

Retiree Health Benefit Survey Results

In September 2005, CSAC and CAOAC distributed a Retiree Health Benefit Survey questionnaire to the 58 California counties. The purpose of the questionnaire was to determine the current practices of California counties as they begin undertaking steps toward implementation requirements of Governmental Accounting Standards Board (GASB) Statements 43 and 45. Below are the summarized responses from the 49 counties that replied to the survey.

Are retirees eligible for health benefits?

	# of Counties	% of Total
Yes	48	98%
No	1	2%
Total	49	100%

Who administers the Retiree Health Benefit Program?

	# of Counties	% of Total
County	33	77%
Retirement Board	6	14%
Jointly	2	5%
Third Party	2	5%
Total	43	100%

Who pays for Retiree Health Benefits (2004-05 contribution)?

	Amount	% of Total
County Operating Budget	290,746,333	51%
County Trust Fund	37,555,653	7%
Retirement System	98,122,508	17%
Retiree	81,254,895	14%
Other	65,245,100	11%
Other - Courts (Feb-June, 2005)	104,779	0%
Total	573,029,269	100%

	# of Counties	% of Total
County Operating Budget and Retiree	19	43%
County Operating Budget	6	14%
Retiree	6	14%
Retirement System	4	9%
Other/Combination	9	20%
Total	44	100%

Which best describes your current funding situation?

	# of Counties	% of Total
Pay-as-you-go	37	76%
Minimally Funded	2	4%
Fully Funded	2	4%
Other (Excess Earnings, Retiree Pays, etc)	8	16%
Total	49	100%

Population of County Provided Healthcare Coverage

Employee-to-Retiree Comparison

	Actuals	Actuals	Actuals	Actuals	Actuals	Estimated
Total Active Employees	260,011	281,028	286,319	282,382	257,610	240,927
Total Retirees	110,917	120,178	125,608	131,279	126,140	117,193
Total Active & Retirees	370,928	401,206	411,927	413,661	383,750	358,120
% Active Employees	70.1%	70.0%	69.5%	68.3%	67.1%	67.3%
% Retirees	29.9%	30.0%	30.5%	31.7%	32.9%	32.7%
# of Counties	36/34	37/34	40/38	40/38	39/37	35/34

Breakdown of Individuals with Healthcare Coverage

	Actuals	Actuals	Actuals	Actuals	Actuals	Estimated
Total Actives	72,054	85,454	89,412	97,885	97,078	84,553
Retirees	21,015	23,451	24,531	27,485	28,920	23,050
Active Dependents	83,352	94,281	98,401	102,621	102,906	78,583
Retiree Dependents	8,315	9,285	9,669	10,761	11,335	7,654
Total	184,736	212,471	222,013	238,752	240,239	193,840
# of Counties	16	16	18	19	21	19

	Actuals	Actuals	Actuals	Actuals	Actuals	Estimated
Total Actives	39.0%	40.2%	40.3%	41.0%	40.4%	43.6%
Retirees	11.4%	11.0%	11.0%	11.5%	12.0%	11.9%
Active Dependents	45.1%	44.4%	44.3%	43.0%	42.8%	40.5%
Retiree Dependents	4.5%	4.4%	4.4%	4.5%	4.7%	3.9%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
# of Counties	16	16	18	19	21	19

Eligibility and Service Requirements for Current Retiree Health Plan Benefit Plans

Does your County participate in the CalPERS program?

	# of Counties	% of Counties
Yes	26	54%
No	22	46%
Total	48	100%

Does your County administer independent health benefits?

	# of Counties	% of Counties
Yes	25	54%
No	21	46%
Total	46	100%

Are retirees part of the same risk pool as active employees?

	# of Counties	% of Counties
Yes	40	89%
No	5	11%
Total	45	100%

Are the premium rates the same for retirees and active employees?

	# of Counties	% of Counties
Yes	33	70%
No	14	30%
Total	47	100%

At age 65, is Medicare assignment required?

	# of Counties	% of Counties
Yes	32	71%
No	13	29%
Total	45	100%

Do you provide health benefits past age 65?

	# of Counties	% of Counties
Yes	43	91%
No	4	9%
Total	47	100%

Do you offer healthcare coverage for dependents of retirees?

	# of Counties	% of Counties
Yes	44	96%
No	2	4%
Total	46	100%

Do you offer healthcare coverage for survivors of retirees?

	# of Counties	% of Counties
Yes	40	89%
No	5	11%
Total	45	100%

Is it required that the retiree be participating in a health plan at the time of retirement?

	# of Counties	% of Counties
Yes	25	56%
No	20	44%
Total	45	100%

Do retirees remain eligible for health benefits if they do not retire immediately upon separation?

	# of Counties	% of Counties
Yes	24	53%
No	21	47%
Total	45	100%

Do you have a County operated Hospital?

	# of Counties	% of Counties
Yes	12	26%
No	35	74%
Total	47	100%

Do you have a County operated Health Plan? (i.e. health services provided by County employees)

	# of Counties	% of Counties
Yes	7	15%
No	39	85%
Total	46	100%

(retireehealthsurvey2summary)