DEPARTMENT: Administration  BY: Rick Benson
PHONE: 966-3222

RECOMMENDED ACTION AND JUSTIFICATION: Adopt a resolution severing the link of benefits between the Board of Supervisors and MCMCO and establish a limit for the County contribution for medical benefits for members of the Board of Supervisors to the current amount.

Please see attached staff report.

BACKGROUND AND HISTORY OF BOARD ACTIONS:

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:

Financial Impact? ( ) Yes (x) No  Current FY Cost: $  Annual Recurring Cost: $
Budgeted in Current FY? ( ) Yes ( ) No ( ) Partially Funded
Amount in Budget: $  List Attachments, number pages consecutively
Additional Funding Needed: $  Staff report,
Source:
Internal Transfer
Unanticipated Revenue  4/5's vote
Transfer Between Funds  4/5's vote
Contingency  4/5's vote
( ) General  ( ) Other

CLERK’S USE ONLY:
Res. No.: 10-48  Ord. No. 
Vote – Ayes: 4  Noes: 
Absent:

Approved

Minute Order Attached  ( ) No Action Necessary

The foregoing instrument is a correct copy of the original on file in this office.

Date: 

Attest: MARGIE WILLIAMS, Clerk of the Board
County of Mariposa, State of California

By: Deputy

COUNTY ADMINISTRATIVE OFFICER:

Requested Action Recommended
( ) No Opinion

Comments:

CAO:

Revised Dec. 2002
COUNTY of MARIPOSA
P.O. Box 784, Mariposa, CA 95338 (209) 966-3222

KEVIN CANN, CHAIR
JIM ALLEN, VICE-CHAIR
BRAD ABORN
LYLE TURPIN
JANET BIBBY

DISTRICT IV
DISTRICT V
DISTRICT I
DISTRICT II
DISTRICT III

MARIPOSA COUNTY BOARD OF SUPERVISORS
MINUTE ORDER

TO: RICHARD J. BENSON CAO
FROM: MARGIE WILLIAMS, Clerk of the Board

SUBJECT: Adopt a Resolution Severing the Link of Benefits Between the Board of Supervisors and Mariposa County Managerial/Confidential Organization (MCMCO) and Establish a Limit for the County Contribution for Medical Benefits for Members of the Board of Supervisors to the Current Amount

RES. 10-481

THE BOARD OF SUPERVISORS OF MARIPOSA COUNTY, CALIFORNIA

ADOPTED THIS Order on October 12, 2010

ACTION AND VOTE:

4 Administration
Adopt a Resolution Severing the Link of Benefits Between the Board of Supervisors and Mariposa County Managerial/Confidential Organization (MCMCO) and Establish a Limit for the County Contribution for Medical Benefits for Members of the Board of Supervisors to the Current Amount

BOARD ACTION: Discussion was held with Rick Benson, and he suggested that if and when a change is made in the MCMCO benefits, that he would bring an item to the Board for consideration of whether the Board wants to change its benefits. Supervisor Bibby asked how this would affect retired Supervisors. Supervisor Allen responded that if they retired at the County level, it will affect them; if they chose the State system, the benefits will stay with what is provided by the State. Supervisor Bibby asked if other elected officials are included in this, and was advised that there is no conflict with the other elected officials as they do not participate in labor negotiations. (M)Aborn, (S)Turpin, Res. 10-481 was adopted severing the link of benefits between the Board of Supervisors and MCMCO; and establishing a limit for the County contribution for medical benefits for members of the Board of Supervisors to the current amount of $803.81 per month/Ayes: Aborn, Turpin, Bibby, Allen; Excused: Cann.

Cc: Chris Ebie, Auditor
    Sandi Laird, Personnel
    File
October 5, 2010

TO: Board of Supervisors

FROM: Rick Benson, County Administrative Officer

SUBJECT: Link of Board Benefits To MCMCO

On January 28, 2003 your Board adopted Resolution #03-37 which linked all benefits for elected and appointed officials to those benefits received by members of the Mariposa County Managerial and Confidential Organization (MCMCO). Although this action was taken in order to assure that department heads received the same benefits as management employees it also included your Board within that category. As such, it could potentially be a conflict of interest for your Board to participate in discussions regarding benefits for MCMCO. Additionally, it reduces your Board’s flexibility in setting appropriate Board benefit levels.

In order to remove this potential conflict, it is recommended that your Board adopt a resolution severing the link of benefits between the Board of Supervisors and MCMCO. By taking this action, any and all changes to employee benefits for members of the Board of Supervisors will need to be addressed separately and apart from actions affecting the benefits of other County employees.

Several Board members have expressed concerns regarding the escalation in cost for benefits and have indicated a desire to keep Board member benefits in check. If your benefits are not tied to any employee organization, you are free to address your benefit levels at any time. Knowing firsthand the difficult budget situation the County is in at this time, it is also recommended that your Board limit the County contribution for medical benefits for Board members to the current amount of $803.81 per month. If this action is approved, it should be noted that if any future changes to this amount are to be implemented, those changes must be formally approved by your Board at a regularly scheduled Board meeting.

To summarize, the recommendation is as follows:

1. Adopt a resolution severing the link of benefits between the Board of Supervisors and MCMCO.
2. Establish a limit for the County contribution for medical benefits for members of the Board of Supervisors to the current amount of $803.81 per month.