

RESOLUTION NO. 2020-098

**A RESOLUTION OF THE BOARD OF SUPERVISORS
OF THE COUNTY OF TRINITY
ESTABLISHING BENEFITS FOR MEMBERS OF THE
BOARD OF SUPERVISORS**

WHEREAS, the Board of Supervisors is empowered to establish benefits for all County personnel, including members of the Board of Supervisors; and

WHEREAS, this resolution supersedes any previous resolutions; and

WHEREAS, the Government Code Section 3500-3510, known as the Meyers-Milias- Brown Act allows for full communication between public employers and their employees; and

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

WHEREAS, pursuant to Government Code Section 3502, the Board of Supervisors are not represented by a recognized bargaining unit.

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors of the County of Trinity, establishes benefits for members of the Board of Supervisors as follows:

1. **SALARIES:** Salaries for members of the Board of Supervisors are set via ordinance (Trinity County Code Section 1.080.090).
2. **TRAVEL STIPEND:**
Members of the Board of Supervisors shall have the option of receiving: (1) a Two Hundred Fifty-dollar (\$250) per month stipend in lieu of payments for in-County travel, in-County business meals, recognition awards, membership in service clubs and so forth; or (2) reimbursement at the prevailing mileage rate for actual mileage traveled in-County and meals at the rates set by County Code Section 2.60.770.

The election of option 1 or 2 shall be made in writing to the County Auditor/Controller no later than the 15th of the month to be effective for that month's payroll.

3. **INCORPORATION OF PERSONNEL CODE:**
Members of the Board of Supervisors shall be subject to all provisions of the Trinity County Personnel Code (Section 2.60), as amended, except as provided by law.
4. **MEDICAL AND LIFE INSURANCE:**
 - A. Employee Medical Insurance
County shall pay the entire employee only PERS Choice premium for all active members of the Board of Supervisors. Said premium to commence on the 1st of the month following the month of employment for each member of the Board of Supervisors. County may change medical insurance programs during the term of this resolution, and shall pay the premium for members of the Board of Supervisors medical insurance with comparable coverage to PERS Choice upon change in policies.

- i. Any member of the Board of Supervisors, hired prior to adoption of this resolution, 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 a member's qualified deferred compensation account or flexible benefit plan. If a member elects to receive a benefit under this section as a contribution to the member's qualified deferred compensation account or flexible benefit plan, the entire premium amount may be applied toward the benefit. The election of benefits must be made in writing on the standard County form.

B. Retiree Medical Insurance

- i. All retirees and any member of the Board of Supervisors hired prior to adoption of this resolution shall be entitled to COUNTY payment of full medical benefits at the Employee Only PERS Choice premium or other equivalent plan adopted prior to retirement. Members of the Board of Supervisors hired after adoption of this resolution shall be entitled to COUNTY payment of the CalPERS statutory minimum contribution towards any elected plan adopted prior to retirement.
 - a. For covered members of the Board of Supervisors hired on or prior to adoption of this resolution who retire from active County service, the retiree medical premium will be paid as follows:
 - 1. County will pay the statutory minimum amount prescribed by Government Code Section 22892 directly to CalPERS;
 - 2. CalPERS will deduct the balance of the medical premium from the retiree's retirement payment; and
 - 3. County will concurrently reimburse the retiree the PERS Choice Employee Only premium amount less the statutory amount paid directly to CalPERS.
 - b. For covered members of the Board of Supervisors hired after adoption of this resolution who retire from active County service, the retiree medical premium will be paid as follows:
 - 1. County will pay the statutory minimum amount prescribed by Government Code Section 22892 directly to CalPERS; and
 - 2. CalPERS will deduct the balance of the medical premium from the retiree's retirement payment.
- ii. All retirees, retired or hired prior to adoption of this resolution, eligible for Medicare shall convert to the PERS Medicare plan and shall be entitled to County payment of full medical benefits at the Employee Only PERS Choice premium. Members of the Board of Supervisors hired after adoption of this resolution, eligible for Medicare shall convert to the PERS Medicare plan and shall be entitled to County payment of the CalPERS statutory minimum contribution.

C. Employee Life Insurance, Vision and Dental Coverage

County shall pay the entire premium for members of the Board of Supervisors' life insurance with \$50,000 coverage, member of the Board of Supervisors 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 member of the Board of Supervisors has completed six (6) months of employment. County may change insurance providers during the term of this resolution provided the benefits provided are equal to those currently in effect.

5. FLEXIBLE BENEFIT PLAN:

County shall provide a flexible benefit plan for each member of the Board of Supervisors. 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. The County shall contribute an additional \$270 per month toward the member's flexible benefit plan.

6. RETIREMENT PLANS AND CONTRIBUTIONS:

The California Public Employee's Retirement System (CalPERS) Pension Plan is designated as the County's primary plan for members of the Board of Supervisors. The County shall provide retirement through the Public Employees Retirement System (PERS). The retirement plan for "classic members" shall be under the Miscellaneous 2.5% at 55 PERS retirement formula and "new members" shall be under the Miscellaneous 2% at 62 PERS retirement formula. Those employees hired on or after January 1, 2013 and considered "new members" are subject to all provisions of the Public Employee Pension Reform Act (PEPRA).

The County shall pay the entire employer's contribution and the employee shall pay the entire employee's contribution for the CalPERS pension plan. Employee funded contribution to a pension plan are to be made pretax, provided such contribution is permitted under the law and it is at no cost to the County other than normal payroll processing costs.

DULY PASSED AND ADOPTED this 15th day of December 2020 by the Board of Supervisors of the County of Trinity by motion, second (Morris/Groves), and the following vote:

AYES: Supervisors Groves, Morris, Brown and Chadwick
NOES: Supervisor Fenley
ABSENT: None
ABSTAIN: None
RECUSE: None



BOBBI CHADWICK, CHAIRMAN
Board of Supervisors
County of Trinity
State of California

ATTEST:

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

By: 
Deputy