

HR NEWS

UPDATES FOR COUNTY EMPLOYEES



COUNTY OF RIVERSIDE NOTIFICATION

Important update for members of LIUNA, SEIU and employees covered by the Management Resolution!

On Tuesday October 8, 2024, the County Board of Supervisors will consider approval of a recent side letter agreement between Laborers’ International Union of North America, Local 777 (LIUNA) and the County of Riverside, which may affect your election decisions for this Annual Benefit Enrollment Period. Under this agreement, if approved by the Board, LIUNA members will receive an increase to their Health Contribution as detailed in the chart below.

LIUNA Total Health Contribution Changes		
Unit	Current Health Contribution	Proposed Health Contribution
LIUNA – Employee Only	\$873.00 per month	\$926.52 per month
LIUNA - 2-Party	\$1,561.00 per month	\$1,586.00 per month
LIUNA - Family	\$1,561.00 per month	\$1,800.00 per month
Tentative Effective Date: November 14, 2024		

Additionally, this agreement, if approved by the Board, will trigger the Service Employees International Union (SEIU) fairness agreement, resulting in the Board approving similar changes for SEIU represented employees and those employees covered by the Management Resolution (including Management, Confidential, Unrepresented and employees in the Resident Physician & Surgeon, Pharmacy Resident and Physician Assistant Fellowship Classifications.) If approved by the Board, these additional groups will receive an increase to the Health Contribution amounts as detailed below.

Additional Group’s Health Contribution Changes		
Unit	Current <u>Employee Only</u> Health Contribution	Proposed <u>Employee Only</u> Health Contribution

SEIU (Employee Only Health Contribution)	\$900.00 per month	\$926.52 per month
Management Resolution (Employee Only Health Contribution)	\$900.00 per month	\$926.52 per month
<p>Tentative Effective Date: November 14, 2024</p> <p><i>Please note that the two-party and family health contributions are not being amended because they are already aligned with what LIUNA will be receiving as a result of the side letter.</i></p>		

Please see the below Frequently Asked Questions (FAQ) for your convenience.

Q. When is the increase effective?

A. The increase is effective November 14, 2024, aligning with the deductions for premiums for coverage effective January 1, 2025 (2025 Benefit Plan Year).

Q. Who is impacted by the agreement, assuming approval by the Board of Supervisors?

A. Employees in the Laborer’s International Union of North America, Local 777 (LIUNA), Service Employees International Union (SEIU), or covered by the Management Resolution (including Management, Confidential, Unrepresented and employees in the Resident Physician and Surgeon, Pharmacy Resident and Physician Assist Fellowship Classifications) bargaining units are eligible. Health contributions for all other bargaining units remain unchanged from the amounts stated in the Annual Benefit Enrollment materials.

Q. Will Annual Enrollment be extended as a result of this change?

A. No, annual enrollment cannot be extended. If you would like to modify your election for the 2025 Benefit Plan Year due to this change, please complete your election in PeopleSoft before enrollment ends at midnight October 11, 2024.

Q. How do I make an election change during annual enrollment?

A. To make election changes or review your benefits, log into to your PeopleSoft Self-Service account before midnight **October 11, 2024**.

1. **Access** the online enrollment system [here](#) and click “PeopleSoft”.
2. **Log in** using your six-digit employee ID and password. (the same as your payroll information).
3. **Complete** the enrollment process to change plans, add/remove dependents, or waive coverage (including providing proof of other group insurance). Make sure to click “**Submit Enrollment**” and receive the confirmation alert that your elections have been sent to Human Resources.

Q. Will I see this change in the premium cost when I am making my election changes?

A. No, if/once approved the new County Contributions for affected employees are assigned after annual enrollment ends, based on your selected coverage level for medical coverage. The appropriate County Contribution (Flexible Benefit Credits) will be assigned as outlined below:

Total Contribution Toward Health Insurance Effective November 14, 2024

- Single (Employee Only): Up to \$926.52/month
- Two-Party (Employee and Spouse/Child): Up to \$1,586.00/month
- Family (Employee and two or more dependents): Up to \$1,800/month

Q. What happens after annual enrollment?

A. After processing, a confirmation statement will be mailed to your home address. Review your address for accuracy during Annual Enrollment. The statement will include instructions and a deadline for requesting corrections if your coverage choices are incorrect for benefits beginning January of 2025.

Have more questions?

→ Call your HR Department Representative or call a Benefits Specialist at (951) 955-4981; option 1

→ Send us an email at Benefits@Rivco.org. Be sure to include your employee ID number in your email so we can tailor our answer to your specific question.