Resolution Concerning Health Benefits for Elected and Appointed Officials, Department Heads, and Management/Confidential Employees and Including General Employees

RECOMMENDED ACTION:

Approve attached Resolution to set dollar amounts for health benefits as agreed upon with bargaining units.

HISTORY OF BOARD ACTIONS: Board has previously approved adjustments to health benefits. The attached Resolution makes health benefit adjustments for the 1988/89/90 fiscal years.

CONSEQUENCES OF NEGATIVE ACTION:

1. No implementation of increase in health benefits.
2. County would not carry out obligations in Agreement with Employees' Association and Managerial/Confidential Organization and face possible law suit.

ALTERNATIVES:

1. Not approve the Resolution.
2. Enter into further negotiations with the bargaining units.

COSTS: (X) Not Applicable

<table>
<thead>
<tr>
<th>Item</th>
<th>Amount</th>
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</thead>
<tbody>
<tr>
<td>A. Budgeted Current F.Y.</td>
<td>$</td>
</tr>
<tr>
<td>B. Total anticipated costs</td>
<td>$</td>
</tr>
<tr>
<td>C. Required Addit. Funding</td>
<td>$</td>
</tr>
<tr>
<td>D. Source:</td>
<td></td>
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SOURCE: ( ) 4/3/89 Vote Required

<table>
<thead>
<tr>
<th>Item</th>
<th>Amount</th>
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<tbody>
<tr>
<td>A. Other budgeted funds</td>
<td>$</td>
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<tr>
<td>B. Unanticipated revenues</td>
<td>$</td>
</tr>
<tr>
<td>C. Reserve for contingencies</td>
<td>$</td>
</tr>
<tr>
<td>D. Other:</td>
<td></td>
</tr>
<tr>
<td>Balance in Reserve for Contingencies</td>
<td>$</td>
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</tbody>
</table>

if Approved: $
MARIPOSA COUNTY RESOLUTION NO. 89-62

RESOLUTION CONCERNING HEALTH BENEFITS FOR ELECTED AND APPOINTED OFFICIALS, DEPARTMENT HEADS, AND MANAGEMENT AND CONFIDENTIAL EMPLOYEES, AND INCLUDING GENERAL EMPLOYEES, BUT EXCLUDING DEPUTY SHERIFF’S ASSOCIATION MEMBERS

WHEREAS, representatives of the Mariposa County Public Employees' Association, and Mariposa County Managerial/Confidential Organization duly met and conferred with representatives of the Board of Supervisors and agreed to adjustments to health benefits, and

WHEREAS, the Board of Supervisors wishes to include these health benefit adjustments for all Elected and Appointed Officials, and Department Heads,

NOW, THEREFORE BE IT RESOLVED by the Mariposa County Board of Supervisors, as follows:

1. The employer's contribution for each employee shall be the amount necessary to pay the cost of his/her enrollment, including the enrollment of family members, in a health benefit plan or plans up to a maximum of One Hundred Eighty-Eight Dollars and Ninety-Two Cents ($188.92), effective July 1, 1988, as follows:

   Medical       $134.00
   Dental        23.08
   Vision        7.00
   Life Insurance 4.10
   SDI           20.74

2. The employer's contribution for each employee shall be the amount necessary to pay the cost of his/her enrollment, including the enrollment of family members, in a health benefit plan or plans up to a maximum of Two Hundred Fourteen Dollars and Fifty-Two Cents ($214.52), effective January 1, 1989, as follows:

   Medical       $164.59
   Dental        23.08
   Vision        7.00
   Life Insurance 4.10
   SDI           15.75

3. The employer will continue to pay State Disability Insurance for each employee at the appropriate rate. The above SDI figures are based on Mariposa County salary average of $1,750.00 per month.
Resolution No. 89-62

4. The Auditor is authorized to reimburse those employees pursuant to this Resolution.

PASSED AND ADOPTED by the Board of Supervisors of the County of Mariposa, a political subdivision of the State of California, this 21st day of February, 1989, by the following vote:

AYES: BAGGETT, PUNTE, ERICKSON, RADANOCH, TABER

NOES: NONE

ABSENT: NONE

ABSTAINED: NONE

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GERTRUDE R. TABER
Chairman
Mariposa County Board of Supervisors

ATTEST:

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MARGIE WILLIAMS
Clerk of the Board

APPROVED AS TO FORM AND LEGAL SUFFICIENCY:

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JEFREY G. GREEN, County Counsel