

**IN THE BOARD OF SUPERVISORS**  
COUNTY OF SAN LUIS OBISPO, STATE OF CALIFORNIA

\_\_\_\_\_ day \_\_\_\_\_, 2014

PRESENT:

ABSENT:

RESOLUTION NO. \_\_\_\_\_

RESOLUTION CONFERRING A ONE-TIME \$1,000 HEALTH CARE COST OFFSET  
PAYMENT TO ALL PERMANENT FULL-TIME EMPLOYEES AND A PRORATED  
AMOUNT TO ALL PERMANENT PART-TIME EMPLOYEES BASED ON PART-TIME  
ALLOCATION IN ALL BARGAINING UNITS

The following resolution is hereby offered and read:

WHEREAS, there have been significant increases to health insurance costs over the past few years, with increases occurring again in 2015; and

WHEREAS, beginning in 2007, the County and its employees were obligated to respond to the recession with a program of measures designed to address decreasing revenue from all sources; and

WHEREAS, all employees greatly assisted the County during this period by participating in significant wage and benefit concessions while at the same time facing near-annual increases in health insurance costs; and

WHEREAS, in recognition of the increasing health insurance costs and of the concessions employees have made, the Board of Supervisors desires to confer a one-time payment of \$1,000 to all permanent full-time employees and a prorated amount to all permanent part-time employees based on their part-time allocation in all bargaining units who are employed at any point during the pay period which includes December 2, 2014 (pay period beginning November 23, 2014).

NOW, THEREFORE, BE IT RESOLVED AND ORDERED by the Board of Supervisors of the County of San Luis Obispo, State of California as follows:

1. That the recitals set forth hereinabove are true, correct, and valid; and
2. That effective the December 12, 2014 payroll all permanent full-time employees will

- receive a one-time \$1,000 payment; and
3. That effective the December 12, 2014 payroll all permanent part-time employees will receive a one-time prorated payment based on their part-time allocation; and
  4. That this one-time payment will be made to all permanent full-time and all permanent part-time employees in all bargaining units who are employed at any point during the pay period which includes December 2, 2014 (pay period beginning November 23, 2014) regardless of participation in the County's health insurance program; and
  5. That this one-time payment will be reported as taxable income and is non-pensionable; and
  6. That unless otherwise modified by the foregoing provisions, all other salaries and benefits provided by resolution, Memorandum of Understanding, Board order or ordinance to employees identified by this Resolution shall remain in effect.

Upon motion of Supervisor \_\_\_\_\_, seconded by Supervisor \_\_\_\_\_, and on the following roll call vote, to-wit:

AYES:

NOES:

ABSENT:

ABSTAINING:

The foregoing resolution is hereby adopted:

\_\_\_\_\_  
Chairman of the Board of Supervisors

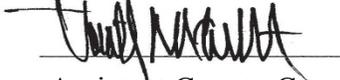
ATTEST:

\_\_\_\_\_  
Clerk, Board of Supervisors

BY: \_\_\_\_\_, Deputy Clerk

APPROVED TO FORM AND LEGAL EFFECT:

RITA L. NEAL  
County Counsel

A handwritten signature in black ink, appearing to read "Rita L. Neal", written over a horizontal line.

By: Assistant County Counsel

Dated: November 21, 2014

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