



**Contra
Costa
County**

To: In-Home Supportive Services Public Authority

From: David Twa, County Administrator

Date: October 25, 2016

Subject: In-Home Supportive Services Public Authority Employee Resolution No. 2016/603, which Supersedes Resolution No. 2015/385

RECOMMENDATION(S):

ADOPT attached Resolution No. 2016/603, which replaces and supersedes Resolution No. 2015/385, regarding compensation and benefits for employees of the In-Home Supportive Services Public Authority (IHSS PA).

FISCAL IMPACT:

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

BACKGROUND:

The IHSS-Public Authority employees' benefits have historically been linked to the resolution providing benefits for unrepresented management and exempt employees of Contra Costa. The Board of Supervisors adopted Resolution No. 2016/554, which provides for a voluntary vision and health spending account for active unrepresented management employees on October 18, 2016. This Resolution, No. 2016/603, provides for the same benefits for IHSS/PA employees.

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD
COMMITTEE

Action of Board On: **10/25/2016** ☒ 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 25, 2016

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

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

By: June McHuen, Deputy

cc: Ann Elliott, Employee Benefits Manager

BACKGROUND: (CONT'D)

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The Resolution is modified in the following ways:

1. Section 2.14 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. New section 2.24 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. Existing sections 2.25 and 2.26 are 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 benefit plans.

ATTACHMENTS

Resolution No. 2016/603

Body of IHSS-PA Resolution No. 2016/603