



**Contra
Costa
County**

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

Subject: Resolution No. 2016/595 – Deputy Sheriffs’ Association, Rank and File Unit and Management Unit Side Letter Voluntary Vision Plan

RECOMMENDATION(S):

ADOPT Resolution No. 2016/595 approving the Side Letter between Contra Costa County and Deputy Sheriffs’ Association, Rank and File Unit and Management Unit regarding a voluntary vision plan.

FISCAL IMPACT:

Enrollment in the benefit plan is voluntary. The costs of the benefits are employee paid.

BACKGROUND:

This Side Letter arises out of recommendations from the Joint Labor/Management Benefits Committee (“JLMBC”) following its discussions about future medical, dental and vision plan design. The recommendations were that active employees have the option to participate in a voluntary vision plan and a health savings account. The County determined that these were constructive suggestions from the JLMBC that warranted pursuing with individual employee organizations, such as Deputy Sheriffs’ Association, Rank and File Unit and Management Unit. As a result, the County and Deputy Sheriffs’ Association, Rank and File Unit and Management Unit agree that during open enrollment for the 2017 plan year the County will offer active employees, except those

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD
COMMITTEE

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)

who are temporary or permanent-intermittent, the option of enrolling in an employee paid vision plan pursuant to the terms detailed in the side letter. Members of the Deputy Sheriffs Association receive their healthcare benefits through CALPERS Public Employees' Medical & Hospital Care Act (PEMHCA) and therefore are not eligible for the HSA offered at this time.

CONSEQUENCE OF NEGATIVE ACTION:

Members will not have access to the voluntary vision plan.

ATTACHMENTS

Resolution No. 2016/595

Deputy Sheriffs Association Side Letter dated 10/12/16