

**RESOLUTION NO. 2020-099**

**A RESOLUTION OF THE BOARD OF SUPERVISORS  
OF THE COUNTY OF TRINITY  
ESTABLISHING DEPARTMENT HEAD SALARIES AND BENEFITS**

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

**WHEREAS**, this resolution supersedes any prior resolutions; and

**WHEREAS**, Government Code Section 3500-3510, known as the Meyers-Milias-Brown Act, allows for full communication between public employers and their employees including Department Heads; 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 classifications outlined in this Resolution are not represented by a recognized bargaining unit; and

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Supervisors of the County of Trinity hereby establishes compensation and benefits for all Department Heads elected and appointed as follows:

**1. SALARIES:**

- a. Salaries shall be established pursuant to a formally adopted salary schedule and updated from time to time.
- b. Department Head's shall receive the same Cost of Living Adjustments (COLA) which are consistent with any Management Unit COLAs.

**2. TRAVEL EXPENSES:**

- a. Department Heads shall receive reimbursement for official travel at the rates prescribed by the Internal Revenue Service (IRS) for the use of personal vehicles.
- b. County vehicles shall be used on all business travel when available.
- c. Department Heads shall receive Per Diem in the same manner as the Management and Confidential Unit MOU.

**3. MEDICAL AND LIFE INSURANCE:**

- a. Employee Medical Insurance  
Commencing with the January 2021 premiums, COUNTY shall pay 90% of the bundled premium for eligible employees at the employee only PERS Choice medical premium. Said premium 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. The bundled premium is the total premium of employee only PERS Choice medical insurance, plus employee only vision insurance and plus family dental insurance.

Employees recognize herein that Medical deductions are made a month in advance and Vision/Dental deductions are made in the month for which the premium applies.

All retirees and any employee hired prior to the date of 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. Employees hired after the date of adoption of this resolution shall be entitled to COUNTY payment of the CalPERS statutory minimum contribution towards any elected plan adopted prior to retirement.

Should an employee and his/her spouse or registered domestic partner both work for the County and are both eligible for County-provided health contributions, one employee may choose in writing to be added to this/her spouse's or registered domestic partner's insurance as a dependent, and the County will make a contribution to the dependent coverage that is equal to 90% of the bundled premium for eligible employees at the employee only PERS Choice medical premium, but in no event shall the total County contribution be greater than \$850.00 per spouse.

If after the first full year of their agreement, the Management and Confidential Unit meet and agree to the offering of a 401(a) plan, said plan will be offered to Department Heads hired after adoption of this resolution.

b. Retiree Medical Insurance

All retirees, retired or hired prior to the date of 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.

Employees hired after the date of 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.

For covered employees 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) The County will continue to 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) The County will concurrently reimburse the retiree the PERS Choice employee only rate, minus the statutory amount prescribed by Government Code section 22892 paid by the County directly to CalPERS.

For covered employees hired after adoption of this resolution who retire from active County service, the retiree medical premium will be paid as follows:

- (1) The County will continue to 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.

c. Total County Medical Contribution Cap

Notwithstanding the foregoing, County contributions for medical, dental and vision insurance shall be capped at a total cost to County of \$850 per month. Employees shall be responsible for any future increases in medical, dental or vision insurance costs above the \$850 cap, except that, upon retirement, employees hired prior to adoption of this resolution shall be entitled to PERS Choice employee only full medical benefits as stated in section 3(a) and 3(b) of this resolution.

d. Employee Life Insurance, Vision and Dental Coverage

County shall pay the entire premium for Department Heads' life insurance with \$50,000 coverage. Said premiums shall commence on the 1<sup>st</sup> of the month after completion of six (6) months of employment. County may change life insurance providers during the term of this agreement given the benefits provided are equal to those currently in effect.

e. Opt-Out Provision (Cash-in-Lieu)

Continuing through June 30, 2025, any Department Head hired prior to the 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, flexible benefit plan or as a cash payment of not more than seven hundred dollars (\$700.00). If the member elects to receive benefits under this section as a cash payment, such payment will be reduced by payroll costs and deductions (Medicare and FICA). If the 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 \$700.00 may be applied toward the benefit.

Commencing July 1, 2025, any Department Head hired prior to the 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 contribution to a member's qualified deferred compensation account of not more than seven hundred dollars (\$700.00).

Department Heads hired after the adoption of this resolution, are not eligible for the contribution to a deferred compensation account, flexible benefit plan or cash payment opt-out options above.

Any eligible Department Head who elects to opt-out of County medical insurance shall provide proof of insurance showing the coverage period to the County on an annual basis and/or when requested.

**4. FLEXIBLE BENEFIT PLAN:**

County shall provide a flexible benefit plan for each Department Head. It is the intent of the parties that the plan conforms with the requirements of Section 125 of the IRS Code and regulations issued pursuant thereto. County shall continue to contribute two hundred seventy dollars (\$270.00) per month to the Department Head's deferred compensation.

**5. RETIREMENT PLANS AND CONTRIBUTIONS:**

The California Public Employee Retirement System (CalPERS) Pension Plan is designated as the County's primary retirement plan for the Department Head's at a current formula of 2.5% at 55 for non-safety and 3% at 50 for safety department heads.

Department Heads shall contribute an amount equal to 8% of salary as the required employee contribution to their retirement accounts. The County shall pay the employer's contribution.

Commencing January 1, 2013, all newly employed Department Head's, regardless of prior participation in CalPERS, shall be placed on a separate tier retirement plan.

County shall implement a 2% at 62 with a maximum benefit of 2.5% at 67 retirement plan for non-safety employees and a 2% at 50 with a maximum benefit of 2.7% at 57 for safety employees. The Department Head's shall pay no less than fifty percent (50%) of the basic cost of the applicable plan.

County has implemented a CalPERS Section 21548 Pre-Retirement Option 2W Settlement Death Benefit that the employee's beneficiary is entitled to under the terms and condition set by PERS.

**6. INCORPORATION OF PERSONNEL POLICIES**

Employees under this agreement shall be subject to all provisions of the County Personnel Code and County Policies, (Trinity County Code section 2.60

incorporated by reference herein) as amended, except as provided by law.

**7. HOLIDAYS**

- a. Holiday Leave as provided in the Trinity County Code Chapter 2.60, Article IX, Section 2.60.530, subsection A, shall include December 24 (Christmas Eve).
- b. Article IX, Section 2.60.530, subsection B, shall be modified as follows:
  - (1) When a holiday as defined in this section falls on a Saturday, the preceding Friday shall be observed as a holiday. When a holiday as defined in this section falls on a Sunday, the following Monday shall be observed as a holiday.
  - (2) When December 24 falls on a Friday it shall be observed on the preceding Thursday.
  - (3) When December 24 falls on a Sunday it shall be observed on the preceding Friday.

**DULY PASSED AND ADOPTED** this 15<sup>th</sup> 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

  
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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