

BOARD OF SUPERVISORS, COUNTY OF CALAVERAS
STATE OF CALIFORNIA

ADDENDUM TO THE AGENDA FOR THE MEETING OF
SEPTEMBER 7, 2010

9:30 A.M.: HUMAN RESOURCES & RISK MANAGEMENT

20. Discussion and possible action re: RESOLUTION approving a Memorandum of Understanding between the County of Calaveras In-Home Support Services Public Authority and SEIU United Healthcare Workers West, effective September 1, 2010 through August 31, 2011; Human Resources – Board action:
21. Discussion and possible action re: RESOLUTION approving changes consistent with the new contract with Service Employees' International Union, Local 1021, (SEIU) for Appointed Department Heads, Mid-Management, Professional, Supervisory and Confidential Groups; Human Resources – Board action:
22. Discussion and possible action re: introduction of an Ordinance approving changes consistent with the new contract with Service Employees' International Union, Local 1021, (SEIU) for Elected Officials; Human Resources – Board action:
23. Discussion and possible action re: introduction of an Ordinance approving changes consistent with the new contract with Service Employees' International Union, Local 1021 (SEIU) for the Board of Supervisors; Human Resources – Board action:
24. Discussion and possible action re; RESOLUTION approving a revised and extended contract with Service Employees' International Union, Local 1021, for July 1, 2010 to August 31, 2011; Human Resources – Board action:



CALAVERAS COUNTY BOARD OF SUPERVISORS AGENDA SUBMITTAL

ITEM TITLE A Resolution Approving a Memorandum of Understanding between the County of Calaveras In-Home Support Services Public Authority and SEIU United Healthcare Workers West effective September 1, 2010 through August 31, 2011		BOARD MEETING DATE September 7, 2010	AGENDA NUMBER 20
Dept: Contact: Phone:	Human Resources & Risk Mgmt. Francine Osborn, Director 754-6352	Supervisory District Number	Consent <u> X </u> Regular _____
Published Notice Required? Yes _____ No <u> X </u> Public Hearing Required? Yes _____ No <u> X </u>		Estimated Time: 10 Minutes	
<input checked="" type="checkbox"/> Resolution <input type="checkbox"/> Ordinance <input type="checkbox"/> Minute Order <input type="checkbox"/> Agreement <input type="checkbox"/> Budget Transfer (Must be signed by Auditor) <input type="checkbox"/> Other (specify) _____			
Dept. Head <i>Francine Osborn</i>	Counsel <i>[Signature]</i>	CAO <i>[Signature]</i>	

RECOMMENDATION:

The Director of Human Resources and Risk Management recommends that the Board of Supervisors approve the attached Resolution Approving a Memorandum of Understanding between the County of Calaveras In-Home Support Services Public Authority and SEIU United Healthcare Workers West Effective September 1, 2010 through August 31, 2011.

DISCUSSION:

A new revised agreement has been reached with the County of Calaveras In-Home Support Services Public Authority and SEIU United Healthcare Workers West for a new labor contract.

The issues that were discussed centered on wages, benefits, training, caseload and quality assurance. The key points of the agreement were to remain status quo and extend the contract for one year to acknowledge the difficulties in the economy and County budget.

FINANCING:

There is an additional cost to the General Fund of \$1,747.00 to maintain the status quo of the County paying health care contributions for 64 providers. The additional cost is due to increased insurance premiums.

ALTERNATIVES:

N/A

OTHER AGENCY INVOLVEMENT:

Human Resources, William Avery, Cal Works & Human Services, and SEIU United Healthcare West worked collaboratively to reach a new contract.

PUBLIC AUTHORITY BOARD, COUNTY OF CALAVERAS

STATE OF CALIFORNIA

RESOLUTION
NO.

A RESOLUTION APPROVING A MEMORANDUM OF UNDERSTANDING
BETWEEN THE CALAVERAS COUNTY IN-HOME SUPPORT SERVICES
PUBLIC AUTHORITY AND SEIU UNITED HEALTHCARE WORKERS WEST
FROM SEPTEMBER 1, 2010 THROUGH AUGUST 31, 2011

WHEREAS, the Public Authority Board, County of Calaveras, has approved a one year Memorandum of Understanding beginning September 1, 2010 through August 31, 2011.

WHEREAS, the Public Authority Board, County of Calaveras, has approved maintaining the number of Providers eligible to receive Health, Dental, and Vision care at 64 upon ratification of the contract; and

WHEREAS, the Public Authority Board, County of Calaveras, has approved funding the cost of maintaining the level of Providers receiving Health, Dental, and Vision care out of the General Fund for a total of \$1,747.00; and

NOW, THEREFORE BE IT RESOLVED, that the Public Authority Board, County of Calaveras, hereby approves the one year agreement with the MOU to expire August 31, 2011, maintaining status quo of providers eligible for health, dental and vision contributions, and funding the increased health cost from the General Fund as noted above for the SEIU United Healthcare Workers West for the period September 1, 2010 to August 31, 2011.

ON A MOTION BY Supervisor _____, seconded by Supervisor _____, the foregoing Resolution was duly passed and adopted by the Public Authority Board, County of Calaveras, State of California, this ____ day of _____, 2010, by the following vote:

AYES:
NOES:
ABSENT:

Chair, Board of Supervisors

ATTEST:

County Clerk & Ex-Officio Clerk to the Board of Supervisors,
County of Calaveras, State of California



CALAVERAS COUNTY BOARD OF SUPERVISORS AGENDA SUBMITTAL

ITEM TITLE A RESOLUTION ADOPTING CHANGES CONSISTENT WITH THE NEW CONTRACT WITH SERVICE EMPLOYEES' INTERNATIONAL UNION, LOCAL 1021 (SEIU) FOR APPOINTED DEPARTMENT HEADS, MID-MANAGEMENT, PROFESSIONAL, SUPERVISORY AND CONFIDENTIAL GROUPS		BOARD MEETING DATE September 7, 2010	AGENDA NUMBER 21
Dept: Contact: Phone:	Human Resources & Risk Mgmt. Francine Osborn, Director 754-6352	Supervisory District Number	Consent <u> X </u> Regular _____
Published Notice Required? Yes _____ No <u> X </u> Public Hearing Required? Yes _____ No <u> X </u>		Estimated Time: 5 Minutes	
<input checked="" type="checkbox"/> Resolution <input type="checkbox"/> Ordinance <input type="checkbox"/> Minute Order <input type="checkbox"/> Agreement <input type="checkbox"/> Budget Transfer (Must be signed by Auditor) <input type="checkbox"/> Other (specify) _____			
Dept. Head	Counsel	CAO	
<i>Francine Osborn</i>	<i>[Signature]</i>	<i>[Signature]</i>	

RECOMMENDATION:

The Director of Human Resources and Risk Management recommends that the Board of Supervisors approve the attached Resolution Adopting Changes Consistent with the New Contract with Service Employees' International Union, Local 1021 (SEIU) for Appointed Department Heads, Mid-Management, Professional, Supervisory and Confidential Groups.

DISCUSSION:

It is anticipated that the Board will approve a New Memorandum of Understanding with Service Employees' International Union, Local 1021 for a new labor contract. The Board has traditionally acted on "unrepresented" employees at the same time as the represented units. The "unrepresented" employees include:

Appointed Officials
Mid-Management & Professional
Supervisory Confidential

The Board approved the following items for the unrepresented groups as follows:

- 4.6% salary reduction distributed over 26 pay periods beginning with the September 11th pay period.
- Additional days off (7 fixed days/5 floating)
Fixed days will be November 22, 23, 24 & December 23, 28, 29, and 30th

- Increase County Contribution by 4.9% (2010 increase) as follows:

Employee Only	\$ 465.23
Employee + One	\$ 913.15
Family	\$1,210.55

- In addition to the above, effective the first pay period in December, the County will pay an additional increase equaling 75% of total premiums (medical, dental & vision) for the term of the agreement. The 75% of total premiums will increase the above listed amounts for the term of the agreement as follows:

Employee Only	\$ 511.75
Employee + One	\$1,009.62
Family	\$1,335.94

- Increase Cash in Lieu of Benefit from \$250 to \$300 for those who do not elect medical coverage during Open Enrollment with proof of other coverage pursuant to Cafeteria Plan rules.
- A temporary increase to the vacation allotment of each employee by the 12 additional days off and/or 96 hours so that employees continue to earn their vacation accrual.
- Exempt Airport Manager

FINANCING:

The savings to the County for the 4.6% pay reductions for all groups with the exception of Calaveras County Public Safety Employees Association (CCPSEA), Deputy Sheriff's Association (DSA) and Sheriff's Management is approximately \$801,120. The cost of the health increase for all groups minus the above unit exceptions is \$441,229.02 of which half (\$220,614.51) will be paid by the General Fund and half will be paid from CSAC EIA Health Program dividends.

ALTERNATIVES:

N/A

OTHER AGENCY INVOLVEMENT:

Human Resources, William Avery, County Administrative Office and the Board of Supervisors worked collaboratively on this matter.

1 BOARD OF SUPERVISORS, COUNTY OF CALAVERAS

2 STATE OF CALIFORNIA

3 RESOLUTION A RESOLUTION ADOPTING CHANGES CONSISTENT WITH
4 NO. THE NEW CONTRACT WITH SERVICE EMPLOYEES'
5 INTERNATIONAL UNION, LOCAL 1021 (SEIU) FOR
6 APPOINTED DEPARTMENT HEADS, MID-MANAGEMENT,
7 PROFESSIONAL, SUPERVISORY AND CONFIDENTIAL GROUPS

8 WHEREAS, the Board of Supervisors has authorized the following changes for Appointed
9 Department Heads, Mid-Management, Professional, Supervisory and Confidential staff consistent with
10 the new contract with Service Employees International Union, Local 1021; and

11 WHEREAS, the Board of Supervisors, County of Calaveras, has approved a 4.6% pay reduction
12 distributed evenly for 26 pay periods beginning with the September 11, 2010 pay period; and

13 WHEREAS, the Board of Supervisors, County of Calaveras, has approved 12 additional days off
14 (7 fixed days and 5 floating days). The fixed furlough days will be November 22, 23, 24, December 23,
15 28, 29 & 30, 2010; and

16 WHEREAS, the Board of Supervisors, County of Calaveras, has approved increasing the
17 County's contribution toward health insurance by 4.9% effective the first pay period in December, 2010 as
18 follows:

Employee	\$ 465.23
Employee + One	\$ 913.15
Family	\$1,210.55

19 WHEREAS, the Board of Supervisors, County of Calaveras, has additionally approved paying an
20 additional health increase equaling 75% of total premiums (medical, dental & vision) for the term of the
21 agreement. The 75% of total premiums will increase the above listed amounts for the term of the
22 agreement as follows:

Employee	\$ 511.75
Employee + One	\$1,009.62
Family	\$1,335.94

23 WHEREAS, the Board of Supervisors, County of Calaveras, has approved increasing the "Cash
24 in lieu" from \$250 to \$300 per month for those who do not elect medical coverage and provide proof of
25 existing health insurance effective January, 2010.

26 ///

27 ///

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

WHEREAS, the Board of Supervisors, County of Calaveras, has approved increasing the vacation accrual maximum to compensate for the 96 hours furlough time. There will be a December 31, 2011 sunset for employees to use all of the accrued furlough time.

NOW, THEREFORE BE IT RESOLVED, that the Board of Supervisors, County of Calaveras, hereby approves a 4.6% wage reduction distributed over 26 pay periods, a 4.9% increase to the County contribution towards health, an additional health contribution increase equal to 75% of medical, dental and vision premiums through the term of the agreement, and increasing the Cash in Lieu benefit for Appointed Department Heads, Mid-Management, Professional, Supervisory and Confidential groups.

ON A MOTION BY Supervisor _____, seconded by Supervisor _____, the foregoing Resolution was duly passed and adopted by the Board of Supervisors, County of Calaveras, State of California, this ____ day of _____, 2010, by the following vote:

AYES:
NOES:
ABSENT:

Chair, Board of Supervisors

ATTEST:

County Clerk & Ex-Officio Clerk to the Board of Supervisors,
County of Calaveras, State of California



CALAVERAS COUNTY BOARD OF SUPERVISORS AGENDA SUBMITTAL

ITEM TITLE ADOPTION OF ORDINANCES APPROVING CHANGES CONSISTENT WITH THE NEW CONTRACT WITH SERVICE EMPLOYEES' INTERNATIONAL UNION, LOCAL 1021 (SEIU) FOR ELECTED OFFICIALS AND BOARD OF SUPERVISORS		BOARD MEETING DATE September 7, 2010	AGENDA NUMBER 22 + 22
Dept: Contact: Phone:	Human Resources & Risk Mgmt. Francine Osborn, Director 754-6352	Supervisorial District Number	Consent <u> X </u> Regular _____
Published Notice Required? Public Hearing Required?	Yes _____ No <u> X </u> Yes _____ No <u> X </u>	Estimated Time: 5 Minutes	
<input type="checkbox"/> Resolution <input checked="" type="checkbox"/> Ordinance - 2 <input type="checkbox"/> Minute Order <input type="checkbox"/> Agreement <input type="checkbox"/> Budget Transfer (Must be signed by Auditor) <input type="checkbox"/> Other (specify) _____			
Dept. Head <i>Francine Osborn</i>	Counsel <i>John J. [Signature]</i>	CAO <i>James M. Boy</i>	

RECOMMENDATION:

The Director of Human Resources and Risk Management recommends that the Board of Supervisors approve the attached:

- 1) An Ordinance Adopting and Approving Changes Consistent with the New Contract with Service Employees' International Union, Local 1021 (SEIU) for Elected Officials
- 2) An Ordinance Adopting and Approving Changes Consistent with the New Contract with Service Employees' International Union, Local 1021 (SEIU) for Board of Supervisors.

DISCUSSION:

It is anticipated that the Board will approve a New Memorandum of Understanding with Service Employees' International Union, Local 1021 for a new labor contract. The Board has traditionally acted on "unrepresented" employees at the same time as the represented units. In addition, the Board also makes changes in salary and benefits for Elected and the Board of Supervisors in a manner consistent with represented and unrepresented employees groups. The ordinances are brought before you under separate cover due to specific processing requirements and timelines.

For the Board, an ordinance is introduced, adopted, and then becomes effective in 60 days. For Elected Officials, the ordinance is effective in 30 days. The ordinances may not be retroactive. The items that are applicable to the Elected Officials and Board of Supervisors as follows:

- A member of the Board may voluntarily contribute a salary reduction of 4.6%. Board members must put their voluntary contribution request in writing to the Director of Human Resources & Risk Management.

- Increase County Contribution by 4.9% (2010 increase) as follows:

Employee Only	\$ 465.23
Employee + One	\$ 913.15
Family	\$1,210.55

- In addition to the above, effective the first pay period in December, the County will pay an additional increase equaling 75% of total premiums (medical, dental & vision) for the term of the agreement. The 75% of total premiums will increase the above listed amounts for the term of the agreement as follows:

Employee Only	\$ 511.75
Employee + One	\$1,009.62
Family	\$1,335.94

- Increase Cash in Lieu of Benefit from \$250 to \$300 for those who do not elect medical coverage during Open Enrollment with proof of other coverage pursuant to Cafeteria Plan rules.

FINANCING:

The savings to the County for the 4.6% pay reductions for all groups with the exception of Calaveras County Public Safety Employees Association (CCPSEA), Deputy Sheriff's Association (DSA) and Sheriff's Management is approximately \$801,120. The cost of the health increase for all groups minus the above unit exceptions is approximately \$441,229.02 of which half (\$220,614.51) will be paid by the General Fund and half will be paid from CSAC EIA Health Program dividends.

ALTERNATIVES:

N/A

OTHER AGENCY INVOLVEMENT:

Human Resources, William Avery, County Administrative Office and the Board of Supervisors worked collaboratively to reach a new contract.

1 BOARD OF SUPERVISORS, COUNTY OF CALAVERAS

2 STATE OF CALIFORNIA

3 ORDINANCE
4 NO.

AN ORDINANCE ADOPTING AND APPROVING CHANGES
CONSISTENT WITH THE NEW CONTRACT WITH SERVICE
EMPLOYEES' INTERNATIONAL UNION, LOCAL 1021 (SEIU)
FOR ELECTED OFFICIALS

5 The Board of Supervisors of the County of Calaveras does ordain as follows:

6 Section 1. Applicability: This Ordinance shall affect the following elected officials: Assessor,
7 Auditor/Controller, Clerk/Recorder, Coroner, District Attorney and Treasurer/Tax
Collector

8 Section 2. Compensation: An Elected Official may voluntarily contribute a reduction in salary of 4.6%.

9 Section 3. Benefits: The County's contribution toward health insurance will increase 4.9% effective
10 the first pay period in December, 2010 as follows:

11	Employee	\$ 465.23
12	Employee + One	\$ 913.15
13	Family	\$1,210.55

In addition, an additional health increase equaling 75% of total premiums (medical, dental
& vision) will be paid for the term of the agreement. The 75% of total premiums will
increase the above listed amounts for the term of the agreement as follows:

14	Employee	\$ 511.75
15	Employee + One	\$1,009.62
16	Family	\$1,335.94

"Cash in lieu" will increase from \$250 to \$300 per month for those who do not elect medical
coverage and provide proof of existing health insurance effective January, 2010.

17
18 Section 4. Prior Ordinance Provisions Repealed. Any provision of prior ordinances of the County of
Calaveras in conflict with this Ordinance, to the extent of such conflict, is hereby repealed.

19 Section 5. Effective Date: This Ordinance shall take effect the subsequent payroll period following
20 30 days after adoption and shall be published once within 15 days of adoption in a
21 newspaper of general circulation published in the County of Calaveras with the names of
the Supervisors voting for and against it.

22 Passed and adopted upon the _____ day of _____, 2010, by the

23 following vote:

24 AYES:
25 NOES:
ABSENT:

Chair, Board of Supervisors

26 ATTEST:

27
28 _____
County Clerk & Ex-Officio Clerk to the Board of Supervisors,
County of Calaveras, State of California

1 BOARD OF SUPERVISORS, COUNTY OF CALAVERAS

2 STATE OF CALIFORNIA

3 ORDINANCE
4 NO.

AN ORDINANCE ADOPTING AND APPROVING CHANGES CONSISTENT
WITH THE NEW CONTRACT WITH SERVICE EMPLOYEES' INTERNATIONAL
UNION, LOCAL 1021 (SEIU) FOR THE BOARD OF SUPERVISORS

5 The Board of Supervisors of the County of Calaveras does ordain as follows:

6 Section 1. Applicability: This Ordinance shall affect the members of the Calaveras County Board of Supervisors.

7 Section 2: Compensation: A member of the Board may voluntarily contribute a reduction in salary of 4.6%.

8 Section 3: Benefits: The County's contribution toward health insurance will increase 4.9% effective
9 the first pay period in December, 2010 as follows:

10	Employee	\$ 465.23
11	Employee + One	\$ 913.15
	Family	\$1,210.55

12 In addition, an additional health increase equaling 75% of total premiums (medical, dental
13 & vision) will be paid for the term of the agreement. The 75% of total premiums will
increase the above listed amounts for the term of the agreement as follows:

14	Employee	\$ 511.75
15	Employee + One	\$1,009.62
	Family	\$1,335.94

16 "Cash in lieu" will increase from \$250 to \$300 per month for those who do not elect medical
17 coverage and provide proof of existing health insurance effective January, 2010.

18 Section 4. Prior Ordinance Provisions Repealed. Any provision of prior ordinances of the County of Calaveras in conflict with this Ordinance, to the extent of such conflict, is hereby repealed.

19 Section 5. Effective Date: This Ordinance shall take effect the subsequent payroll period following 60
20 days after adoption and shall be published once within 15 days of adoption in a newspaper
of general circulation published in the County of Calaveras with the names of the
Supervisors voting for and against it.

21 Passed and adopted upon the _____ day of _____, 2010, by the

22 following vote:

23 AYES:

NOES:

24 ABSENT:

25 _____
Chair, Board of Supervisors

26 ATTEST:

27 _____
28 County Clerk & Ex-Officio Clerk to the Board of Supervisors,
County of Calaveras, State of California



CALAVERAS COUNTY BOARD OF SUPERVISORS AGENDA SUBMITTAL

ITEM TITLE A RESOLUTION APPROVING A REVISED AND EXTENDED CONTRACT WITH SERVICE EMPLOYEES' INTERNATIONAL UNION, LOCAL 1021 FOR JULY 1, 2010 TO AUGUST 31, 2011		BOARD MEETING DATE September 7, 2010	AGENDA NUMBER <u>54</u>
Dept: Contact: Phone:	Human Resources & Risk Mgmt. Francine Osborn, Director 754-6352	Supervisory District Number	Consent <u>X</u> Regular _____
Published Notice Required?	Yes _____ No <u>X</u>	Estimated Time: 10 Minutes	
Public Hearing Required?	Yes _____ No <u>X</u>		
<input checked="" type="checkbox"/> Resolution <input type="checkbox"/> Ordinance <input type="checkbox"/> Minute Order <input type="checkbox"/> Agreement <input type="checkbox"/> Budget Transfer (Must be signed by Auditor) <input type="checkbox"/> Other (specify) _____			
Dept. Head <i>Francine Osborn</i>	Counsel <i>[Signature]</i>	CAO <i>[Signature]</i>	

RECOMMENDATION:

The Director of Human Resources and Risk Management recommends that the Board of Supervisors approve the attached Resolution Approving a Revised and Extended Contract with Service Employees' International Union, Local 1021 for July 1, 2010 to August 31, 2011.

DISCUSSION:

An agreement has been reached with Service Employees' International Union, Local 1021 for a new labor contract. The issues that were discussed centered on salary, health benefits, ideas regarding staff concessions, uniform allowance, vacation, committees, Merit System employees, and contract term. The key points of the agreement are:

- One (1) year agreement with MOU to expire August 31, 2011.
- 4.6% salary reduction distributed over 26 pay periods beginning with the September 11th pay period.
- 12 additional days off/furlough days as follows:
7 Fixed/5 Floating
Fixed days will be November 22, 23, 24 & December 23, 28, 29 & 30th
- Increase County Contribution by 4.9% (2010 increase) as follows:

Employee Only	\$ 465.23
Employee + One	\$ 913.15
Family	\$1,210.55

- In addition to the above, effective the first pay period in December, the County will pay an additional increase equaling 75% of total premiums (medical, dental & vision) for the term of the agreement. The 75% of total premiums will increase the above list amounts for the term of the agreement as follows:

Employee Only	\$ 511.75
Employee + One	\$1,009.62
Family	\$1,335.94

- Increase Cash in Lieu of Benefit from \$250 to \$300 for those who do not elect medical coverage during Open Enrollment with proof of other coverage pursuant to Cafeteria Plan rules.
- A temporary increase to the vacation allotment of each employee by the 12 additional days off and/or 96 hours so that employees continue to earn their vacation accrual.
- The County will add the classifications of Public Works Inspector, Mechanic, and Mechanic's Helper to Section 20 of the Memorandum of Understanding regarding Uniform Allowance.

FINANCING:

The savings to the County for the 4.6% pay reductions for all groups with the exception of Calaveras County Public Safety Employees Association (CCPSEA), Deputy Sheriff's Association (DSA) and Sheriff's Management is approximately \$801,120. The cost of the health increase for all groups minus the above unit exceptions is \$441,229.02 of which half (\$220,614.51) will be paid by the General Fund and half will be paid from CSAC EIA Health Program dividends.

ALTERNATIVES:

N/A

OTHER AGENCY INVOLVEMENT:

Human Resources, William Avery, Service Employees International Union, Local 1021, County Administrative Office and the Board of Supervisors worked collaboratively to reach a new contract.

1 BOARD OF SUPERVISORS, COUNTY OF CALAVERAS

2 STATE OF CALIFORNIA

3 RESOLUTION NO. A RESOLUTION APPROVING A NEW CONTRACT BETWEEN THE
4 COUNTY OF CALAVERAS AND SERVICE EMPLOYEES'
INTERNATIONAL UNION (SEIU), LOCAL 1021 FOR
JULY 1, 2010 THROUGH AUGUST 31, 2011

5 WHEREAS, the Board of Supervisors has authorized staff to meet and confer in good faith with
6 Service Employees' International Union, Local 1021; and

7 WHEREAS, the bargaining teams have agreed to a new Memorandum of Understanding; and

8 WHEREAS, the Board of Supervisors, County of Calaveras, have approved a fourteen (14)
9 month agreement with the MOU to expire August 31, 2011; and

10 WHEREAS, the Board of Supervisors, County of Calaveras, has approved a 4.6% pay reduction
11 distributed evenly for 26 pay periods beginning with the September 11, 2010 pay period; and

12 WHEREAS, the Board of Supervisors, County of Calaveras, has approved 12 furlough days (7
13 fixed days and 5 floating days). The fixed furlough days will be November 22, 23, 24, December 23, 28,
14 29 & 30, 2010. In addition, furloughs will be prorated for part-time employees; and

15 WHEREAS, the Board of Supervisors, County of Calaveras, has approved increasing the
16 County's contribution toward health insurance by 4.9% effective the first pay period in December, 2010 as
17 follows:

Employee	\$ 465.23
Employee + One	\$ 913.15
Family	\$1,210.55

19 WHEREAS, the Board of Supervisors, County of Calaveras, has additionally approved paying an
20 additional health increase equaling 75% of total premiums (medical, dental & vision) for the term of the
21 agreement. The 75% of total premiums will increase the above listed amounts for the term of the
22 agreement as follows:

Employee	\$ 511.75
Employee + One	\$1,009.62
Family	\$1,335.94

25 WHEREAS, the Board of Supervisors, County of Calaveras, has approved increasing the "Cash
26 in lieu" from \$250 to \$300 per month for those who do not elect medical coverage and provide proof of
27 existing health insurance effective January, 2010.
28

1 WHEREAS, the Board of Supervisors, County of Calaveras, has approved adding the
2 classifications of Public Works Inspector, Mechanic and Mechanic's Helper to Section 20 of the
3 Memorandum of Understanding regarding the uniform allowance effective October, 2010; and

4 WHEREAS, the Board of Supervisors, County of Calaveras, has approved increasing the
5 vacation accrual maximum to compensate for the 96 hours furlough time. There will be a December 31,
6 2011 sunset for employees to use all of the accrued furlough time.

7 NOW, THEREFORE BE IT RESOLVED, that the Board of Supervisors, County of Calaveras,
8 hereby approves the fourteen (14) month agreement with the MOU to expire August 31, 2011, 4.6% wage
9 reduction distributed over 26 pay periods, a 4.9% increase to the County contribution towards health, an
10 additional health contribution increase equal to 75% of medical, dental and vision premiums through the
11 term of the agreement, increase in Cash in Lieu benefit, classifications added to uniform allowance,
12 various MOU language changes, and all as noted above for SEIU for the period July 1, 2010 to August
13 30, 2011.

14 ON A MOTION BY Supervisor _____, seconded by Supervisor _____,
15 the foregoing Resolution was duly passed and adopted by the Board of Supervisors, County of
16 Calaveras, State of California, this _____ day of _____, 2010, by the following vote:

17 AYES:
18 NOES:
19 ABSENT:

Chair, Board of Supervisors

20 ATTEST:

21 _____
County Clerk & Ex-Officio Clerk to the Board of Supervisors,
22 County of Calaveras, State of California
23
24
25
26
27
28