



Contra  
Costa  
County

To: Board of Supervisors  
From: David Twa, County Administrator  
Date: October 18, 2016

Subject: Revised Management Benefits Resolution No. 2016/554, which Supersedes Resolution No. 2016/448

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**RECOMMENDATION(S):**

ADOPT Resolution No. 2016/554, which supersedes Resolution No. 2016/448, regarding compensation and benefits for the County Administrator, County Elected and Appointed Department Heads, Management, Exempt, and Unrepresented employees to reflect changes.

**FISCAL IMPACT:**

The new benefits are offered on a voluntary basis and are 100% employee paid.

**BACKGROUND:**

Historically, the wages and benefits granted by the County to its department heads, managers, and unrepresented employees have paralleled the wages and benefits negotiated by the County with its various labor organizations. The modifications described below modify and clarify the benefits for specified groups of unrepresented employees, and make technical non-substantive corrections and clarifications.

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☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY  
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD  
COMMITTEE

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Action of Board On: **10/18/2016** ☒ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

**VOTE OF SUPERVISORS**

AYE: John Gioia, District I Supervisor  
Candace Andersen, District II  
Supervisor  
Mary N. Piepho, District III Supervisor  
Karen Mitchoff, District IV Supervisor  
Federal D. Glover, District V Supervisor

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: October 18, 2016

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

Contact: Lisa Driscoll, County  
Finance Director (925) 335-1023

By: June McHuen, Deputy

## BACKGROUND: (CONT'D)

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The attached Management Benefits Resolution has been modified in the following ways:

1. Section 2.15 Health Plan Coverages and Provisions, new subsection e Health Savings Account, has been added to provide that active employees enrolled in the Kaiser High Deductible Health Plan may enroll in a Health Savings Account funded by the employee effective January 1, 2017.
2. In Section 2.19 CalPERS Medical Plan Monthly Premium Subsidy, subsection a "County Medical Plan Premium Subsidy", part ii was added to provide that beginning January 1, 2017, the premium subsidies for the sworn Sheriff's classifications listed in Exhibit E will be the same as the subsidies paid for the Deputy Sheriffs Management Association Unit.
3. New Section 2.31 Voluntary Vision Plan has been added to provide that active employees can enroll in a new voluntary vision plan effective January 1, 2017. The employee will pay the full premium costs of the plan. Sections 2.32 and 2.33 were renumbered accordingly.
4. Section 26 Elected Department Head Benefits, subsection B was revised to clarify that the Sheriff receives health care coverage through CalPERS plans and other elected officials receive coverage through County health plans. In subsection C, reference to section 19, Computer Vision Care (CVC) Users Eye Examination, was re-inserted.
5. In Section 46, the code for the referenced classification was inserted.
6. For ease of reference, new Section 26 A Board of Supervisors Members Benefits was added to identify the sections of the Resolution applicable to Supervisors. There are no changes or additions to Supervisors' benefits.
7. Management Benefits Resolution Appendix I, Benefits for Unrepresented Temporary and Per Diem Employees, Section 2.10 Schedule has been modified to add a new subsection 5 to increase the number of hours that employees in the Public Defender's Office assigned to the classification Student Intern (998E) may work, subject to specified terms. Subsections 6 and 7 were renumbered accordingly.

## CONSEQUENCE OF NEGATIVE ACTION:

If the action is not approved, eligible, active, unrepresented employees will not have access to the new employee paid benefits (vision and health care spending account).

## ATTACHMENTS

Resolution No. 2016/554

Full Text of Resolution No. 2016/554