

**SUBMITTAL TO THE BOARD OF SUPERVISORS  
COUNTY OF RIVERSIDE, STATE OF CALIFORNIA**

330



**FROM:** Human Resources Dept.

**SUBMITTAL DATE:**  
December 1, 2003

**SUBJECT:** Recommendation for Flexible Benefit Amendments for the Management and Confidential Units

**RECOMMENDED MOTION:** By Minute Order, approve Resolution No. 2003-513, Providing Salaries and Related Matters for Exempt Management, Management, Confidential, and Other Unrepresented Employees

**BACKGROUND:** Discussions have been completed that were held as a result of the limited re-opener with LIUNA on the subject of health benefits. The medical re-opener was a previously negotiated provision of the 2000-2004 Memorandum of Understanding (MOU) Article I, and an agreement was reached pursuant to Section 3500 et. seq. of the Government Code. The agreement provides for flex benefit changes, and equivalent flexible benefit changes are also recommended for Management, Confidential, and Other Unrepresented Employees, and are reflected in the updated Management Resolution attached hereto. Employees would benefit from three annual increases in the flexible benefit, at a time when the cost of health care is rising dramatically.

Departmental Concurrence

\_\_\_\_\_  
Ronald W. Komers  
Asst. County Executive Officer/HR Director

<b>FINANCIAL DATA</b>	Current F.Y. Total Cost:	\$ 308,100	In Current Year Budget:	YES
	Current F.Y. Net County Cost:	\$ 72,835	Budget Adjustment:	NO
	Annual Net County Cost:	\$ 116,536	For Fiscal Year:	2003/04

<b>SOURCE OF FUNDS:</b>	Positions To Be Deleted Per A-30	<input type="checkbox"/>
	Requires 4/5 Vote	<input type="checkbox"/>

**C.E.O. RECOMMENDATION:**  
**APPROVE.**

**County Executive Office Signature**

- Dept't Recomm.:  Consent  Policy
- Per Exec. Ofc.:  Consent  Policy

**Prev. Agn. Ref.:** \_\_\_\_\_ **District:** \_\_\_\_\_ **Agenda Number:** \_\_\_\_\_

**3 . 12**

BACKGROUND (continued)

Effective Date	Flex Benefit Prior to Change	Ees Electing Medical Plan Flex Ben (Incr)	Ees Waiving Medical Cov. Flex Ben(Incr)
PP25-02 (12/11/02)	\$337.50	\$337.50 (N/A)	\$337.50 (N/A)
PP25-03 (12/10/03)	\$367.50	\$407.00 (\$39.50)	\$367.50 (0)
PP25-04 (12/08/04)	\$367.50	\$454.00 (\$47.00)	\$367.50 (0)
PP25-05 (12/07/05)	\$367.50	\$510.00 (\$56.00)	\$367.50 (0)

Additionally, employees whose last hire date is on or after November 13, 2003 are required to select a medical plan, and they will not have the option to waive coverage. The Flexible Benefit amount for employees hired before November 13, 2003, who waive medical coverage will be capped at \$367.50 through 2006.

At a time when the cost of health care is rising dramatically, granting increases in medical benefits to provide employees with the ability to pay for medical coverage, is a prudent and cost effective course of action. We recommend approval. Costs for these additional medical benefits will be borne by operating Departments.