



**Contra
Costa
County**

To: Board of Supervisors
From: David Twa, County Administrator
Date: September 11, 2018

Subject: Local 21 Side Letter - Adding New Subsection to Section 12.3.A of MOU to Provide Benefit Consistency upon Promotion

RECOMMENDATION(S):

ADOPT Resolution No. 2018/474 approving the side letter between Contra Costa County and Local 21, to add subsection to Section 12.3.A – Retirement Coverage of the Memorandum of Understanding to provide consistency for employees who were eligible for a retiree health premium subsidy immediately prior to entering into a classification represented by Local 21 under certain circumstances.

FISCAL IMPACT:

The cost varies by plan chosen upon retirement, if any. The pool of individuals who may be eligible is very small (see background).

BACKGROUND:

The side letter arises out of a specific situation where an employee could lose the ability to establish eligibility for a County retiree health and/or dental premium subsidies if they accepted a Local 21 position after having been represented by a different County Union. This could occur when an employee is covered under a MOU that allows for County retiree health and/or dental premium subsidies for eligible employees hired before December 31, 2009 (e.g., AFSCME 512,

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD
COMMITTEE

Action of Board On: **09/11/2018** ☒ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

VOTE OF SUPERVISORS

AYE: John Gioia, District I Supervisor
Candace Andersen, District II Supervisor
Diane Burgis, 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: September 11, 2018

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

By: June McHuen, Deputy

Contact: Lisa Driscoll (925)
335-11023

BACKGROUND: (CONT'D)

AFSCME 2700, Local One, Teamsters) and the employee subsequently obtains a position represented by Local 21. Because the cutoff date for employees to be eligible for the County retiree health premium subsidies under Local 21 is on or after January 1, 2009, almost one year prior to the cut off for other MOUs, that employee would no longer be able to establish eligibility for the premium subsidy.

CONSEQUENCE OF NEGATIVE ACTION:

A few individuals may not wish to promote to Local 21 due the potential for loss of benefit.

ATTACHMENTS

Resolution No. 2018/474

Local 21 Side Letter dated August 15, 2018