

DEPARTMENT: Personnel

BY: Richard J. Benson

PHONE: 966-3222

RECOMMENDED ACTION AND JUSTIFICATION:

Adopt a Resolution clarifying the intent that all new County employees, including appointed and elected officials, will be subject to the health benefit vesting requirement as a future retiree under the Public Employees' Medical and Hospital Care Act (PEMHCA) to be effective May 1, 2007. With the adoption of this Resolution, it will fulfill the Board's original intent to include all newly hired individuals who will be subject to the new vesting schedule as regulated by Government Code section 22893. Appointed and elected officials under the new vesting schedule must have at least 10 years of service, 5 of those 10 years must be with Mariposa County, to receive a portion of the appropriate County contribution for health benefits. The vesting schedule that will apply to these employees will be as follows: After a minimum of 10 years of service, the employee will receive 50% of the County contribution upon retirement and each year thereafter, the employee is eligible to receive an additional 5% of the County contribution upon retirement. At 20 years of service, the employee is eligible to receive 100% of the health benefit contribution for life

Adopting this amended vesting Resolution to include appointed and elected officials will enable the County to further reduce the retiree health benefit expenses.

BACKGROUND AND HISTORY OF BOARD ACTIONS:

Previously, newly hired individuals who served 5 years as an employee with Mariposa County were fully vested relative to their health benefits, i.e., these employees could retire at age 50 after having served only 5 years and would be able to receive 100% of the health benefit contribution for life. At their meeting of December 12, 2006, the Board adopted a Resolution establishing a health benefit vesting requirement for future retirees under PEMHCA. Although not specifically stated, this included appointed and elected officials, however, CalPERS has informed staff that because this group was not specifically referred to in the body of the original Resolution, it is their interpretation that an amended Resolution is needed to be adopted to explicitly list this group.

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION: N/A

Financial Impact? (<input checked="" type="checkbox"/>) Yes (<input checked="" type="checkbox"/>) 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: \$ _____		Resolution
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:	COUNTY ADMINISTRATIVE OFFICER:
Res. No.: <u>02135</u>	Ord. No. _____
Vote - Ayes: <u>5</u>	Noes: _____
Absent: _____	
Approved	<input checked="" type="checkbox"/> Requested Action Recommended
<input checked="" type="checkbox"/> Minute Order Attached () No Action Necessary	<input type="checkbox"/> No Opinion
	Comments: _____

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

CAO: [Signature]

RESOLUTION NO. 07-135

RESOLUTION CLARIFYING ELECTION TO ESTABLISH A HEALTH BENEFIT VESTING REQUIREMENT FOR FUTURE RETIREES UNDER THE PUBLIC EMPLOYEE'S MEDICAL AND HOSPITAL CARE ACT (PEMHCA)

WHEREAS, Government Code Section 22893 provides that a local agency contracting under the Public Employees' Medical and Hospital Care Act (PEMHCA) may amend its resolution to provide a post retirement vesting requirement to employees who retire for service; and

WHEREAS, the Mariposa County Board of Supervisors adopted resolution number 06-573 on December 12, 2006 with the intent of amending its resolution to provide a post retirement vesting requirement for all Mariposa County employees including elected officials and appointed department heads but not employees of the courts; and

WHEREAS, Mariposa County (Agency Code 0453) is a local agency contracting under PEMHCA for participation by elected officials and appointed department heads who are not represented by any bargaining unit; and

WHEREAS, the credited service for purposes of determining the percentage of employer contributions shall mean service as defined in section 20069, except that not less than five years of that service shall be performed entirely with Mariposa County; and

WHEREAS the contribution for active employees cannot be less then what is defined in Section 22892(b);


NOW, THEREFORE, BE IT RESOLVED, that the employer's contribution for each retired employee first hired on or after the effective date of this Resolution 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 or plans up to a maximum of \$439 with respect to employees enrolled for self alone, \$823 for an employee enrolled for self and one family member, and \$1,042 for an employee enrolled for self and two or more family members plus Administrative fees and Contingency Reserve Fund, but not more than 100 percent of the premium applicable to him or her, nor less than the 100 percent of the weighted average of the health benefits plan premiums for employees or annuitants enrolled for self alone plus 90 percent of the weighted average of the additional premiums required for enrollment of family members in the four health benefits plans that have the largest number of enrollments; and

BE IT FURTHER RESOLVED that the percentage of employer contribution payable for post retirement health benefits for each retired employee shall be based on the employee's completed years of credited service based upon Government Code Section 22893; plus administrative fees and Contingency Reserve Fund assessments; and

BE IT FURTHER RESOLVED that coverage under PEMHCA be effective on May 1, 2007.

PASSED AND ADOPTED by the Mariposa County Board of Supervisors this 10th day of April 2007 by the following vote:

AYES: ABORN, TURPIN, BIBBY, FRITZ, PICKARD
NOES: NONE
ABSENT: NONE
ABSTAINED: NONE



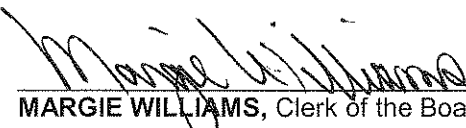
JANET BIBBY, Chair
Mariposa County Board of Supervisors

APPROVED AS TO FORM
AND LEGAL SUFFICIENCY:



THOMAS P. GUARINO, County Counsel

ATTEST:



MARGIE WILLIAMS, Clerk of the Board



COUNTY of MARIPOSA

P.O. Box 784, Mariposa, CA 95338 (209) 966-3222

JANET BIBBY, CHAIR
LYLE TURPIN, VICE CHAIR
BRAD ABORN
DIANNE A. FRITZ
BOB PICKARD

DISTRICT III
DISTRICT II
DISTRICT I
DISTRICT IV
DISTRICT V



MARIPOSA COUNTY BOARD OF SUPERVISORS

MINUTE ORDER

TO: RICHARD J. BENSON, CAO
FROM: MARGIE WILLIAMS, Clerk of the Board *MW*
SUBJECT: Consider Items Removed from the Consent Agenda

RESOLUTION 07-135

THE BOARD OF SUPERVISORS OF MARIPOSA COUNTY, CALIFORNIA

ADOPTED THIS Order on April 10, 2007

ACTION AND VOTE:

9:10 a.m. Supervisor Bibby pulled item 11, and action was taken on this item later in the meeting.

Consider Items Removed from the Consent Agenda

Consent Agenda item 11 – PERS health benefit vesting. Discussion was held with Rick Benson relative to this matter and the process with PERS and the effective implementation date. It was clarified that PERS did not accept the Board's original action to be effective until February 1, 2007, for employees; and the action today will have an effective implementation date of May 1, 2007 for appointed and elected officials. Rick Benson noted that this action does not affect Supervisor Aborn since PERS did not accept the Board's original action to be effective until February 1st. The Fire Chief was the only appointed official that was affected by the implementation. (M)Turpin, (S)Fritz, item 11 was approved/Ayes: Unanimous.

CA-11 Adopt a Resolution Clarifying the Intent that all New County Employees, Including Appointed and Elected Officials, Will be Subject to the Health Benefit Vesting Requirement as a Future Retiree Under the Public Employees' Medical and Hospital Care Act (PEMHCA) to be Effective May 1, 2007 (County Administrative Officer/Personnel/Risk Manager); Res. 07-135

Cc: Sandi Laird, Personnel
Chris Ebie, Auditor
File