

**REPORT TO MAYOR AND COUNCIL****TO THE HONORABLE MAYOR AND COUNCIL:**

DATE: October 14, 2014

SUBJECT: RESOLUTION FIXING THE EMPLOYER'S CONTRIBUTION UNDER THE PUBLIC EMPLOYEES' MEDICAL AND HOSPITAL CARE ACT (PEMHCA)**Report in Brief**

Staff is recommending Council approval of Resolution Nos. 14-76, 14-77, 14-78, 14-79, 14-80, and 14-81 as required by the Public Employees' Retirement System (PERS) fixing the City's contribution to the PERS Health program under the Public Employees' Medical and Hospital Care Act (PEMHCA). This is consistent with the Memoranda of Understanding previously negotiated among the various bargaining units within the City and also affects unrepresented employees, including Council-appointed employees, Elected Officials, Executive Management, Mid-Management and Confidential employees, and PERS retirees eligible for health coverage. PERS requires that the governing body of the represented unit(s) fix by separate resolution each year the City's contribution to the PERS Health program under the PEMHCA. CalPERS rates change January 1 of each calendar year. Therefore, CalPERS requires participating agencies to approve resolutions by the first Friday in November that set (fix) the City's contributions.

Background

Under Government Code Section 22850.3, a contracting PERS agency may elect to participate in PERS Health Plans, allowing such participation to be elected by individual bargaining units. The City currently provides medical benefits through the CalPERS health system as a result of contract negotiations which occurred in 1998. Pursuant to state law, Cal. Gov't Code §22892(b), the City must provide the same contribution for PERS retirees as for active employees. The City's contribution to medical premiums is determined through negotiations with the employees' exclusive representative, Cal Gov't Code §22892(b).

In 2010, during negotiations with Public Employees Union (PEU) Local One and Office and Professional Employees International Union (OPEIU) Local 29, and discussions with the Concord Police Association (CPA) and the Concord Police Managers' Association (PMA), the parties agreed to reduce increases in the City's contributions to future medical premiums due to the City's budget deficit and the rising cost of health benefits.

The Memoranda of Understanding provide that the City and bargaining unit members split any future increases or decreases in the premium rate for the Kaiser plan offered through CalPERS. This reduction was applied to unrepresented employees, as well. Because of the requirement for equal contributions for active employees and PERS retirees, this change also applied to PERS retirees.

**RESOLUTIONS FIXING THE EMPLOYERS' CONTRIBUTION UNDER THE PUBLIC
EMPLOYEE'S MEDICAL AND HOSPITAL CARE ACT (PEMHCA)**

October 14, 2014

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Discussion

The City currently provides medical benefits through the CalPERS (PEMHCA) health system. During contract negotiations and discussions held in 2010, all the bargaining units agreed to reduce increases in the City's contributions to future medical premiums by splitting any future increases or decreases in the premium rate for the Kaiser plan offered through CalPERS. This change applies to active employees and PERS retirees eligible for health coverage. The affected employees and PERS retirees were notified in writing of the change in contribution rates.

PERS requires that the governing body of the represented unit(s) fix by separate resolution each year the City's contribution to the PERS Health program under the Public Employees' Medical and Hospital Care Act (PEMCHA).

Public Contact

The City Council Agenda was posted. A copy of this report has been distributed to the bargaining groups.

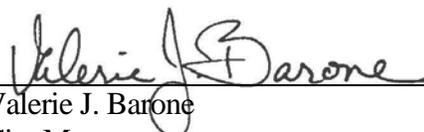
Fiscal Impact

As the Kaiser rate decreased by 3.81 percent for 2015, following an 11.08 percent increase for 2014, the continuation of the 50/50 split of the premium rate adjustment between the City and employees/retirees reduces the fiscal impact on the City's healthcare budget.

Recommendation for Action

Staff recommends the City Council adopt Resolutions Nos. 14-76, 14-77, 14-78, 14-79, 14-80, and 14-81 as required by the Public Employees' Retirement System (PERS) fixing the City's contribution to the PERS Health program under the Public Employees' Medical and Hospital Care Act (PEMHCA) for all Unrepresented Employees and Elected Officials, to include Council-appointed Employees, Elected Officials, Executive Management, Mid-management and Confidential Unit (Resolution No. 14-76) members of the Administrative, Technical & Clerical Representation Unit (Resolution No. 14-77), members of the Field & Operations Representation Unit (Resolution No. 14-78), Professional Representation Unit (Resolution No. 14-79), Peace Officer Representation Unit (Resolution No. 14-80), and Police Managerial Representation Unit (Resolution No. 14-81).

Prepared by: Stacy R. Shell
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Valerie J. Barone
City Manager
Valerie.Barone@cityofconcord.org

Reviewed by: Laura Brunson
Director of Human Resources
Laura.Brunson@cityofconcord.org

Attachment 1: Council Resolution Nos. 14-76, 14-77, 14-78, 14-79, 14-80, and 14-81

Attachment 2: CalPERS 2015 Health Plan Premium and Contribution Rates

**BEFORE THE CITY COUNCIL OF THE CITY OF CONCORD
COUNTY OF CONTRA COSTA, STATE OF CALIFORNIA**

A Resolution Fixing the Employer's Contribution Under the Public Employees' Medical and Hospital Care Act With Respect to Members of a Specific Unit (All Unrepresented Employees and Elected Officials, to include Council-Appointed Employees, Executive Management, Mid-management and Confidential Employees)

Resolution No. 14-76

WHEREAS, Government Code Section 22892(a) provides that a local agency contracting under the Public Employees' Medical and Hospital Care Act shall fix the amount of the employer's contribution at an amount not less than the amount required under Section 22892(b)(1) of the Act; and

WHEREAS, City of Concord, hereinafter referred to as Public Agency is local agency contracting under the Act for participation by members of the Unrepresented Employees and Elected Officials, to Include Council-appointed Employees, Executive Management, Mid-management and Confidential Employees Unit.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF CONCORD DOES RESOLVE AS FOLLOWS:

Section 1. (a) That the employer's contribution for each employee or annuitant shall be the amount necessary to pay the full cost of his/her enrollment, including the enrollment of family members, in a health benefits plan up to:

Party Rate	Party Rate Description Basic and Medicare Supplement Combination	Employer Contribution Rates
Rate 1	Basic Employee/Retiree only	\$ 625.48
Rate 2	Basic Employee/Retiree +1 Basic Dependent	\$ 1,250.99

1	Rate 3	Basic Employee/Retiree +2 Basic Dependents	\$ 1,626.28
2			
3	Rate 4	Medicare Retiree only	\$ 286.66
4			
5	Rate 5	Medicare Retiree +1 Medicare Dependent	\$ 573.32
6			
7	Rate 6	Medicare Retiree +2 Medicare Dependents	\$ 859.98
8			
9	Rate 7	Medicare Retiree +1 Basic Dependent	\$ 920.44
10			
11	Rate 8	Medicare Retiree +2 Basic Dependents	\$ 1,294.54
12			
13	Rate 9	Medicare Retiree +1 Medicare Dependent +1 Basic Dependent	\$ 962.83
14			
15	Rate 10	Basic Retiree +1 Medicare Dependent	\$ 920.44
16			
17	Rate 11	Basic Retiree +2 Medicare Dependents	\$ 1,217.38
18			
19	Rate 12	Basic Retiree +1 Basic Dependent +1 Medicare Dependent	\$ 1,294.54

plus administrative fees and Contingency Reserve Fund Assessments;

(b) That City of Concord has fully complied with any and all applicable provisions of Government Code Section 7507 in electing the benefits set forth above.

Section 2. This resolution shall become effective immediately upon its passage and adoption but the employers' contribution specified will be effective on January 1, 2015.

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**BEFORE THE CITY COUNCIL OF THE CITY OF CONCORD
COUNTY OF CONTRA COSTA, STATE OF CALIFORNIA**

**A Resolution Fixing the Employer's Contribution
Under the Public Employees' Medical and Hospital
Care Act With Respect to Members of a Specific
Unit (Administrative, Technical & Clerical Representation
Unit)**

Resolution No. 14-77

WHEREAS, Government Code Section 22892(a) provides that a local agency contracting under the Public Employees' Medical and Hospital Care Act shall fix the amount of the employer's contribution at an amount not less than the amount required under Section 22892(b)(1) of the Act; and

WHEREAS, City of Concord, hereinafter referred to as Public Agency is local agency contracting under the Act for participation by members of the Administrative, Technical & Clerical (ATC) Representation Unit.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF CONCORD DOES RESOLVE AS FOLLOWS:

Section 1. (a) That the employer's contribution for each employee or annuitant shall be the amount necessary to pay the full cost of his/her enrollment, including the enrollment of family members, in a health benefits plan up to:

Party Rate	Party Rate Description Basic and Medicare Supplement Combination	Employer Contribution Rates
Rate 1	Basic Employee/Retiree only	\$ 625.48
Rate 2	Basic Employee/Retiree +1 Basic Dependent	\$ 1,250.99
Rate 3	Basic Employee/Retiree +2 Basic Dependents	\$ 1,626.28

1	Rate 4	Medicare Retiree only	\$	286.66
2				
3	Rate 5	Medicare Retiree +1 Medicare Dependent	\$	573.32
4				
5	Rate 6	Medicare Retiree +2 Medicare Dependents	\$	859.98
6				
7	Rate 7	Medicare Retiree +1 Basic Dependent	\$	920.44
8				
9	Rate 8	Medicare Retiree +2 Basic Dependents	\$	1,294.54
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11	Rate 9	Medicare Retiree +1 Medicare Dependent +1 Basic Dependent	\$	962.83
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13	Rate 10	Basic Retiree +1 Medicare Dependent	\$	920.44
14				
15	Rate 11	Basic Retiree +2 Medicare Dependents	\$	1,217.38
16				
17	Rate 12	Basic Retiree +1 Basic Dependent +1 Medicare Dependent	\$	1,294.54

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18 plus administrative fees and Contingency Reserve Fund Assessments;

19 (b) That City of Concord has fully complied with any and all applicable provisions of
20 Government Code Section 7507 in electing the benefits set forth above.

21 **Section 2.** This resolution shall become effective immediately upon its passage and adoption
22 but the employers' contribution specified will be effective on January 1, 2015.

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**BEFORE THE CITY COUNCIL OF THE CITY OF CONCORD
COUNTY OF CONTRA COSTA, STATE OF CALIFORNIA**

**A Resolution Fixing the Employer's Contribution
Under the Public Employees' Medical and Hospital
Care Act With Respect to Members of a Specific
Unit (Field & Operations Representation
Unit)**

Resolution No. 14-78

WHEREAS, Government Code Section 22892(a) provides that a local agency contracting under the Public Employees' Medical and Hospital Care Act shall fix the amount of the employer's contribution at an amount not less than the amount required under Section 22892(b)(1) of the Act;

and

WHEREAS, City of Concord, hereinafter referred to as Public Agency is local agency contracting under the Act for participation by members of the Field & Operations (F&O) Representation Unit.

**NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF CONCORD DOES
RESOLVE AS FOLLOWS:**

Section 1. (a) That the employer's contribution for each employee or annuitant shall be the amount necessary to pay the full cost of his/her enrollment, including the enrollment of family members, in a health benefits plan up to:

Party Rate	Party Rate Description Basic and Medicare Supplement Combination	Employer Contribution Rates
Rate 1	Basic Employee/Retiree only	\$ 625.48
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Rate 4	Medicare Retiree only	\$ 286.66

1	Rate 5	Medicare Retiree +1 Medicare Dependent	\$ 573.32
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3	Rate 6	Medicare Retiree +2 Medicare Dependents	\$ 859.98
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5	Rate 7	Medicare Retiree +1 Basic Dependent	\$ 920.44
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7	Rate 8	Medicare Retiree +2 Basic Dependents	\$ 1,294.54
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9	Rate 9	Medicare Retiree +1 Medicare Dependent +1 Basic Dependent	\$ 962.83
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11	Rate 10	Basic Retiree +1 Medicare Dependent	\$ 920.44
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13	Rate 11	Basic Retiree +2 Medicare Dependents	\$ 1,217.38
14			
15	Rate 12	Basic Retiree +1 Basic Dependent +1 Medicare Dependent	\$ 1,294.54

16 plus administrative fees and Contingency Reserve Fund Assessments;

17 (b) That City of Concord has fully complied with any and all applicable provisions of
18 Government Code Section 7507 in electing the benefits set forth above.

19 **Section 2.** This resolution shall become effective immediately upon its passage and adoption
20 but the employers' contribution specified will be effective on January 1, 2015.

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PASSED AND ADOPTED by the City Council of the City of Concord on October 14, 2014,
by the following vote:

- AYES:** Councilmembers –
- NOES:** Councilmembers –
- ABSTAIN:** Councilmembers –
- ABSENT:** Councilmembers –

I HEREBY CERTIFY that the foregoing Resolution No. 14-78 was duly and regularly
adopted at a regular joint meeting of the City Council of the City of Concord on October 14, 2014.

Joelle Fockler, CMC
Deputy City Clerk

APPROVED AS TO FORM:

Mark S. Coon
City Attorney

**BEFORE THE CITY COUNCIL OF THE CITY OF CONCORD
COUNTY OF CONTRA COSTA, STATE OF CALIFORNIA**

**A Resolution Fixing the Employer's Contribution
Under the Public Employees' Medical and Hospital
Care Act With Respect to Members of a Specific
Unit (Professional Representation Unit)**

Resolution No. 14-79

WHEREAS, Government Code Section 22892(a) provides that a local agency contracting under the Public Employees' Medical and Hospital Care Act shall fix the amount of the employer's contribution at an amount not less than the amount required under Section 22892(b)(1) of the Act; and

WHEREAS, City of Concord, hereinafter referred to as Public Agency is local agency contracting under the Act for participation by members of the Professional Representation Unit.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF CONCORD DOES RESOLVE AS FOLLOWS:

Section 1. (a) That the employer's contribution for each employee or annuitant shall be the amount necessary to pay the full cost of his/her enrollment, including the enrollment of family members, in a health benefits plan up to:

Party Rate	Party Rate Description Basic and Medicare Supplement Combination	Employer Contribution Rates
Rate 1	Basic Employee/Retiree only	\$ 625.48
Rate 2	Basic Employee/Retiree +1 Basic Dependent	\$ 1,250.99
Rate 3	Basic Employee/Retiree +2 Basic Dependents	\$ 1,626.28
Rate 4	Medicare Retiree only	\$ 286.66

1	Rate 5	Medicare Retiree +1 Medicare Dependent	\$ 573.32
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9	Rate 9	Medicare Retiree +1 Medicare Dependent +1 Basic Dependent	\$ 962.83
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11	Rate 10	Basic Retiree +1 Medicare Dependent	\$ 920.44
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13	Rate 11	Basic Retiree +2 Medicare Dependents	\$ 1,217.38
14			
15	Rate 12	Basic Retiree +1 Basic Dependent +1 Medicare Dependent	\$ 1,294.54

16 plus administrative fees and Contingency Reserve Fund Assessments;

17 (b) That City of Concord has fully complied with any and all applicable provisions of
18 Government Code Section 7507 in electing the benefits set forth above.

19 **Section 2.** This resolution shall become effective immediately upon its passage and adoption
20 but the employers' contribution specified will be effective on January 1, 2015.

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**BEFORE THE CITY COUNCIL OF THE CITY OF CONCORD
COUNTY OF CONTRA COSTA, STATE OF CALIFORNIA**

**A Resolution Fixing the Employer’s Contribution
Under the Public Employees’ Medical and Hospital
Care Act With Respect to Members of a Specific
Unit (Peace Officer Representation
Unit)**

Resolution No. 14-80

WHEREAS, Government Code Section 22892(a) provides that a local agency contracting under the Public Employees' Medical and Hospital Care Act shall fix the amount of the employer's contribution at an amount not less than the amount required under Section 22892(b)(1) of the Act; and

WHEREAS, City of Concord, hereinafter referred to as Public Agency is local agency contracting under the Act for participation by members of the Peace Officer Representation Unit.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF CONCORD DOES RESOLVE AS FOLLOWS:

Section 1. (a) That the employer's contribution for each employee or annuitant shall be the amount necessary to pay the full cost of his/her enrollment, including the enrollment of family members, in a health benefits plan up to:

Party Rate	Party Rate Description Basic and Medicare Supplement Combination	Employer Contribution Rates
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Rate 6	Medicare Retiree +2 Medicare Dependents	\$ 859.98
Rate 7	Medicare Retiree +1 Basic Dependent	\$ 920.44
Rate 8	Medicare Retiree +2 Basic Dependents	\$ 1,294.54
Rate 9	Medicare Retiree +1 Medicare Dependent +1 Basic Dependent	\$ 962.83
Rate 10	Basic Retiree +1 Medicare Dependent	\$ 920.44
Rate 11	Basic Retiree +2 Medicare Dependents	\$ 1,217.38
Rate 12	Basic Retiree +1 Basic Dependent +1 Medicare Dependent	\$ 1,294.54

plus administrative fees and Contingency Reserve Fund Assessments;

(b) That City of Concord has fully complied with any and all applicable provisions of Government Code Section 7507 in electing the benefits set forth above.

Section 2. This resolution shall become effective immediately upon its passage and adoption but the employers' contribution specified will be effective on January 1, 2015.

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PASSED AND ADOPTED by the City Council of the City of Concord on October 14, 2014,
by the following vote:

- AYES:** Councilmembers –
- NOES:** Councilmembers –
- ABSTAIN:** Councilmembers –
- ABSENT:** Councilmembers –

I HEREBY CERTIFY that the foregoing Resolution No. 14-80 was duly and regularly
adopted at a regular joint meeting of the City Council of the City of Concord on October 14, 2014.

Joelle Fockler, CMC
Deputy City Clerk

APPROVED AS TO FORM:

Mark S. Coon
City Attorney

**BEFORE THE CITY COUNCIL OF THE CITY OF CONCORD
COUNTY OF CONTRA COSTA, STATE OF CALIFORNIA**

**A Resolution Fixing the Employer's Contribution
Under the Public Employees' Medical and Hospital
Care Act With Respect to Members of a Specific
Unit (Police Managerial Representation Unit)**

Resolution No. 14-81

WHEREAS, Government Code Section 22892(a) provides that a local agency contracting under the Public Employees' Medical and Hospital Care Act shall fix the amount of the employer's contribution at an amount not less than the amount required under Section 22892(b)(1) of the Act;

and

WHEREAS, City of Concord, hereinafter referred to as Public Agency is local agency contracting under the Act for participation by members of the Police Managerial Representation Unit.

**NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF CONCORD DOES
RESOLVE AS FOLLOWS:**

Section 1. (a) That the employer's contribution for each employee or annuitant shall be the amount necessary to pay the full cost of his/her enrollment, including the enrollment of family members, in a health benefits plan up to:

Party Rate	Party Rate Description Basic and Medicare Supplement Combination	Employer Contribution Rates
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13	Rate 11	Basic Retiree +2 Medicare Dependents	\$ 1,217.38
14			
15	Rate 12	Basic Retiree +1 Basic Dependent +1 Medicare Dependent	\$ 1,294.54

16 plus administrative fees and Contingency Reserve Fund Assessments;

17 (b) That City of Concord has fully complied with any and all applicable provisions of
18 Government Code Section 7507 in electing the benefits set forth above.

19 **Section 2.** This resolution shall become effective immediately upon its passage and adoption
20 but the employers' contribution specified will be effective on January 1, 2015.

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2015 CalPERS Health Plan Rates									
Basic Health Plans Bay Area Region Contra Costa County	Single			2-Party			Family		
	Total Monthly Premium	City Contribution	Employee Contribution	Total Monthly Premium	City Contribution	Employee Contribution	Total Monthly Premium	City Contribution	Employee Contribution
Anthem Blue Cross Select HMO	\$ 662.41	\$ 625.48	\$ 36.93	\$ 1,324.82	\$ 1,250.99	\$ 73.83	\$ 1,722.27	\$ 1,626.28	\$ 95.99
Anthem Blue Cross Traditional HMO	\$ 827.57	\$ 625.48	\$ 202.09	\$ 1,655.14	\$ 1,250.99	\$ 404.15	\$ 2,151.68	\$ 1,626.28	\$ 525.40
Blue Shield Access+	\$ 928.87	\$ 625.48	\$ 303.39	\$ 1,857.74	\$ 1,250.99	\$ 606.75	\$ 2,415.06	\$ 1,626.28	\$ 788.78
Blue Shield NetValue	\$ 870.60	\$ 625.48	\$ 245.12	\$ 1,741.20	\$ 1,250.99	\$ 490.21	\$ 2,263.56	\$ 1,626.28	\$ 637.28
Kaiser Permanente	\$ 714.45	\$ 625.48	\$ 88.97	\$ 1,428.90	\$ 1,250.99	\$ 177.91	\$ 1,857.57	\$ 1,626.28	\$ 231.29
UnitedHealthcare	\$ 850.67	\$ 625.48	\$ 225.19	\$ 1,701.34	\$ 1,250.99	\$ 450.35	\$ 2,211.74	\$ 1,626.28	\$ 585.46
PERS Choice PPO	\$ 700.84	\$ 625.48	\$ 75.36	\$ 1,401.68	\$ 1,250.99	\$ 150.69	\$ 1,822.18	\$ 1,626.28	\$ 195.90
PERS Select PPO	\$ 690.43	\$ 625.48	\$ 64.95	\$ 1,380.86	\$ 1,250.99	\$ 129.87	\$ 1,795.12	\$ 1,626.28	\$ 168.84
PERSCare PPO	\$ 775.08	\$ 625.48	\$ 149.60	\$ 1,550.16	\$ 1,250.99	\$ 299.17	\$ 2,015.21	\$ 1,626.28	\$ 388.93
PORAC PPO <i>(Association Plan - only available to Sworn personnel)</i>	\$ 675.00	\$ 625.48	\$ 49.52	\$ 1,292.00	\$ 1,250.99	\$ 41.01	\$ 1,642.00	\$ 1,626.28	\$ 15.72

Important: All premiums paid by the employee are paid via a bi-weekly payroll deduction. The payroll deduction may be made with pre-tax dollars by enrolling in the City's Health Plan Premium Tax Conversion Program. If you chose a pre-tax deduction for plan year 2014 and do not wish to change your election for 2015, then you need not do anything. If you currently have an after-tax deduction, and wish to elect pre-tax, then you must submit an election form to Human Resources by October 10, 2014. Please refer to the 2015 CalPERS Health Benefit Summary publication to determine availability of health plans if you reside outside of Contra Costa County.