

**Informal Meeting Agenda
Monday, November 16, 2009
10:00 AM**

**BOARD OF SUPERVISORS
Maricopa County, Arizona
(and the Boards of Directors of the Flood Control District,
Library District, Stadium District, Improvement Districts,
and/or Board of Deposit)**



"The mission of Maricopa County is to provide regional leadership and fiscally responsible, necessary public services to its residents so they can enjoy living in healthy and safe communities"

Board Members

Max Wilson, District 4, Chairman
Fulton Brock, District 1
Don Stapley, District 2
Andrew Kunasek, District 3
Mary Rose Wilcox, District 5

County Manager

David Smith

Clerk of the Board

Fran McCarroll

Meeting Location

BOS Conference Room
301 W. Jefferson, 10th Floor
Phoenix, AZ 85003

Agendas are available at least 24 hours prior to each meeting in the Office of the Clerk of the Board, 301 West Jefferson, Tenth Floor, Phoenix, Arizona, Monday through Friday between the hours of 8:00 a.m. and 5:00 p.m. and on the internet at http://www.maricopa.gov/Clk_board/Agendas.aspx. One or more Board members may attend telephonically. Board members attending telephonically will be announced at the meeting. The Board may vote to recess into an executive session for the purpose of obtaining legal advice from the Board's attorney on any matter listed on the agenda pursuant to A.R.S. §38-431.03(A)(3). Accommodations for individuals with disabilities, including alternative format materials, sign language interpretation, and assistive listening devices are available upon 72 hours' advance notice through the Office of the Clerk of the Board, 301 West Jefferson Avenue, Tenth Floor, Phoenix, Arizona 85003, (602) 506-3766, Fax (602) 506-6402, TDD (602) 506-2348. To the extent possible, additional reasonable accommodations will be made available within the time constraints of the request.

BOARD OF SUPERVISORS

PRESENTATION AND ACTION

Management and Budget

1. FY 2008-09 POST EMPLOYMENT HEALTH PLAN ENHANCEMENT PROGRAM RECAP AND FY 2009-10 POST EMPLOYMENT HEALTH PLAN ENHANCEMENT PROGRAM PROPOSAL

Presentation regarding the FY 2008-09 Post Employment Health Plan Enhancement Program Recap and FY 2009-10 Post Employment Health Plan Enhancement Program Proposal. At the conclusion of the presentation, approve the "FY 2009-10 Post Employment Health Plan Enhancement Program" per the FY 2009-10 Post Employment Health Plan Enhancement Program document as on file in the Office of the Clerk of the Board.

The FY 2009-10 Post Employment Health Plan Enhancement Program allows Maricopa County employees who are eligible for normal retirement to take advantage of a unique opportunity to receive an enhanced Post Employment Health Plan (PEHP) Benefit Contribution for accrued Family/Medical Leave (FML).

The FY 2009-10 Post Employment Health Plan Enhancement Program is in addition to the current \$10,000 Post Employment Health Plan (PEHP) Benefit provided to retirees who have at least 1,000 hours of accumulated FML at retirement. The \$30,000 cap applies only to the Post Employment Health Plan Enhancement Program specific pay out; the PEHP Benefit is not subject to the cap.

The total cost of this program is estimated to be not-to-exceed \$9.9 million (all funds). This program will be funded as follows:

General Fund and Detention Fund Departments

- The Non-Departmental Non-Recurring budget will absorb the cost of the additional FY 2009-10 Post Employment Health Plan Enhancement Program contribution.
- The Department will absorb the cost of any Personal Leave accrual pay out and the established Post Employment Health Plan Benefit.
- If the Department's budget is unable to absorb the additional cost, the Department may request assistance from the Non-Departmental Budget through their OMB Budget Analyst.

Non-General Fund and Non-Detention Fund Departments

- The Department will absorb the cost of the additional FY 2009-10 Post Employment Health Plan Enhancement Program, as well as the cost of any Personal Leave accrual pay out and normal PEHP Benefit provided to the retiree.
- If the Department's budget and fund balance is unable to absorb the additional cost, the Department may request assistance from the Non-Departmental Budget through their OMB Budget Analyst.

Department budgets will be adjusted for the vacancies created through employee participation in the FY 2009-10 Post Employment Health Plan Enhancement Program and positions will be inactivated due to vacancies created through retirement. Departments may request a critical position be reactivated, a lower level position be created, or a re-organization that results in a reduction-in-force, and request funding for these positions through their OMB and Compensation Analyst. These actions will require Board of Supervisors approval.

If a position is reestablished through Board approval, it must be recruited internal to the County for at least 10 business days. The recruiting range will be the minimum of the market range, with the maximum being either the mid-point of the market range or 10% below the position's prior incumbent's rate, whichever is less. The hiring rate of the successful candidate must be within the recruiting range.

Employees retiring under this program are eligible for re-employment with Maricopa County. In addition to the rules related to returning to employment as specified in an employee's retirement system, the following rules will also be applied to employees receiving a retirement incentive:

- The hire rate will be the minimum of the pay range, regardless of market range title or relevant experience. This rule applies for classified, unclassified, contract, and temporary employment situations.
- Leave Accrual rates will be set at the minimum level, regardless of past service. This rule applies to classified and unclassified employment situations. Contract employees do not accrue paid leave of any kind, but may receive a stated amount (not to exceed the minimum level accrued by a merit covered employee in a calendar year) to be used for vacation, sick or other personal reasons. (C-49-10-017-6-00)

Sandi Wilson, Deputy County Manager
Brian Hushek, Deputy Budget Director

2. EXECUTIVE SESSION

Vote to convene in Executive Session to consider items on the Executive Agenda dated November 16, 2009, pursuant to statutory authority listed for each item.