

**AN ORDINANCE OF THE COUNTY OF SISKIYOU  
AMENDING  
SECTION 2-6.10 OF CHAPTER 6 OF TITLE 2  
OF THE SISKIYOU COUNTY CODE  
REGARDING SALARY AND BENEFITS FOR THE SISKIYOU COUNTY BOARD OF  
SUPERVISORS**

THE BOARD OF SUPERVISORS OF THE COUNTY OF SISKIYOU ORDAINS AS FOLLOWS:

SECTION I: Section 2-6.10 of Chapter 6 of Title 2 is hereby amended to read as follows:

**Sec. 2-6.10. - Salary and benefits for County Supervisors.**

Unless otherwise stated these benefits will be effective sixty days (60) following adoption by the Board of Supervisors.

(a) Salary. Effective December 11, 2022, County Supervisors will receive a salary increase of seven percent (7.0%).

(b) Effective January 2023, Supervisors will receive insurance as follows:

(1) Health Insurance. Supervisors are entitled to participate in the County's health insurance program. The County shall contribute a dollar amount equal to ninety (90%) percent of the CalPERS Platinum health plan premium at the appropriate tier to the Supervisor's selection of the CalPERS health plan options.

(2) Vision Benefits. The County provides Supervisors and eligible dependents with vision insurance.

(3) Dental Benefits. Supervisors shall contribute five dollars (\$5.00) per month toward dental insurance.

(c) Supervisors elected/reelected/appointed after January 1, 2025, will receive insurance as follows:

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 3
Employee plus family	Note 1	Note 2	Note 3

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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 85% of the Region 1 CalPERS Gold health plan plus 85% of the dental premium.

(d) Flexible Spending Accounts. Supervisors may contribute to a Flexible Spending Account (FSA) on a pre-tax basis to assist with the cost of medical/dental/vision expenses, deductibles, and co-payments. Supervisors may contribute to a Dependent Care Plan on a pre-tax basis to assist with the cost of expenses.

(e) Meal and Mileage Reimbursement. Supervisors are entitled to reimbursement for meals and mileage consistent with the County travel policy.

(f) Retirement and Death Payout Benefits. Upon death or a qualified CalPERS retirement, Supervisors shall receive the following benefits provided the Supervisor has served at least five (5) or more continuous years of service:

(1) Payment of one hundred dollars (\$100.00) per year of service for each year of service as a Supervisor.

(2) Payment of sixty (60) days of pay at their base hourly rate of pay upon retirement.

When a Supervisor dies while in office, only a surviving spouse or the designated beneficiary (as noted on the life insurance beneficiary form) shall be eligible for this benefit. Supervisors elected for a term beginning on January 4, 2027, or later will not receive this benefit.

(g) Life Insurance. Effective January 1, 2023 Supervisors receive a one hundred thousand dollars (\$100,000) term life insurance policy. Supervisors at their expense, may purchase additional term life insurance coverage under the terms and conditions as specified by the insurance provider.

(h) Deferred Compensation Benefits. Effective December 11, 2022 the County contributes one hundred and fifty dollars (\$150.00) per pay period to the Supervisors deferred compensation account.

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(i) CalPERS Retirement.

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. For employees sworn in before January 7, 2013, 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.

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. For employees sworn in on or after January 7, 2013, 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.

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.

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

(m) Retiree Health Insurance Benefits. Each County Supervisor qualified for CalPERS retirement, who elects to continue participating in the County health plans, shall receive a County contribution of fifty (50%) percent of the PERS Platinum employee only premium towards the health plan and a contribution of fifty (50%) percent of the dental health plan premium towards the dental plan.

a. Retiree Medical and Dental Insurance

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1. Employees hired prior to January 1, 2025, 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.
2. Employees hired into County service on January 1, 2025, or later, 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).
2. Employees hired prior to January 1, 2025, who retire from the County may maintain dental insurance at a cost to the retiree of twenty-five dollars (\$25.00) per month.
3. Employees hired after December 31, 2024, who retire from the County may maintain dental insurance for the employee only at a cost of twenty-five dollars (\$25.00) per month.

(n) Long Term Disability. Supervisors are covered by the County's long-term disability insurance policy.

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

(o) Office Equipment and Stipends. Supervisors may elect to be issued County owned office equipment to be used at home office and services: computer; fax machine with phone service; printer; internet service; phone service with long distance; cell phone service. Equipment provided under this section shall remain County property and returned at the end of their service. In lieu of receiving services through the County, Supervisors may elect to obtain their own services and receive a stipend of:

- Twenty-five dollars (\$25.00) per month for internet service
- Thirty-five dollars (\$35.00) per month for basic cell phone service
- Sixty dollars (\$60.00) per month for smart phone service.

Stipends will be taxable if considered income pursuant to state or federal regulations.

SECTION II: Constitutionality: If any section, subsection, sentence, clause or

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phrase of this ordinance is for any reason held to be unconstitutional, such decision shall not affect the validity of the remaining portion of this ordinance. The Board of Supervisors hereby declares that it would have passed this ordinance and each section, subsection, sentence, clause or phrase thereof, irrespective of the fact that any one or more sections, subsections, sentences, clauses or phrases be declared unconstitutional.

SECTION III: This ordinance shall become effective 60 days after its passage and shall, within 15 days of adoption, be published once in a newspaper of general circulation, printed and published in the County of Siskiyou.

PASSED AND ADOPTED this 2<sup>nd</sup> day of October, 2022 at a regular meeting of the Board of Supervisors by the following vote:

AYES:  
NOES:  
ABSENT:  
ABSTAIN:

Signature on File  
\_\_\_\_\_  
Brandon A. Criss, Chair  
Board of Supervisors

ATTEST:  
Laura Bynum, CLERK,  
Board of Supervisors

By Signature on File  
Deputy