WHEREAS, upon adoption, this Resolution supersedes any and all prior adopted Elected Department Head salary and benefits resolutions; and

WHEREAS, the County is desirous of setting forth its understanding concerning salary increases and certain terms and conditions of employment for the Siskiyou County Elected Department Head (“Unit”) classifications.

NOW, THEREFORE, BE IT RESOLVED:

1. COMPENSATION
   1. Effective July 24, 2022, all classifications will receive a salary increase of four percent (4.0%).
   2. Effective February 5, 2023, all classifications will receive a salary increase of three percent (3.0%).
2. INSURANCE
   1. Health and Dental Insurance
      1. The County contracts for employees, dependents, 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 |

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:

|  |  |  |  |
| --- | --- | --- | --- |
| 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 |

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

1. 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.
2. 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).
   * 1. 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.
     2. 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.
   1. Vision Insurance

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

* 1. 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.

* 1. 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.

1. 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.

1. 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 a prorated administrative leave hours with the hours being rounded to the nearest one-third (4 months) of the year.

1. Retirement Benefits
   1. Miscellaneous Member Retirement
      1. 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.
      2. 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.
      3. 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.
      4. 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
   2. Safety Member Retirement
      1. 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.
      2. 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.
      3. 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.
      4. 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
2. Retirement/Death Payouts
   1. Upon death or a qualified CalPERS retirement an employee who has served at least five or more continuous years of service shall receive the following:
      1. Payment of one hundred dollars ($100.00) per year of service for each year of service as an Elected Department Head.
      2. In addition to the payout listed above, if the employee has served at least eight (8) or more continuous years of service, they shall also receive:
         1. Payment of sixty (60) days of pay (8 hours per day) at their base hourly rate of pay upon retirement.

1. 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.

1. Resolution Effective

This Resolution shall be effective July 12, 2022, and will remain in effect until a superseding Resolution is adopted by the Board of Supervisors.

SIGNATURE PAGE ON NEXT PAGE

PASSED AND ADOPTED this 12th day of July 2022, by the Board of Supervisors of the County of Siskiyou by the following vote:

|  |  |  |
| --- | --- | --- |
| AYES: |  |  |
| NOES: |  |  |
| ABSENT: |  |  |
|  |  |  |
|  |  | Brandon A. Criss, Board Chair |
|  |  | Board of Supervisors |
| ATTEST: |  |  |
| Laura Bynum, County Clerk |  |  |
| By: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |  |  |
| Deputy |  |  |
|  |  |  |