

**COUNTY OF SAN LUIS OBISPO BOARD OF SUPERVISORS
AGENDA ITEM TRANSMITTAL**

(1) DEPARTMENT Human Resources	(2) MEETING DATE 12/10/2013	(3) CONTACT/PHONE Tami Douglas-Schatz (805) 781-5959	
(4) SUBJECT Submittal of a resolution establishing participation in a separate Post Employment Health Plan (PEHP) for the San Luis Obispo County Sheriff's Managers Association (SLOCSMA).			
(5) RECOMMENDED ACTION It is recommended that the Board adopt a Resolution 1) approving participation in a separate Post Employment Health Plan for the San Luis Obispo County Sheriff's Managers Association; 2) authorizing the Human Resources Director to execute the participation agreement with the Plan Administrator, Nationwide Retirement Solutions.			
(6) FUNDING SOURCE(S) N/A	(7) CURRENT YEAR FINANCIAL IMPACT \$0.00	(8) ANNUAL FINANCIAL IMPACT \$0.00	(9) BUDGETED? No
(10) AGENDA PLACEMENT <input checked="" type="checkbox"/> Consent <input type="checkbox"/> Presentation <input type="checkbox"/> Hearing (Time Est. ___) <input type="checkbox"/> Board Business (Time Est. ___)			
(11) EXECUTED DOCUMENTS <input checked="" type="checkbox"/> Resolutions <input type="checkbox"/> Contracts <input type="checkbox"/> Ordinances <input type="checkbox"/> N/A			
(12) OUTLINE AGREEMENT REQUISITION NUMBER (OAR) N/A		(13) BUDGET ADJUSTMENT REQUIRED? BAR ID Number: N/A <input type="checkbox"/> 4/5 Vote Required <input checked="" type="checkbox"/> N/A	
(14) LOCATION MAP N/A	(15) BUSINESS IMPACT STATEMENT? No	(16) AGENDA ITEM HISTORY <input checked="" type="checkbox"/> N/A Date: _____	
(17) ADMINISTRATIVE OFFICE REVIEW Reviewed by Leslie Brown			
(18) SUPERVISOR DISTRICT(S) All Districts -			

County of San Luis Obispo



TO: Board of Supervisors

FROM: Tami Douglas-Schatz, Human Resources Director
(805) 781-5959

DATE: December 10, 2013

SUBJECT: Submittal of a resolution establishing participation in a separate Post Employment Health Plan (PEHP) for the San Luis Obispo County Sheriff's Managers Association (SLOCSMA).

RECOMMENDATION

It is recommended that the Board adopt a Resolution 1) approving participation in a separate Post Employment Health Plan for the San Luis Obispo County Sheriff's Managers Association; 2) authorizing the Human Resources Director to execute the participation agreement with the Plan Administrator, Nationwide Retirement Solutions.

DISCUSSION

In 2003 the County established a Post Employment Health Plan (PEHP) Agreement through Nationwide Retirement Solutions for all unrepresented management classes. At the time of separation from County employment, one-half of an employee's accrued sick leave balance up to a maximum of 260 days is converted to a dollar amount based on the employee's current rate of pay pursuant to Sick Leave Ordinance 2.44.060. Up to the first \$15,000 of that amount is placed into an account for the employee to use for qualifying post employment health expenses. On April 15, 2010, the San Luis Obispo County Sheriff's Managers Association (SLOCSMA) was recognized as the exclusive employee organization for Bargaining Unit 15 which includes the classifications of Sheriff's Correctional Lieutenant, Sheriff's Commander, Sheriff's Chief Deputy and Sheriff's Correctional Captain. Prior to that recognition, Bargaining Unit 15 was unrepresented and included with the other unrepresented management classes in the PEHP Agreement.

On September 24, 2013 the Board of Supervisors approved a Memorandum of Understanding (MOU) between the County of San Luis Obispo and SLOCSMA which included a provision to increase the Post Employment Health Plan from \$15,000 to \$20,000. As a result of the change to the Plan, and because SLOCSMA is no longer included with the unrepresented management classes, establishment of a separate new Agreement with Nationwide Retirement Solutions is required.

The attached resolution provides for the Director of Human Resources to authorize establishment of that PEHP between the County and SLOCSMA and amend the maximum rate of the employee's contribution into the Plan from \$15,000 to \$20,000.

OTHER AGENCY INVOLVEMENT/IMPACT

County Counsel has reviewed and approved the Resolution and agreement for legal form and effect.

FINANCIAL CONSIDERATIONS

There are no direct County costs for participation in the PEHP. Individual employees are responsible for the administrative fees associated with the Plan. The amount contributed to the employee's account comes from the conversion of the employee sick leave balances which would otherwise be paid to the employee upon separation from

County service.

RESULTS

Approval of this resolution provides for implementation of the terms of SLOCSMA MOU requiring establishment of a PEHP and amendment of the contribution amount which also provides an opportunity for tax savings to both the County and eligible employees.

ATTACHMENTS

1. PEHP Resolution