



RESOLUTION NO.

OF THE BOARD OF SUPERVISORS OF THE COUNTY OF EL DORADO

WHEREAS, the Board of Supervisors has previously established and amended the Salary and Benefits Resolution for Unrepresented Employees; and

WHEREAS, Section 1509 provides for County contributions to retiree health towards health premiums; and

WHEREAS, economic conditions necessitate the County identify cost savings measures; and

WHEREAS, newly hired or re-employed employees in classifications represented by bargaining units are not provided with retiree health coverage;

WHEREAS, newly hired or re-employed employees covered by the Salary and Benefits Resolution for Unrepresented Employees will not be provided with retiree health coverage.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Supervisors of the County of El Dorado approves the addition to Section 1509 and incorporates such changes into the Salary and Benefits Resolution, No. 323-2001, as amended, to become effective upon adoption of the Board.

1509. **RETIREE HEALTH CONTRIBUTION**

A) **Retirement Prior to July 1, 1999**

- (1) After July 1, 1996 and prior to July 1, 1999, an unrepresented management employee or confidential employee who retired with a cumulative total of twenty (20) or more years of service with the County of El Dorado shall be eligible for four years of contributions, at the employee only rate, toward a County-sponsored health plan in which the employee was enrolled at the time of separation from County service.
- (2) In the period between July 1, 1996 and September 26, 1997, an elected or appointed department head who retired with a cumulative total of twelve (12) years of service with El Dorado County shall be eligible for four years of County contributions of \$150 per month toward a County-sponsored health plan in which the employee was enrolled at the time of separation from County service.
- (3) In the period between July 1, 1996 and September 26, 1997, each administrative management employee who retired with fourteen (14) years of service with El Dorado County shall be eligible for four years of County contributions of \$150 per month toward a County-sponsored health plan in which the employee was enrolled at the time of separation from County service.
- (4) An elected department head who retired from El Dorado County after September 27, 1997 and prior to July 1, 1999 and who has a cumulative total of eight (8) years of service with El Dorado County, shall be eligible for four years of County contributions of \$150 per month toward a County-sponsored health plan in which the employee was enrolled at the

time of separation from County service.

- (5) An appointed department head who retired from El Dorado County after September 27, 1997 and prior to July 1, 1999 and who has a cumulative total of ten (10) years of service with El Dorado County, shall be eligible for four years of County contributions of \$150 per month toward a County-sponsored health plan in which the employee was enrolled at the time of separation from County service.
- (6) Each administrative management employee who retired from El Dorado County after September 27, 1997 and prior to July 1, 1999 and who has twelve (12) years of service with El Dorado County, shall be eligible for four years of County contributions of \$150 per month toward a County-sponsored health plan in which the employee was enrolled at the time of separation from County service.

B) Retirement After July 1, 1999

- (1) Effective January 1, 2001 and subject to the provisions of the Retiree Health Benefits Contribution Plan Document and the provisions of Section C, an employee who retires from County service after July 1, 1999, and who has attained a cumulative total completed years of service (excluding extra help service and provisional) with El Dorado County as specified below, shall be entitled to the percentage monthly contribution of the "employee only" Blue Shield rate toward a County-Sponsored Health Plan as follows:

Level 3	20 years plus	67%
Level 2	15 - 19 years	50%
Level 1	12 - 14 years	33%

In lieu of the above and until June 20, 2001, an Unrepresented Management or Confidential retiring employee or elected official with 20 or more cumulative years of service with the County of El Dorado shall have a one-time irrevocable option to elect four (4) years of contributions, at the Blue Shield employee-only rate, toward a County-Sponsored Health Plan or Alternate County-Sponsored Health Plan in which the retiree is otherwise eligible to enroll. Retired employees have the option to include eligible dependents at additional cost.

- (2) An appointed department head who retires after July 1, 1999 and has attained ten cumulative total completed years of service (excluding extra help and provisional) and pursuant to the provisions of Section C shall be entitled to the percentage monthly contribution of the "employee only" Blue Shield rate toward a County-Sponsored Health Plan or Alternate County-Sponsored Health Plan in which the retiree is otherwise eligible to enroll as specified in Level 1 above.
- (3) An elected department head who retires after July 1, 1999 and has attained eight cumulative total completed years of service (excluding extra help and provisional) and pursuant to the provisions of Section C shall be entitled to the percentage monthly contribution of the "employee only" Blue Shield rate toward a County-Sponsored Health Plan or Alternate County-Sponsored Health Plan in which the retiree is otherwise eligible to enroll as specified in Level 1 above.
- (4) A member of the Board of Supervisors who retires after July 1, 2000 and has completed two full terms (eight years) of service (excluding extra help and provisional) and pursuant

to the provisions of Section C shall be entitled to the percentage monthly contribution of the "employee only" Blue Shield rate toward a County-Sponsored Health Plan or Alternate County-Sponsored Health Plan in which the retiree is otherwise eligible to enroll as specified in Level 2 above.

- (5) Part-time employment (excluding extra help and provisional) shall be treated in accordance with the Retiree Health Benefits Contribution Plan Document.

C) Miscellaneous Provisions

- (1) An unrepresented management employee or elected official who retires after September 27, 1997 may substitute up to 50% of the required County service required above with prior public service time with any county or city in the state of California.
- (2) County contributions for all bargaining units under this program shall not exceed 1.2% of total County payroll costs during any given fiscal year pursuant to the provisions of the Retiree Health Benefits Contribution Plan Document.

(3) This section 1509 titled Retiree Health Contribution as stated above shall be discontinued for newly hired or re-employed employees effective upon adoption by the Board of Supervisors. Employees eligible for Retiree Health Contribution at the time of their Reduction In Force will be eligible for Retiree Health Contribution if restored to their previous position.

PASSED AND ADOPTED by the Board of Supervisors of the County of El Dorado at a regular meeting of said Board, held the _____ day of _____, 2010, by the following vote of said Board:

Ayes:
Attest: Suzanne Allen de Sanchez
Clerk of the Board of Supervisors
Noes:
Absent :

By: _____
Deputy Clerk Chairman, Board of Supervisors

I CERTIFY THAT:
THE FOREGOING INSTRUMENT IS A CORRECT COPY OF THE ORIGINAL ON FILE IN THIS OFFICE.

Attest: Suzanne Allen de Sanchez, Clerk of the Board of Supervisors of the County of El Dorado, State of California.

By: _____ Date: _____
Deputy Clerk