



MARIPOSA COUNTY

Auditor ·



RESOLUTION - ACTION REQUESTED 2016-644

MEETING: December 13, 2016

TO: The Board of Supervisors

FROM: Debbie Isaacs, Auditor

RE: Resolution Establishing Current Retiree Health Insurance Contributions

RECOMMENDATION AND JUSTIFICATION:

Adopt a Resolution establishing health insurance contributions for current retirees to be effective February 1, 2017.

The Mariposa Superior Court and Service Employees International Union (SEIU) have finalized negotiations on a new Memorandum of Understanding (MOU) effective November 1, 2016. One of the provisions of the new MOU is to increase the health benefit for Court SEIU employees to a \$500 per month flat rate. This agreed upon amount will also impact current retirees as CalPERS law requires that the amount contributed for health insurance to active employees must equal the health insurance amount contributed to retirees. Currently, there is one retiree on the health billing roster whom this change would affect, increasing the monthly contribution from \$434.08 to \$500.00. Health costs for Court retirees are reimbursed to the County by the State of California, so this change will not have a financial impact on the County.

Government Code Section 22892(a) provides that a contracting agency subject to the Public Employees' Medical and Hospital Care Act must fix the amount of the employer contribution for health by formal resolution. The resolution form attached is the approved form designated by CalPERS to change the monthly employer health contribution for employees and annuitants of a contracting agency.

This resolution does not apply to Elected and Appointed officials hired by the County on or after May 1, 2007 or to all other County employees hired on or after February 1, 2007. These employees are subject to the vesting schedule as regulated by Government Code section 22893 as mandated by Board Resolutions 06-573 and 07-135.

BACKGROUND AND HISTORY OF BOARD ACTIONS:

The Board approved resolution 2012-604 establishing health insurance contributions for retirees effective February 1, 2013.

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:

By not approving this resolution, the County would be providing a different health contribution amount to active and retired employees belonging to the Court SEIU bargaining unit.

FINANCIAL IMPACT:

No financial impact to the County as retiree health costs for Court employees are paid by the State of California.

ATTACHMENTS:

New CalPERS Health Benefit Resolution (DOCX)
Mariposa Court-SEIU MOU 11-1-16 - 10-31-18 (PDF)
Board Resolution 2012-604 (PDF)

CAO RECOMMENDATION

Requested Action Recommended



Mary Hodson, CAO 12/8/2016

RESULT: ADOPTED BY CONSENT VOTE [UNANIMOUS]

MOVER: Kevin Cann, District IV Supervisor

SECONDER: Merlin Jones, District II Supervisor

AYES: Smallcombe, Jones, Long, Cann, Carrier

RESOLUTION NO. 16-644
FIXING THE EMPLOYER CONTRIBUTION AT AN EQUAL AMOUNT FOR EMPLOYEES AND ANNUITANTS
UNDER THE PUBLIC EMPLOYEES’ MEDICAL AND HOSPITAL CARE ACT

- WHEREAS, (1) County of Mariposa is a contracting agency under Government Code Section 22920 and subject to the Public Employees’ Medical and Hospital Care Act (the “Act”); and
- WHEREAS, (2) Government Code Section 22892(a) provides that a contracting agency subject to the Act shall fix the amount of the employer contribution by resolution; and
- WHEREAS, (3) Government Code Section 22892(b) provides that the employer contribution shall be an equal amount for both employees and annuitants, but may not be less than the amount prescribed by Section 22892(b) of the Act; and
- RESOLVED, (a) That the employer contribution for each employee or annuitant shall be the amount necessary to pay the full cost of his/her enrollment, including the enrollment of family members, in a health benefits plan up to a maximum of:

Medical Group	Monthly Employer Contribution
001 ELECTED & APPT OFFICIALS	No Change
002 MANAGEMENT & CONFIDENTIAL	No Change
003 GENERAL EMPLOYEES (SEIU)	No Change
004 SHERIFFS DEPUTIES & JAIL	No Change
005 SHERIFFS MANAGEMENT	No Change
006 COURT EMPLOYEES	\$500.00
007 COURT MANAGEMENT	No Change
101 ELECTED & APPT OFFICIALS (Retired prior to 01/01/2013)	No Change
102 MANAGEMENT & CONFIDENTIAL (Retired prior to 01/01/2013)	No Change
103 GENERAL EMPLOYEES (SEIU) (Retired prior to 01/01/2013)	No Change
104 SHERIFFS DEPUTIES & JAIL (Retired prior to 01/01/2013)	No Change
105 SHERIFFS MANAGEMENT (Retired prior to 01/01/2013)	No Change
106 COURT EMPLOYEES (Retired prior to 01/01/2013)	\$500.00
017 COURT MANAGEMENT (Retired prior to 01/01/2013)	No Change

Plus administrative fees and Contingency Reserve Fund assessments; and be it further


- RESOLVED, (b) County of Mariposa has fully complied with any and all applicable provisions of Government Code Section 7507 in electing the benefits set forth above; and be it further
- RESOLVED, (c) That the participation of the employees and annuitants of County of Mariposa shall be subject to determination of its status as an “agency or instrumentality of the state or political subdivision of a State” that is eligible to participate in a governmental plan within the meaning of Section 414(d) of the Internal Revenue Code, upon publication of final Regulations pursuant to such Section. If it is determined that County of Mariposa would not qualify as an agency or instrumentality of the state or political subdivision of a State under such final Regulations, CalPERS may

be obligated, and reserves the right to terminate the health coverage of all participants of the employer.

- RESOLVED, (d) That the executive body appoint and direct, and it does hereby appoint and direct, John Carrier, Chair of the Mariposa County Board of Supervisors to file with the Board a verified copy of this resolution, and to perform on behalf of County of Mariposa all functions required of it under the Act.

Adopted at a regular meeting of the County of Mariposa Board of Supervisors at Mariposa County Board Chambers, this 13th day of December, 2016.

Signed: 
John Carrier, Chair
Board of Supervisors

Attest: 
René LaRoche, Clerk of the Board

Approve as to Form: 
Steven W. Dahlem, County Counsel