



THE STATE BAR OF CALIFORNIA

Executive, Confidential and Post-Retirement Plan Changes



THE STATE BAR OF CALIFORNIA Summary of Proposed Changes

- Implement Class and Comp Structure
 - New Confidential and Executive Hires
 - Comp Modified to Reflect 40 Hour Week
- Require Confidential and Executive Staff to Contribute to Health Care Costs
 - Effective January 1, 2018
 - Same Rate as Represented Staff
- Provide Benefit in Lieu of Payment
 - For Staff who Opt Out of State Bar Health Benefit



THE STATE BAR OF CALIFORNIA Phased Implementation

- Phased Implementation of Class and Comp
 1. New Confidential and Executive Hires
 - Effective April 17
 2. Existing Confidential and Executive Staff
 - Reclassify and Impose Salary Ranges Later
 - Likely June 1
- January 1, 2018, Implementation of Benefit Changes



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Changes to Benefit Contributions

- Policy Considerations
 - All Staff to Contribute to Costs of Health Care
 - Parity in Staff Contributions
 - Alignment with Key Comparable Agencies
 - Judicial Council
 - State “Excluded” Group
- Goals
 - Address Criticism
 - Address Inequities
 - Adopt Sustainable Methodology
 - Control Costs



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Overview of Impacted Staff and Plans

- 37 Confidential Employees
 - Of these, 50% in Highest Salary Tiers
- 60 Executive Employees
 - Of these, 100% in Highest Salary Tiers
- Current Health Care Contribution Approach
 - Represented Staff: 80/20 (State Bar/Employee)
 - Confidential and Executive Staff: 100/0 (State Bar)
- Confidential and Exec Contributions
 - 80/20 (Status Quo)
 - Revised Approach Pending Meet & Confer
 - State Bar Pays Lump Sum Amount Equivalent to Lowest Cost Plan

The seal of the State Bar of California is visible in the background of the header. It features a circular design with the words "THE STATE BAR OF CALIFORNIA" around the perimeter. Inside the circle, there is a depiction of a building, likely a courthouse or law library, with a large column and a pediment. The seal is rendered in a light blue color that blends with the dark blue background of the header.

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Plan Costs and Enrollment

- 2017 State Bar Health Care Costs
 - Aetna PPO: \$1,184 - \$3,060
 - Aetna HMO: \$851- \$2,700
 - Kaiser HMO: \$638 - \$2,040

	Aetna PPO	%	Aetna HMO	%	Kaiser	%	Opt Out	%
Confidentials & Executives	52	54%	6	6%	37	38%	2	2%
Represented	35	10%	42	12%	239	69%	30	9%

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Employee Only Impact Overview

- Aetna PPO (\$1,184)
 - 20% = \$237
 - Flat Contribution = \$546
 - Aetna HMO (\$851)
 - 20% = \$170
 - Flat Contribution = \$213
 - Kaiser HMO (\$638)
 - 20% = \$128
 - Flat Contribution = \$0
- 39 Staff BU,
Conf. & Exec
- 25 Staff BU,
Conf. & Exec
- 169 Staff BU,
Conf. & Exec

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Employee w/Family Impact Overview

- Aetna PPO (\$3,060)
 - 20% = \$612
 - Flat Contribution = \$1,020
 - Aetna HMO (\$2,700)
 - 20% = \$540
 - Flat Contribution = \$660
 - Kaiser HMO (\$2,040)
 - 20% = \$408
 - Flat Contribution = \$0
- 47 Staff BU,
Conf. & Exec
- 17 Staff BU,
Conf. & Exec
- 41 Staff BU,
Conf. & Exec

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State Bar Costs Remain High

- Status Quo State Bar = \$2,448
 - Pending Change = \$2,040
- 2017 State Excluded/Judicial Council
 - Maximum Employer Contribution = \$1,617
- Other State Bargaining Units
 - Maximum = \$1,575
- Other Comparable Agencies
 - All Well Below State Bar
 - Other than San Francisco Superior Court



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Additional Considerations

- State Bar Health Plan Options
 - Limited
 - High Cost
 - Staff Assessing Ability to Join CalPers Health
 - More Options
 - Lower Cost for Employees
- \$ Based Analysis Alone → Different Results
 - Charge 20% to All + Eliminate PPO Option
 - Maximizes State Bar Savings (est. @ \$900,000)