

**THE BOARD OF SUPERVISORS OF CONTRA COSTA COUNTY, CALIFORNIA**  
**and for Special Districts, Agencies and Authorities Governed by the Board**

Adopted this Resolution on 12/06/2011 by the following vote:

**AYES:** ☐

**NOES:** ☐

**ABSENT:** ☐

**ABSTAIN:** ☐

**RECUSE:** ☐



**Resolution No. 2011/458**

**In the Matter Of:** Application of Health Plan Modifications to Retirees

Whereas, the Board of Supervisors of Contra Costa County, California, is acting in its capacities as the Governing Body of Contra Costa County; and

Whereas, commencing in 2008, the Board of Supervisors, acting in its various capacities, has had to take many actions to balance the continuation of programs and services for County residents, the provision of sound compensation, including health care benefits for employees and retirees, and fiscal solvency for the County, Fire District and Public Authority; and

Whereas, these actions have included severe reductions in health and welfare services for the indigent, elderly and children and severe reductions in public safety and other programs; and

Whereas, on December 6, the Board of Supervisors implemented a series of health plan changes to significantly reduce the employer's share of costs for health benefits for employees represented by Deputy Sheriffs' Association; and

Whereas, these health plan changes may be summarized as follows: 1) employees, retirees, and dependents can no longer have dual coverage in two County or District health plans; 2) Effective January 1, 2012, the County and the DSA will divide the increase in the Kaiser Bay Area premium 80% employer/20% employee; and 3) Effective January 1, 2013, the County and the DSA will divide the increase in the Kaiser Bay Area premium 75% employer/25% employee.

Whereas, the Board recognizes that historically the practice has been to treat eligible retirees the same as active employees as to provision of health benefits and employer subsidy for such benefits, and it is fair, consistent, proper, and fiscally responsible to do so now; and

Whereas, it is proposed that the health plan changes recently implemented for the above-referenced employees also be applied to persons who retired from classifications that were represented by Deputy Sheriffs' Association at the time of retirement; and

Whereas, the Board recognizes that these health plan changes may be a hardship for some retirees, but their needs must be balanced with the needs of many others who are served by the County including the indigent, the homeless, the elderly, abused and neglected children, taxpayers and the general public, and the proposed health plan changes are designed to achieve an appropriate balance, with the limited resources available, between providing sound health care coverage for employees and retirees and maintaining vital programs and services for the public.

**NOW THEREFORE BE IT RESOLVED THAT:**

1. The health plan changes implemented for represented employees in section 13 "Health, Life and Dental Care" of the Memorandum of Understanding Between Contra Costa County and Deputy Sheriffs' Association/Management Unit, effective July 1, 2008 through June 30, 2013, are applied to all persons who retired from classifications that were represented by that recognized employee organization at the time of retirement. These health plan changes will be implemented April 1, 2012;
2. The health plan changes implemented for represented employees in section 17 "Health, Life and Dental Care" of the Memorandum of Understanding Between Contra Costa County and Deputy Sheriffs' Association/Rank and File Unit, effective July 1, 2008 through June 30, 2013, are applied to all persons who retired from classifications that were

represented by that recognized employee organization at the time of retirement. These health plan changes will be implemented April 1, 2012;

3. To the extent that any provision of this Resolution 2011/458 is inconsistent with any provision of any other County enactment or policy, including but not limited to Administrative Bulletins, the Salary Regulations, the Personnel Management Regulations, or any other resolution or order of the Board of Supervisors acting in any of its various capacities, the provisions of this Resolution 2011/458 will prevail.

**Contact: Lisa Driscoll, County Finance Director,  
335-1023**

I hereby certify that this is a true and correct copy of an action taken and entered on the minutes of the Board of Supervisors on the date shown.

**ATTESTED: December 6, 2011**

David J. Twa, County Administrator and Clerk of the Board of Supervisors

By: , Deputy

**cc:** Christine Penkala, County Benefits Manager