

6A

DEPARTMENT: Administration BY: John W. McCamman PHONE: 966-3222

RECOMMENDED ACTION AND JUSTIFICATION: (Policy Item: Yes___ No___)
Establish a County funded deferred compensation program for appointed department heads and elected officials based upon the unused portion of employee health and welfare benefits, capped at an amount not to exceed \$190 per month.

BACKGROUND AND HISTORY OF BOARD ACTIONS:

The Board of Supervisors has been discussing County funded deferred compensation to its department heads through funds left over after employee benefits are funded. Excess funding of benefits would occur when an employee does not take full advantage of the benefits that are offered for employment. As an example, an employee with no dependents could spend as little as \$206.89 a month for health, dental, vision and life insurance. In the case of the department heads, the Board has appropriated \$495.36, leaving \$288.47 per month that is appropriated for health and welfare benefits for that employee but is not used. This becomes available to the Workers Compensation budget at the end of the fiscal year as a residual balance in benefits. The amount available will differ by individual depending upon the utilization of the benefits of that individual. That utilization varies from \$206 to \$659 per month.

Each bargaining group has a separate dollar amount allocated to it for contribution to these benefits. Given this disparate use of benefits, the Management and Confidential organization has negotiated a contribution rate of \$161 to go towards deferred compensation beginning with the 1992/93 fiscal year if an employee does not use those dollars for benefits. If the deferred compensation contribution is not approved, the agreement proposed for approval on this agenda provides that that amount shall go to a salary for those positions.

This agenda item results from the department head issue due to a concern on the part of some department heads that a relatively small salary increase and significant benefit increase results in differing values for work performed based upon family status. One solution, reflected in the attached spread sheet, provides that the unused portion of the new (\$190.54) benefits will be directed towards deferred compensation. Within that alternative, the Board will want to limit that to the increase in benefits provided this year of \$190. Beyond that, we begin to erode existing base financing. The Board may also choose to limit that amount based upon any arbitrary figure. An example at the Management amount of \$161 is shown in Option 2.

LIST ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:

1. Do not allow deferred compensation for department heads, resulting in inequitable pay for similar work.
2. Allow deferred compensation at alternative rate.

COSTS: () Not Applicable		SPECIAL INSTRUCTIONS:
A. Budgeted current FY	\$28,493.52	List the attachments and number the pages consecutively: Table Attached
B. Total anticipated costs	\$22,796.16	
C. Required Add'l funding	_____	
D. Source:	_____	_____
SOURCE: () 4/5ths Vote Required		_____
A. Internal transfers	\$ _____	_____
B. Unanticipated revenues	\$ _____	_____
C. Reserve for contingency	\$ _____	_____
D. Description:	_____	_____
Balance in Reserve for Contingencies, if approved: \$ _____		_____

CLERK'S USE ONLY:

Res. No.: 92-34

Ord. No.: _____

Vote - Ayes: Three Noes: _____

Absent: Taber Abstained: Erickson

Approved () Denied

() Minute Order Attached

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

Date: _____

ATTEST: MARGIE WILLIAMS
Clerk of the Board of Supervisors
County of Mariposa, State of CA

By: _____
Deputy

ADMINISTRATIVE OFFICER'S

RECOMMENDATION:

This item on agenda as:

- Recommended
- Not Recommended
- For Policy Determination
- Submitted with Comment
- Returned for Further Action

Comment: _____

A.O. Initials: [Signature]

PROPOSED DEPARTMENT HEADS UTILIZING DEFERED COMPENSATION

I INDIVIDUAL	II APPROVED SALARY	III FORMER USE OF BENEFITS	IV USE OF BENEFITS@ \$495.36	V ANNUAL BENEFITS	VI RESIDUAL BENEFITS	OPTION I		OPTION II	
						VII AVAL. FOR DEFERED COMP @ \$190.54	VIII CAP AT \$161.00		
Art Baggett	\$24,824	\$199.68	\$206.89	\$2,482.68	\$3,461.64	\$2,199.96	\$1,845.48	\$0.00	\$0.00
Sally Punte	\$24,824	\$304.82	\$488.86	\$5,866.32	\$78.00	\$78.00	\$0.00	\$0.00	\$0.00
Eric Erickson	\$24,824	\$304.82	\$495.36	\$5,944.32	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
George Radanovich	\$24,824	\$257.18	\$264.39	\$3,172.68	\$2,771.64	\$2,199.96	\$1,845.48	\$0.00	\$0.00
Gert Taber	\$24,824	\$257.18	\$289.86	\$3,478.32	\$2,466.00	\$1,894.32	\$1,539.84	\$0.00	\$0.00
Gary Estep	\$43,778	\$199.68	\$206.89	\$2,482.68	\$3,461.64	\$2,199.96	\$1,845.48	\$0.00	\$0.00
Evelyn Billings	\$46,146	\$199.68	\$206.89	\$2,482.68	\$3,461.64	\$2,199.96	\$1,845.48	\$0.00	\$0.00
William Hibshman	\$34,320	\$304.82	\$359.49	\$4,313.88	\$1,630.44	\$1,630.44	\$1,275.96	\$0.00	\$0.00
Lynne Robinson	\$42,266	\$304.82	\$384.96	\$4,619.52	\$1,324.80	\$1,324.80	\$970.32	\$0.00	\$0.00
George Griffith	\$57,118	\$0.00	\$0.00	\$0.00	\$5,944.32	\$2,286.48	\$1,932.00	\$0.00	\$0.00
Carlos LaRoche	\$90,680	\$304.82	\$495.36	\$5,944.32	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Roger Matlock	\$55,780	\$199.68	\$206.89	\$2,482.68	\$3,461.64	\$2,199.96	\$1,845.48	\$0.00	\$0.00
Don Phillips	\$42,280	\$304.82	\$495.36	\$5,944.32	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
John McCamman	\$59,442	\$304.82	\$495.36	\$5,944.32	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Jeff Green	\$59,280	\$199.68	\$206.89	\$2,482.68	\$3,461.64	\$2,199.96	\$1,845.48	\$0.00	\$0.00
James Evans	\$42,560	\$304.82	\$359.49	\$4,313.88	\$1,630.44	\$1,630.44	\$1,275.96	\$0.00	\$0.00
Tom Archer	\$47,599	\$234.10	\$235.65	\$2,827.80	\$3,116.52	\$2,267.88	\$1,913.40	\$0.00	\$0.00
Tony Lashbrook	\$46,962	\$304.82	\$440.64	\$5,287.68	\$656.64	\$656.64	\$0.00	\$0.00	\$0.00
James Moffett	\$43,384	\$304.82	\$495.36	\$5,944.32	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Larry Pollard	\$62,400	\$304.82	\$384.96	\$4,619.52	\$1,324.80	\$1,324.80	\$970.32	\$0.00	\$0.00
Jim Eutsler	\$34,236	\$199.68	\$206.89	\$2,482.68	\$3,461.64	\$2,199.96	\$1,845.48	\$0.00	\$0.00
TOTAL	\$932,351	\$5,299.56	\$6,926.44	\$83,117.28	\$41,713.44	\$28,493.52	\$22,796.16	\$0.00	\$0.00