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Agenda Item 12

**CALAVERAS COUNCIL**  
*of* **GOVERNMENTS**

**TO: Council**

**FROM: Merita Callaway**  
**Vice-Chair**

**DATE: November 7, 2007**

**SUBJECT: Report from Administrative Committee Meeting**

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Report from Administrative Committee Meeting  
October 30, 2007

Health and Employee Benefits Review

Council Members reviewed the budget totals of three contribution models for the presented Health Plans. Members also received information on the life insurance policies selected, dental and vision coverage selected, and the long-term disability coverage plan.

Members came to the following conclusions:

1. The plan should be the decision of the Executive Director
2. The concern of the Council are the fiscal impacts
3. Council Members have approved the Executive Directors recommendation of funding the HSA Plan at a 90-10% Employer-Employee Contribution rate
4. Council Members have made clear that the terms of such employee benefits are to be re-evaluated and negotiated every year
5. Council Members have also supported the adoption of an \$180 per month cash in lieu policy in addition to paying 100% of the deductible for dental and vision for the "employee only" choosing the cash in lieu option
6. Council Members have also agreed to the existing policy of paying 100% of the life insurance policy for CCOG Staff
7. Council Members reviewed the increase in long-term disability

Public Member Policy

Council Members reviewed the approved policy and have recommended further modifications. Changes reflected on Agenda Item #13. (changes also attached here - Attachment A)

Changes may include:

1. Changes in language which are shown in bold
2. Inclusion of an orientation session for new members
3. Discussion of possible inclusion of a provision for dismissal of members based on performance measures
4. Term limits

Members also questioned whether or not to discuss the qualifications of candidates during open or closed session. This discussion must be completed during open session pursuant to Government Code Section 54957 b. 1-4.