

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

173



**FROM:** Human Resources Department

**SUBMITTAL DATE:**  
September 12, 2012

**SUBJECT:** Flexible Benefit Contribution recommendation for General Management, Unrepresented Attorneys, and At-Will employees.

**RECOMMENDED MOTION:** That the Board of Supervisors approve a Flexible Benefit Contribution increase for Unrepresented employees in Groups 1 - 3 (excluding Supervisor's Board Assistants and Supervisor's Legislative Assistants) and Group 7 employees covered by the Resolution for Exempt Management, Management, Confidential, and Other Unrepresented Employees for Plan Year 2013.

**BACKGROUND:** The Board of Supervisors recently approved the County's 2013 health insurance premiums. The County's medical premiums increased an average of 7.2% for active employees. The Board of Supervisors has approved long-term collective bargaining agreements for all represented employees, which include benefit adjustments.

Departmental Concurrence

*Barbara A. Olivier*

Barbara A. Olivier  
Asst. County Executive Officer/Human Resources Director

<b>FINANCIAL DATA</b>	Current F.Y. Total Cost:	\$ 279,010	In Current Year Budget:	Yes
	Current F.Y. Net County Cost:	56,000	Budget Adjustment:	No
	Annual Net County Cost:	\$ 334,812	For Fiscal Year:	2012/13

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

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

**APPROVE**

BY: *Ivan M. Chand*  
Ivan M. Chand

9/13/2012

**County Executive Office Signature**

- Policy
- Consent
- Policy
- Consent

Dept't Recomm.:  
Per Exec. Ofc.:

**Prev. Agn. Ref.:**

**District:** All

**Agenda Number:**

**3.26**

**BACKGROUND continued:**

In order to retain a consistent flexible benefit strategy for all employees, Human Resources recommends a Flexible Benefit Contribution increase for management that is equivalent to the percent (6.3%) increase negotiated by Service Employees International Union Local 721 (SEIU) represented employees for the 2013 Plan Year.

If approved, the Flexible Benefit Contribution will increase from \$751.28 to \$798.61 a month and would be effective the second pay period of November 2012 (Pay Period 25/2012). The cost of family health coverage for 2013 ranges from \$1,047.08 to \$2,374.00 per month.

The cost for the current fiscal year for the above adjustments is estimated at \$279,010 and will be paid by County departments. If approved, Human Resources will present an amended Management Resolution to the Board for adoption prior to November 15, 2012.