246.05	\$27.34 Less
Family (2+ dependents)	\$467.87	Employee + Child(ren)	\$246.05	\$221.82 Less
Family (2+ dependents)	\$467.87	Family (spouse/partner + child(ren))	\$467.87	None



2022 PREMIUM COMPARISONS

Kaiser HMO Plan - Monthly

Current Tier	Current Premium	Proposed Tier	Proposed Premium	Premium Change
Employee Only	\$90.42	Employee Only	\$90.42	None
Employee +1	\$260.09	Employee + Spouse/Partner	\$286.10	\$26.01 More
Employee +1	\$260.09	Employee + Child(ren)	\$234.08	\$26.01 Less
Family (2+ dependents)	\$445.48	Employee + Child(ren)	\$234.08	\$211.40 Less
Family (2+ dependents)	\$445.48	Family (spouse/partner + child(ren))	\$445.48	None



CONCLUSION

Questions?

Does the Board of County Commissioners approve the change to a 4-tier health plan structure for 2023?

