

ALAMEDA-CONTRA COSTA TRANSIT DISTRICT



STAFF REPORT

MEETING DATE: 11/19/2025

Staff Report No. 25-536

TO: AC Transit Board of Directors
FROM: Salvador Llamas, General Manager/Chief Executive Officer
SUBJECT: Annual Health Plan Renewals

ACTION ITEM

AGENDA PLANNING REQUEST: ☐

RECOMMENDED ACTION(S):

Consider authorizing the General Manager to enter into contracts with for Kaiser Permanente, Health Net, Vision Service Plan, MetLife Dental and Standard Life Insurance, for District employee insurance programs for calendar year 2026.

Staff Contact:
James Arcellana, Executive Director of Human Resources

STRATEGIC IMPORTANCE:

Goal - High-Performing Workforce
Initiative - Employee Recruitment, Training and Retention

Providing comprehensive benefits allows the District to attract high-performing employees and retain a healthy workforce.

BUDGETARY/FISCAL IMPACT:

The execution of the health care renewals is anticipated to cost \$76,025,441 for calendar year 2026, which is included in the adopted FY 2025-26 operating budget.

BACKGROUND/RATIONALE:

The annual health care renewal provides premium changes for medical, dental, vision and life insurance plans. Premium increases or decreases are based on employees' utilization and cost of claims for these plans.

Kaiser Permanente

Kaiser Permanente is offering the District a 0.93% increase in active Union and Management employee rates effective January 1, 2026 - December 31, 2026. Kaiser Permanente premiums are provided in Attachment 1.

Health Net

Health Net is offering a 4.76% increase in active Union and Management employee rates, effective January 1, 2026- December 31, 2026. Health Net premiums are provided in Attachment 2.

MetLife Dental

The District is currently self-funded for the MetLife Preferred Provider Organization (PPO) Plan. There are two renewal components for a self-funded dental plan: administrative costs, which are fixed; and premium funding rates which are set each year depending on average utilization of dental services. The administrative monthly fee will remain the same at \$5.66 per employee per month. MetLife dental premiums are provided in Attachment 3.

Vision Service Plan

The District contracts with Vision Service Plan (VSP) to provide vision benefits. The District's VSP rates will remain the same. VSP premiums are provided in Attachment 4.

Standard Life and Disability Insurance

The District contracts with Standard Insurance for life, accidental death and dismemberment and disability insurance. The District's Standard Life Insurance rates will remain the same. Standard Life and Disability Insurance premiums are provided in Attachment 5.

ADVANTAGES/DISADVANTAGES:

The renewal of the District's health care contracts ensures continuity of benefits for District employees and retirees.

ALTERNATIVES ANALYSIS:

There is no alternative analysis however, District staff and the Unions will work together to form a Health Care Committee to review current health plans to explore options to control health care costs.

PRIOR RELEVANT BOARD ACTION/POLICIES:

The Board of Directors approved contract renewal for Kaiser Permanente, Health Net, Vision Services Plan, MetLife Dental Plan and Standard Life Insurance per SR 24-523 on October 23, 2024.

ATTACHMENTS:

1. Kaiser Premiums
2. HealthNet Premiums
3. Metlife Premiums
4. Vision Services Plan Premiums
5. Standard Life and Disability Premiums

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James Arcellana, Executive Director of Human Resources