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




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.


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

FINANCIAL DATA	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

SOURCE OF FUNDS: Departmental Budgets

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

C.E.O. RECOMMENDATION:

APPROVE

BY: 
Ivan M. Chand

9/13/2012

County Executive Office Signature

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Tavaglione, seconded by Supervisor Stone and duly carried by unanimous vote, IT WAS ORDERED that the above matter is approved as recommended.

Ayes: Buster, Tavaglione, Stone, Benoit and Ashley
Nays: None
Absent: None
Date: September 25, 2012
xc: H.R.

Kecia Harper-Ihem
Clerk of the Board

By: 
Deputy

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.