

DEPARTMENT: Administration

BY: Rick Benson

PHONE: 966-3222

**RECOMMENDED ACTION AND JUSTIFICATION:** Adopt a resolution severing the link of benefits between the Board of Supervisors and MCMCO and establish a limit for the County contribution for medical benefits for members of the Board of Supervisors to the current amount.

Please see attached staff report.

**BACKGROUND AND HISTORY OF BOARD ACTIONS:**

**ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:**

Financial Impact? ( ) Yes (x) 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: \$ _____		Staff report, _____
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:**

Res. No.: 10-481 Ord. No. \_\_\_\_\_  
 Vote - Ayes: 4 Noes: \_\_\_\_\_  
 Absent: ANN  
 Approved  
 Minute Order Attached ( ) No Action Necessary

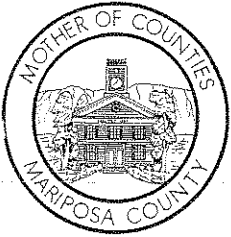
**COUNTY ADMINISTRATIVE OFFICER:**

Requested Action Recommended  
 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: AGB



# COUNTY of MARIPOSA

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



KEVIN CANN, CHAIR  
JIM ALLEN, VICE-CHAIR  
BRAD ABORN  
LYLE TURPIN  
JANET BIBBY

DISTRICT IV  
DISTRICT V  
DISTRICT I  
DISTRICT II  
DISTRICT III

## MARIPOSA COUNTY BOARD OF SUPERVISORS

### MINUTE ORDER

TO: RICHARD J. BENSON CAO  
FROM: MARGIE WILLIAMS, Clerk of the Board *MW*  
SUBJECT: Adopt a Resolution Severing the Link of Benefits Between the Board of Supervisors and Mariposa County Managerial/Confidential Organization (MCMCO) and Establish a Limit for the County Contribution for Medical Benefits for Members of the Board of Supervisors to the Current Amount

RES. 10-481

THE BOARD OF SUPERVISORS OF MARIPOSA COUNTY, CALIFORNIA

ADOPTED THIS Order on October 12, 2010

#### ACTION AND VOTE:

4

#### **Administration**

Adopt a Resolution Severing the Link of Benefits Between the Board of Supervisors and Mariposa County Managerial/Confidential Organization (MCMCO) and Establish a Limit for the County Contribution for Medical Benefits for Members of the Board of Supervisors to the Current Amount

**BOARD ACTION:** Discussion was held with Rick Benson, and he suggested that if and when a change is made in the MCMCO benefits, that he would bring an item to the Board for consideration of whether the Board wants to change its benefits.

Supervisor Bibby asked how this would affect retired Supervisors. Supervisor Allen responded that if they retired at the County level, it will affect them; if they chose the State system, the benefits will stay with what is provided by the State. Supervisor Bibby asked if other elected officials are included in this, and was advised that there is no conflict with the other elected officials as they do not participate in labor negotiations. (M)Aborn, (S)Turpin, Res. 10-481 was adopted severing the link of benefits between the Board of Supervisors and MCMCO; and establishing a limit for the County contribution for medical benefits for members of the Board of Supervisors to the current amount of \$803.81 per month/Ayes: Aborn, Turpin, Bibby, Allen; Excused: Cann.

Cc: Chris Ebie, Auditor  
Sandi Laird, Personnel  
File

# MARIPOSA COUNTY


Richard J. Benson  
County Administrative Officer



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October 5, 2010

TO: Board of Supervisors

FROM: Rick Benson, County Administrative Officer 

SUBJECT: Link of Board Benefits To MCMCO

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On January 28, 2003 your Board adopted Resolution #03-37 which linked all benefits for elected and appointed officials to those benefits received by members of the Mariposa County Managerial and Confidential Organization (MCMCO). Although this action was taken in order to assure that department heads received the same benefits as management employees it also included your Board within that category. As such, it could potentially be a conflict of interest for your Board to participate in discussions regarding benefits for MCMCO. Additionally, it reduces your Board's flexibility in setting appropriate Board benefit levels.

In order to remove this potential conflict, it is recommended that your Board adopt a resolution severing the link of benefits between the Board of Supervisors and MCMCO. By taking this action, any and all changes to employee benefits for members of the Board of Supervisors will need to be addressed separately and apart from actions affecting the benefits of other County employees.

Several Board members have expressed concerns regarding the escalation in cost for benefits and have indicated a desire to keep Board member benefits in check. If your benefits are not tied to any employee organization, you are free to address your benefit levels at any time. Knowing firsthand the difficult budget situation the County is in at this time, it is also recommended that your Board limit the County contribution for medical benefits for Board members to the current amount of \$803.81 per month. If this action is approved, it should be noted that if any future changes to this amount are to be implemented, those changes must be formally approved by your Board at a regularly scheduled Board meeting.

To summarize, the recommendation is as follows:

1. Adopt a resolution severing the link of benefits between the Board of Supervisors and MCMCO.
2. Establish a limit for the County contribution for medical benefits for members of the Board of Supervisors to the current amount of \$803.81 per month.