RESOLUTION NO. 2018-047

A RESOLUTION OF THE BOARD OF SUPERVISORS
OF THE COUNTY OF TRINITY
ESTABLISHING NON-REPRESENTED (MANAGEMENT)
CLASSIFICATION SALARIES AND BENEFITS

WHEREAS the Board of Supervisors is empowered to establish compensation and benefits for
elected and appointed Department Heads, Management and Confidential, Non-Represented and
Classified employees; and

WHEREAS, Government Code sections 3500-3510, known as the Meyers-Miliask-Brown Act allow
for full communication between public employers and their employees including non-represented
employees; and

WHEREAS, the Meyers-Miliask-Brown Act provides for a responsible method of resolving disputes
regarding wages, hours, and other terms and conditions of employment; and

WHEREAS, pursuant to Government Code Section 3502, the classifications outline in this
Resolution are not represented by a recognized bargaining unit; and

WHEREAS, the County last adopted a Non-Represented (Management) salary resolution on March
12, 2013; and

WHEREAS, the classifications outlined in this Resolution are:

Deputy County Administrative Officer
Business Manager - NR
Risk and Loss Prevention Manager
Personnel Analyst I
Personnel Analyst II
Personnel Director
Network Administrator
Sr. Financial Analyst

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors of the County of Trinity
hereby establishes compensation and benefits for the Non-Represented (Management) classification
series as follows:

1. Salaries
   a. Salaries shall be established pursuant to a formally adopted salary schedule and as
      updated from time to time.
   b. County will increase the salaries as follows:
      i. Commencing July 1, 2018, COUNTY shall increase employee's salary 2%.

2. Medical and Life Insurance
   a. County shall pay the entire premium for full-time employees only PERS Choice
      medical insurance. The premium for part-time employees shall be pro-rated. Said
      premium is to commence on the 1st of the month following the month of employment
for each employee. County may change medical insurance programs during the term of this contract, and shall pay the premium for employee medical insurance with comparable coverage to PERS Choice upon change in policies.

b. All retirees, regardless of date of hire, eligible for Medicare shall convert to the PERS Medicare plan. All retirees shall be entitled to full medical benefits, 100% PERS Choice or other plan adopted prior to retirement, if retiring with five (5) years of service.

c. County shall pay the entire premium for each employee’s life insurance with $42,000 coverage, employee only VSP vision insurance coverage and family dental insurance coverage with Delta Dental. Said premiums to commence on the 1st of the month after each employee has completed six (6) months of employment. County may change insurance providers during the term of this agreement provided the benefits provided are equal to those currently in effect.

d. Any employee who is eligible and elects not to participate in the County’s medical, dental, and/or vision benefits, shall be entitled to the County’s cost, up to the maximum amount described herein, as a contribution to the member’s qualified deferred compensation account or for use in other flexible benefit options, or a cash payment of not more than seven hundred dollars ($700.00). If the employee elects to receive benefits under this section as a cash payment, such payment will be reduced by payroll costs and deductions.

e. Notwithstanding the foregoing, County contributions for medical, dental and vision insurance shall be capped at a total cost to County of $700.00 per month. Employees shall be responsible for any future increases in medical, dental or vision insurance costs above the $700.00 cap, except that, upon retirement, employees shall be entitled to employee only medical benefits at actual cost.

3. **Flexible Benefit Plan**

a. County shall provide a flexible benefit plan for each employee. It is the intent of the parties that the plan conforms with the requirements of Section 125 of the Internal Revenue Code and regulations issued pursuant thereto.

4. **Retirement Plans and Contributions**

a. The California Public Employee Retirement System (CalPERS) Pension Plan is designated as the County’s primary plan for the employees. The County shall provide retirement through the Public Employee’s Retirement System (PERS) for current employees using PERS formula 2.5% @ 55.

   i. Employees shall assume full responsibility for the payment of PERS retirement benefits as follows:

      1. On July 1, 2015, employees will begin contributing an additional 5% towards payment of the employee portion of the PERS retirement contributions.
b. New employees of Trinity County who are also “new members: of PERS are subject to the provisions of the Public Employee’s Pension Reform Act (2013) (PEPRA), and are required to pay an employee contribution as established by PERS.

c. County shall match employee’s contribution to a County approved deferred compensation plan up to three percent (3%) of gross salary.

d. County will implement a CalPERS Section 21548 Pre-Retirement Option 2 Settlement Death Benefit.

5. **Conversion of Sick Leave to Retirement Credit or Pay-off of Remaining Hours**

   a. Employees who were employed by the County as of March 19, 1996, and who have a minimum of ten (10) years of continuous service at the time of separation in good standing from County employment, shall have the option to be compensated for unused sick hours up to a maximum of 50% of 960 hours and conversion of any remaining hours to PERS retirement; or to convert all unused sick hours to PERS retirement; or any combination thereof.

   b. Employees hired after March 19, 1996, shall not have the option of sick leave payoff, but, along with all other current employees, shall have the option of converting all available sick leave hours at the time of retirement from County service to PERS retirement credit in accordance with Section 29862.8 of the CalPERS Credit for Unused Sick Leave.

6. **Reimbursement for Tuition**

   a. With prior approval by the Department Head and Personnel Officer, and subsequent to satisfactory completion of a course relating to management or the employee’s department, the Employee may submit a claim for reimbursement of tuition and instructional materials. Said reimbursement shall not exceed two hundred fifty dollars ($250.00) per employee per year. In the event the approved course is scheduled during the employees’ regular work hours, the Department Head may recommend release time for the class provided that, in the Department Head’s view, the time off does not unreasonably impact the discharge of the department’s duties, functions and/or activities.

7. **Y-Rates**

   a. Employees occupying certain classifications may have been, or will be during the term of this Agreement, Y-rated. Employees designated for Y-rating shall be given no salary increases in any form including cost of living adjustments until such time as the Y-rates are removed through adjustment to the compensation plan.

8. **Leave**

   a. **General Provisions**
i. Except as expressly provided herein, the provisions of Article IX, Chapter 2.60 of the Trinity County Code are incorporated herein by reference.

b. Holiday Pay
   i. To earn holiday pay an employee must work the day before and the day after, if scheduled, unless on pre-approved vacation, or using sick leave (the Department Head may deny sick pay pending proof of illness).

c. Professional Leave
   i. On each January 1st, a total of five days (40 hours) of professional leave shall be credited to each employee. Said hours shall be granted after one year of service in a Management Position. Said leave shall not be taken in any other year than in which it was earned; nor can leave be carried over, or any other compensation be made, the employee in the event the leave is not taken during the earned year.

9. Classification and Compensation Study

   a. The County shall fund a Classification and Compensation Study.

10. Incorporation of Personnel Code

   a. Employees under this Resolution shall be subject to all provisions of the County Personnel Code and County Policies as amended, except as provided by law.

DUTY PASSED AND ADOPTED this 17th day of July, 2018 by the Board of Supervisors of the County of Trinity by motion, second (Fenley/Chadwick), and the following vote:

AYES: Supervisors Chadwick, Fenley, Morris, Mines and Groves
NOES:
ABSENT:
ABSTAIN:
RECEIVE:

KEITH GROVES, CHAIRMAN
Board of Supervisors
County of Trinity
State of California

ATTEST:

RICHARD KUHNS, Psy.D.
Clerk of the Board of Supervisors

By: [Signature]
Deputy