



## Standard Rates

All employers in the ACWA/JPIA pool must follow these guidelines.

### Eligibility

- Employees must be full-time employees of the district (minimum of 20 hours per week, or in compliance with employer policy as long as it exceeds 20 hours).
- Directors may be covered if employees are covered. Directors alone may not be covered.
- Retirees may be covered if employees are covered. Retirees alone may not be covered.
- Dependents may be covered only if the subscriber is covered.
- All employees that are eligible for enrollment in an ACWA/JPIA medical plan must enroll, with the exception that employees with other coverage can waive coverage (district must obtain written documentation of other group coverage). A maximum of 25% of benefits-eligible employees can waive coverage.
- If any class of individuals is offered coverage, all individuals within that class must be offered coverage.
- Waiting period for new hire enrollment in medical plans must be the 1<sup>st</sup> of the month following 30 days, or less, in compliance with AB1083.

### Plans Offered

- District may offer non-ACWA/JPIA HMOs at the same time as Anthem CaliforniaCare HMO, but may not offer a non-ACWA/JPIA PPO plan at the same time as an ACWA/JPIA Anthem PPO plan. If any non-ACWA/JPIA plan is offered, it must be offered to all the same classes of employees as the ACWA/JPIA plan.

### Employer Contribution to Premium

- Contribution shall be no less than the employee-only portion of the premium for the least expensive ACWA/JPIA medical plan for which the active employee, director or retiree is eligible.
- Contribution for single coverage shall be the same for directors as it is for employees. For retirees, it may be as little as 50% of the retired single retiree rate of the least cost plan for which the retiree is eligible.
- Contribution to coverage for dependents of active employees and directors must be identical and may be less for dependents of retirees.
- Self-pay is strictly prohibited, with COBRA being the only exception.

### Other Criteria

- Medicare-eligible *retirees* are required to enroll in Medicare Parts A & B.
- Employer cannot have any personnel policies or union contracts that do not adhere to the plan contract provisions or that create selection against the ACWA/JPIA plans such as:
  - Deferred retiree coverage
  - Extension of coverage to part-time employees (less than 20 hours/week) or contractors
  - Any policy or practice or agreement that creates selection against the ACWA/JPIA health plans



### Incentive Rates

**Employers implementing these additional guidelines will receive a 4% discount on all Anthem medical plans.<sup>1</sup>**

#### Eligibility

- All Employees and Directors<sup>2</sup> that are eligible for enrollment in an ACWA/JPIA medical plans must enroll. Waivers are not permitted.
- District does not offer cash in lieu of benefits.

#### Plans Offered

- District offers only ACWA/JPIA-sponsored health plans.

#### Employer Contribution to Premium

- Contribution for dependents of employees must be at least 50% of the additional premium.
- If the district pays 100% of the employee *and* dependent premium, all eligible employees and their dependents must be enrolled. Waivers for dependents are not permitted.

#### Other Criteria

- Employer must contribute 100% of the retiree only monthly premium for the least cost plan for which the retiree is eligible.
- Early retiree population<sup>3</sup> is less than 20% of total enrollment.

<sup>1</sup> Must apply for and be approved for Incentive Rates using the Incentive Rate Application.

<sup>2</sup> Individual directors may permanently opt out of the medical plan for the duration of their term. A director who opts out of the plan(s) will be ineligible for the duration of his/her term. The director will not have Open Enrollment rights, and will not have the ability to enroll in the ACWA/JPIA plans due to loss of other coverage.

<sup>3</sup> Early retirees are age 50-64, and not entitled to Medicare.