



ADMINISTRATIVE SERVICES DEPARTMENT

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CITY COUNCIL STAFF REPORT

Meeting: October 15, 2019

Subject

Adopt a resolution increasing the employer's contribution for medical and hospitalization insurance consistent with the Meyers-Geddes State Employees Medical and Hospital Care Act for the Unrepresented (Management and Confidential), Cupertino Employees' Association (Employees Association), Operating Engineers, Local Union No. 3 (Operating Engineers), Appointed (City Attorney and City Manager), Elected Official groups and retired annuitants.

Recommended Action

Adopt the draft resolution increasing the employer's contribution for medical and hospitalization insurance for employees under the Unrepresented, Cupertino Employees' Association, Operating Engineers, Local union No. 3, Appointed, Elected Officials, and retired annuitant groups.

Discussion

On July 16, 2019, City Council approved a three-year Memorandum of Understanding (MOU) that extends through June 30, 2022 for Cupertino Employees' Association and the Operating Engineers, Local Union No. 3 groups. The MOU's include an increase in the City's health contribution for employee medical insurance effective January 1, 2020, as shown below:

- Employee Only - \$848.87/month
- Employee plus one dependent - \$1,443.09/month
- Employee plus 2 or more dependents - \$1,876.02/month

The same benefit has been extended to the Unrepresented, Appointed, and Elected Official groups. Adoption of the attached resolution fulfills reporting requirements associated with the Meyers-Geddes Act.

Sustainability Impact

No sustainability impacts.

Fiscal Impact

This will increase the City's retiree annuitant medical contribution by approximately \$12,487.00. No budget adjustments are requested because the cost was factored in when calculating total costs of MOU's that were approved by City Council on July 16, 2019.

Prepared by: Karen Bernard, HR Analyst II

Reviewed by: Maria Jimenez, HR Manager

Approved for Submission by: Kristina Alfaro, Director of Administrative Services

Attachments:

A – Draft Resolution