

MARIPOSA COUNTY

Administration/Personnel • 209-966-3222



RESOLUTION - ACTION REQUESTED 2012-467

MEETING: September 11, 2012
TO: The Board of Supervisors
FROM: Rick Benson, County Administrative Officer
RE: Resolution Modifying the Insurance Section of the MCMCO MOU

RECOMMENDATION AND JUSTIFICATION: Adopt a Resolution amending the Memorandum of Understanding (MOU) with the Mariposa County Managerial and Confidential Organization (MCMCO) modifying section 6.4.1 entitled "Insurance" effective December 1, 2012.

The County and MCMCO met and conferred to discuss changes to section 6.4.1, in particular the County's medical insurance contribution. Agreement was not reached and the County issued a last, best, and final offer which MCMCO declined; the County and MCMCO were then at impasse. MCMCO agreed to waive impasse resolution procedures and agreed that the County may implement the terms of the its last, best, and final offer. This offer was to implement a uniform approach to the medical insurance contribution and the employees in this unit will receive \$500 per month, which is the same for employees in all bargaining units.

BACKGROUND AND HISTORY OF BOARD ACTIONS: During labor negotiations for a continued agreement after the expiration of the November 2012-October 31, 2011 MOU, the County and MCMCO did not come to agreement on the County's medical contribution issue and declined the Board's last, best, and final offer on this issue. However, MCMCO did agree to waive impasse resolution procedures and understands that the County will implement its last, best, and final offer regarding the implementation of the medical insurance contribution.

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:

FISCAL IMPACT:

Funding is budgeted in appropriate funds.


ATTACHMENTS:

Medical reopener MCMCO Exhibit A (DOC)

CAO RECOMMENDATION

Requested Action Recommended

Resolution - Action Requested 2012-467


Rick Benson, County Administrative Office

RESULT: ADOPTED BY CONSENT VOTE [4 TO 1]

MOVER: Lee Stetson, District I Supervisor

SECONDER: Kevin Cann, District IV Supervisor

AYES: Lee Stetson, Lyle Turpin, Kevin Cann, Jim Allen

NAYS: Janet Bibby

MARIPOSA COUNTY RESOLUTION NO. 12-467

ADOPT A RESOLUTION AMENDING THE MEMORANDUM OF UNDERSTANDING WITH THE MARIPOSA COUNTY MANAGERIAL AND CONFIDENTIAL ORGANIZATION BY MODIFYING SECTION 6.4.1 ENTITLED "INSURANCE" EFFECTIVE DECEMBER 1, 2012

WHEREAS, Mariposa County and the Mariposa County Managerial and Confidential Organization (MCMCO) agreed to extend the current Memorandum of Understanding (MOU) for two years through October 31, 2013; and

WHEREAS, the County wishes to implement a uniform approach across all bargaining units regarding health and welfare benefits in general and medical insurance contributions in particular; and

WHEREAS, the parties met and conferred in good faith as required by the Meyers Milias Brown Act (MMBA) regarding the County's proposed changes to section 6.4.1 - Insurance - of the MOU; and

WHEREAS, the County issued a last, best and final offer to modify section 6.4.1 of the MOU, the terms of which are set forth in Exhibit A; and

WHEREAS, MCMCO has declined the County's proposed modifications to section 6.4.1 - Insurance - of the MOU; and

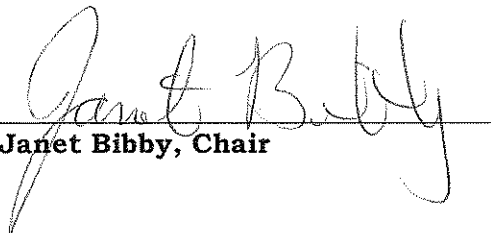
WHEREAS, the parties have reached impasse on the proposed modifications to section 6.4.1 of the MOU; and

WHEREAS, MCMCO agrees to waive the applicable impasse resolution procedures under the County's Employer-Employee Relations Resolution and State law, and agrees that the County may proceed to implement the terms of its last, best and final offer to modify section 6.4.1 of the MOU in accordance with Government Code section 3505.7;

NOW, THEREFORE BE IT RESOLVED, that the Mariposa County Board of Supervisors, a political subdivision of the State of California, does hereby adopt the language contained in the attached Exhibit A to replace in its entirety the language of section 6.4.1 of the MOU, to be effective upon passage of this Resolution.


PASSED AND ADOPTED this 11th day of September, 2012 by the following vote:

AYES: STETSON, TURPIN, CANN, ALLEN
NOES: BIBBY
ABSTAINED: NONE
EXCUSED: NONE



Janet Bibby, Chair

ATTEST:


Margie Williams, Clerk of the Board

APPROVED AS TO FORM:


Steven W. Dahlem, County Counsel

EXHIBIT A

6.4.1 – Insurance

6.4.1.1 – Medical Insurance. The County agrees to contract with the California Public Employees Retirement System (CALPERS) Health Benefits Program for the purpose of providing employees and their dependents with access to medical insurance benefits. Bargaining unit members must comply with all applicable rules and regulations of the CalPERS Health Benefits Program and the Public Employees Medical and Hospital Care Act (PEMHCA).

6.4.1.2 – County's Contribution for Medical Insurance Benefits. Effective December 1, 2012, the County's contribution for medical insurance benefits governed by Government Code Section 22892 shall be \$500 per employee or annuitant per month.

6.4.1.3 – Dental and Vision Insurance. The County's contribution for dental and vision insurance will be one hundred percent (100%) of the employee only premium amount. The County will cover 100% of premium increases for dental and vision, said increases not to exceed a combined amount of \$15.00 per employee for the term of the MOU.

6.4.1.4 – Life Insurance. The County will pay \$30,000.00 coverage for employee and \$1,000.00 dependent coverage.

6.4.1.5 – SDI. The County will pay 100% of SDI.

6.4.1.6 – Flexible Benefit Allowance. Separate and apart from the County's contribution for medical coverage provided under section 6.4.1.2, effective December 1, 2012, the County shall make available to each bargaining unit member a cash option amount as specified in Attachment A, which may be applied toward the employee's cost of any and all qualified non-taxable benefits under the County's IRS Section 125 Plan or taken by the employee as cash. Use of this flexible benefit allowance must be elected by each participating employee in the manner required by the County's Section 125 Plan.

Attachment A

	Medical	Dental	Vision	Flexible Benefit Allowance
Participant	500	46.92	10.99	640.81
Non-Participant	0	46.92	10.99	614.62