

**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 the first full pay period sixty days (60) following adoption by the Board of Supervisors.

(a) Salary. Effective December 11, 2022, County Supervisors will receive a four percent (4.0%) salary increase.~~Effective the first full pay period after the effective date of this section each County Supervisor shall be paid an annual salary of Thirty-seven Thousand Eight Hundred Thirty and 47/100ths (\$37,830.47) Dollars.~~

~~Each year, at the first regularly scheduled meeting in April, the County Supervisors shall review their compensation and adjust as determined to be appropriate.~~

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

~~(b1)~~ Health Insurance. Supervisors are entitled to participate in the County's health insurance program. ~~Effective the first full pay period after the adoption of this section,~~ †The County shall contribute a dollar amount equal to ninety (90%) percent of the CalPERS ~~Choice-Platinum~~ health plan premium at the appropriate tier to the Supervisor's selection of the CalPERS health plan options.

~~(c2)~~ Vision Benefits. ~~Each~~ The County provides Supervisors and eligible dependents ~~shall be covered under the County's~~ with vision insurance ~~plan.~~

~~(d3)~~ Dental Benefits. ~~County~~ Supervisors shall contribute ~~F~~ five and no/100ths ~~dollars~~ (\$5.00) ~~Dollars~~ 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

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coverage and cafeteria plan benefits:

<u>Tier</u>	<u>Medical Benefit</u>	<u>Cafeteria Plan Benefit</u>	<u>Total Benefit</u>
<u>Employee only</u>	<u>Note 1</u>	<u>Note 2</u>	<u>Note 3</u>
<u>Employee plus one</u>	<u>Note 1</u>	<u>Note 2</u>	<u>Note 3</u>
<u>Employee plus family</u>	<u>Note 1</u>	<u>Note 2</u>	<u>Note 3</u>

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.

~~(ed) Flexible Spending Accounts. Supervisors are entitled to participate in any IRS-125 plan established by the County. 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.~~

~~(fe) Meal and Mileage Reimbursement. County Supervisors shall be~~ entitled to reimbursement for meals and mileage consistent with the County travel policy. Mileage will be paid in accordance with the County's travel policy.

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

~~(1) Payment of One one Hundred hundred dollars (\$100.00) Dollars per year of service for each year of service as an elected County Supervisor.~~

~~(2) Payment of sixty (60) days of pay at his/her/their base hourly rate of pay upon retirement (hourly rate times eight (8) hours per day times sixty (60) days).~~

When a ~~County~~ Supervisor dies while in office, only a surviving spouse or the designated beneficiary (as noted on the life insurance beneficiary form) shall be eligible

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for this benefit. Supervisors elected for a term beginning on January 4, 2027, or later will not receive this benefit.

(hg) Life Insurance. Each County Effective January 1, 2023 Supervisors shall be covered by receive a hundredone hundred thousand dollars (\$100,000) term life insurance policy in an amount equal to two (2) times the gross annual salary of the Supervisor, which premium for the term insurance policy shall be paid by the County and under the terms and conditions as specified by the insurer providing the term life insurance for the County. In addition, the County shall make available to the County Supervisor, at the County Supervisor's at their expense, may purchase additional term life insurance coverage under the terms and conditions as specified by the insurer providing term life insurance.

(ih) Deferred Compensation Benefits. Effective December 11, 2022, the County contributes one hundred and fifty dollars (\$150.00) per pay period to the Supervisor's deferred compensation account. Effective the first full pay period following the effective date of the ordinance codified in this section, the County will contribute an amount of Three Hundred and no/100ths (\$300.00) Dollars per month to the Supervisors' designated deferred compensation program. This contribution will be made on a biweekly basis, at a rate of One Hundred Thirty-eight and 47/100ths (\$138.47) Dollars.

(ji) 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 one-half of the total normal cost as determined annually by CalPERS on a pre-tax basis.

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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

~~County Supervisors are eligible to participate in the County retirement program as contracted through California Public Employees' Retirement System ("CalPERS").~~

~~Participation in the retirement plan shall be consistent with the requirements of the California Public Employees' Pension Reform Act of 2013 as it is currently enacted and as it is amended in the future, and its implementing regulations, referred to hereinafter collectively as "PEPRA." To the extent PEPRA conflicts with any provision of this section, PEPRA will govern.~~

~~New County Supervisors should contact CalPERS or County personnel for information about the retirement formula they qualify for based on their date of hire/date they are sworn in as a County Supervisor.~~

~~(k) Employer Paid Member Contribution to CalPERS Retirement. Effective the first full pay period of September 2002, County shall pay fifty (50%) percent of each County Supervisor's normal member contribution as an Employer Paid Member Contribution (EMPC). Effective the first full pay period of January 2003, the EPMC shall be paid at one hundred (100%) percent of each County Supervisor's normal member contribution. This shall only apply to County Supervisors sworn in before January 1, 2013 ("Classic" Members).~~

~~Any County Supervisor sworn in on or after January 7, 2013 will contribute the employee share of their CalPERS pension.~~

~~Pursuant to the California Public Employee's Pension Reform Act of 2013 and all applicable amendments thereto, for employees newly hired on or after January 1, 2013 the employee member contribution will be fifty (50%) percent of the total normal cost (as determined by CalPERS), and the County shall not contribute to the member contribution/employee share. The member contribution will not exceed twelve (12%)~~

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~~percent, in accordance with the California Public Employee's Pension Reform Act of 2013.~~

~~(l) CalPERS Military Service Credit. Supervisors are entitled to military service credit in accordance with California Government Code Section 21024.~~

(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 ~~Choice 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

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 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. ~~Each County~~ Supervisors ~~shall be~~ covered by the ~~County's long~~ 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. ~~County~~ Supervisors may elect to be issued County owned office equipment to be used at home office and services: computer; fax machine

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with phone service; printer; internet service ~~w/DSL~~; 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 ~~and no/100thsdollars~~ (\$25.00) ~~Dollars~~ per month for internet service ~~with DSL,~~
- Thirty-five ~~and no/100thsdollars~~ (\$35.00) ~~Dollars~~ per month for basic cell phone service ~~and~~
- Sixty ~~and no/100thsdollars~~ (\$60.00) ~~Dollars~~ per month for smartphone service.

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

SECTION II: Constitutionality: If any section, subsection, sentence, clause, or 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 2nd day of October 2022 at a regular meeting of the Board of Supervisors by the following vote:

AYES:
NOES:

ORDINANCE NO. _____

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ABSENT:
ABSTAIN:

Brandon A. Criss, Chair
Board of Supervisors

ATTEST:
Laura Bynum, CLERK,
Board of Supervisors

By _____
Deputy