

**RESOLUTION OF THE BOARD OF SUPERVISORS
REGARDING CERTAIN TERMS AND CONDITIONS OF EMPLOYMENT FOR
ELECTED DEPARTMENT HEADS**

RESOLUTION P23-216

WHEREAS, upon adoption, this Resolution supersedes all prior Elected Department Head resolutions; and

WHEREAS, the County is setting forth salary and certain terms and conditions of employment for the Elected Department Head classifications.

NOW, THEREFORE, BE IT RESOLVED:

1. Compensation

- a. Effective December 24, 2023, all classifications will receive a salary increase of three percent (3.0%). See Attachment A.
- b. Effective December 22, 2024, all classifications will receive a salary increase of three percent (3.0%). See Attachment A.
- c. Effective December 21, 2025, all classifications will receive a salary increase of three percent (3.0%). See Attachment A.

2. Benchmark Classifications

Elected Department Head classifications are benchmarked at least fifteen percent (15%) above the top step of their immediate subordinate Assistant or Deputy classification.

3. Insurance

a. Health and Dental Insurance

- i. The County contracts for employees, and retiree medical insurance benefit plans through the CalPERS Public Employees Medical and Hospital Care Program.

Effective September 1, 2022, the County contributes up to the following amounts towards employee medical insurance coverage and cafeteria plan benefits:

Tier	Medical Benefit	Cafeteria Plan Benefit	Total Benefit
Employee only	Note 1	Note 2	Note 3
Employee plus one	Note 1	Note 2	Note 4
Employee plus family	Note 1	Note 2	Note 5

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Note 1: The Medical Benefit is equal to the Minimum Employer Contribution (MEC) established annually by CalPERS.

Note 2: Cafeteria Plan Benefit is equal to the difference between the Medical Benefit and the Total Benefit.

Note 3: The total benefit is equal to 90% of the Region 1 CalPERS Platinum health plan plus 95% of the dental premium.

Note 4: The total benefit is equal to 90% of the Region 1 CalPERS Platinum health plan plus 95% of the dental premium.

Note 5: The total benefit is equal to 90% of the Region 1 CalPERS Platinum health plan plus 95% of the dental premium.

Effective February 1, 2027, the County contributes up to the following amounts towards employee medical insurance coverage and cafeteria plan benefits:

Note 1: The Medical Benefit is equal to the Minimum Employer Contribution (MEC) established annually by CalPERS.

Note 2: Cafeteria Plan Benefit is equal to the difference between the Medical Benefit and the Total Benefit.

Note 3: The total benefit is equal to 85% of the Region 1 CalPERS Gold health plan plus 85% of the dental premium.

Note 4: The total benefit is equal to 85% of the Region 1 CalPERS Gold health plan plus 85% of the dental premium.

Note 5: The total benefit is equal to 85% of the Region 1 CalPERS Gold health plan plus 85% of the dental premium.

b. Retiree Medical and Dental Insurance

- i. Employees hired prior to January 1, 2023, who maintain medical insurance through the County will receive reimbursement of insurance from the Auditor-Controller's Office equal to one half of employee only CalPERS Region 1 Platinum premium minus the MEC.
- ii. Employees hired into County service after January 1, 2023, the County contribution to a retiree's health insurance premium will be the minimum employer contribution required by CalPERS under the Public Employees' Medical and Hospital Care Act (PEMHCA).
- iii. Employees hired prior to January 1, 2023, who retire from the County may maintain dental insurance at a cost to the retiree of twenty-five dollars (\$25.00) per month.

iv. Employees hired after December 31, 2022, who retire from the County may maintain dental insurance for the employee only at a cost of twenty-five dollars (\$25.00) per month.

c. Vision Insurance

Effective September 1, 2022, the County pays 100% of the vision insurance premiums for employees and their dependents.

d. Life Insurance

The County will provide employees with term life insurance in an amount equal to two times the gross annual salary. A certain portion of this premium paid by the County may be considered as taxable income and will be reflected in the employees' earnings statement for such purposes. Employees may at their expense purchase additional term life insurance coverage under the terms and conditions as specified by the insurer.

e. Long Term Disability

The County provides employees with Long-Term Disability Insurance.

The County will discontinue providing employees with long-term disability insurance at midnight on January 31, 2027.

4. Deferred Compensation

Effective August 7, 2022, the County contributes one hundred fifty dollars (\$150.00) per pay period to the employee's designated deferred compensation program.

5. Administrative Leave

Employees accrue eighty (80) hours of administrative leave annually on January 1st. Employees may cash out administrative leave, payment will be processed on the pay period following receipt of the request. Employees hired during the calendar year will receive prorated administrative leave hours with the hours being rounded to the nearest one-third (4 months) of the year. Administrative leave will be cashed out annually on the last paycheck in December.

6. Retirement Benefits

a. Miscellaneous Member Retirement

i. Employees hired prior to November 2, 2012, will receive the 2% at 55 miscellaneous CalPERS formula with the one (1) year final average compensation period. These employees pay three and a half percent (3.5%) of the member contribution, on a pre-tax basis. The County will

pay three and a half percent (3.5%) of the employee's contribution to CalPERS and report the employer payment of the member contribution to CalPERS as additional compensation for retirement purposes.

- ii. Employees hired after November 1, 2012, who are not classified as a new member will receive the 2% at 60 miscellaneous CalPERS formula with the three (3) year final average compensation period. These employees pay three and a half percent (3.5%) of the member contribution, on a pre-tax basis. The County will pay three and a half percent (3.5%) of the employee's contribution to CalPERS and report the employer payment of the member contribution to CalPERS as additional compensation for retirement purposes.
- iii. Employees hired after December 31, 2012, who are classified as a new member will receive the 2% at 62 miscellaneous CalPERS formula with the three (3) year final average compensation period. These employees pay one half of the total normal cost as determined annually by CalPERS on a pre-tax basis.
- iv. All miscellaneous retirement formulas have the following optional CalPERS retirement benefits:
 - Sick Leave Service Credit
 - Military Service Credit § 21024
 - Non-Industrial Disability Standard
 - Post-Retirement Death Benefits:
 - \$500 Lump Sum
 - 2% Retirement COLA

b. Safety Member Retirement

- i. Employees hired prior to February 5, 2012, will receive the 3% at 50 safety CalPERS formula with the one (1) year final average compensation period. These employees pay four and a half percent (4.5%) of the member contribution, on a pre-tax basis. The County will pay four and a half percent (4.5%) of the employee's contribution to CalPERS and report the employer payment of the member contribution to CalPERS as additional compensation for retirement purposes.
- ii. Employees hired after February 4, 2012, who are not classified as a new member will receive the 3% at 55 safety CalPERS formula with the three (3) year final average compensation period. These employees pay four and a half percent (4.5%) of the member contribution, on a pre-tax basis. The County will pay four and a half percent (4.5%) of the employee's contribution to CalPERS and report the employer payment of the member contribution to CalPERS as additional compensation for retirement purposes.

- iii. Employees hired after December 31, 2012, who are classified as a new member will receive the 2.7% at 57 safety CalPERS formula with the three (3) year final average compensation period. These employees pay one half of the total normal cost as determined annually by CalPERS on a pre-tax basis.
- iv. All safety retirement formulas have the following optional CalPERS retirement benefits:
 - Sick Leave Service Credit
 - Military Service Credit § 21024
 - Non-Industrial Disability Standard
 - Industrial Disability Standard
 - Pre-Retirement Death Benefits:
 - 1959 Survivor Benefit Level 4
 - Special
 - Post-Retirement Death Benefits:
 - \$500 Lump Sum
 - Survivor Allowance (PRSA)
 - 2% Retirement COLA

7. Retirement/Death Payouts

- a. Upon death or a qualified CalPERS retirement, an employee who has served at least five or more continuous years of service will receive the following:
 - i. Payment of one hundred dollars (\$100.00) per year of service for each year of service as an Elected Department Head.
 - ii. In addition to the payout listed above, if the employee has served at least eight (8) or more continuous years of service, they will also receive:
 - 1. Payment of sixty (60) days of pay (8 hours per day) at their base hourly rate of pay upon retirement.

8. Professional License Fees

The County will reimburse employees for County required professional license fees. The County reimbursement will cover license/certifications required by the County or the State. Optional or extra certifications requested to be covered may only be covered at the discretion of the department head in consultation with the Deputy County Administrator - Personnel and Risk Management Officer.

9. Referral and Signing Bonus

Employees who refer a new employee for County employment will receive a referral bonus of \$500 once the referred employee satisfactorily completes their

probationary period or if they are exempt from a probationary period completion of twenty-six (26) pay periods of County service.

New employees who are employed after March 21, 2023, will receive a signing bonus of \$500 once they satisfactorily complete their probationary period or if they are exempt from a probationary period completion of twenty-six (26) pay periods of County service.

10. Resolution Effective

This Resolution shall be effective December 12, 2023, and will remain in effect until a superseding Resolution is adopted by the Board of Supervisors.

PASSED AND ADOPTED this 12th day of December 2023, by the Board of Supervisors of the County of Siskiyou by the following vote:

AYES: Supervisors Haupt, Kobseff, Criss, Ogren and Valenzuela

NOES: None

ABSENT: None

ABSTAIN: None

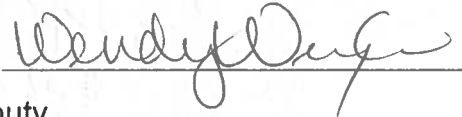


Ed Valenzuela, Board Chair

Board of Supervisors

ATTEST:

Laura Bynum, County Clerk

By: 

Deputy