

**RESOLUTION OF THE SISKIYOU COUNTY BOARD OF SUPERVISORS
REGARDING CERTAIN TERMS AND CONDITIONS OF EMPLOYMENT FOR
COUNTY ELECTED DEPARTMENT HEADS**

May 2, 2017 through May 1, 2018

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 Heads (Elected Department Heads) classifications.

NOW, THEREFORE, BE IT RESOLVED

1. COMPENSATION

- a. Elected Department Heads will receive the following cost of living adjustments that include a range adjustment, tiered COLA and EPMC offset:

Elected Official	May 7, 2017
Clerk	11.56% (6%+1.5%+4.06%)
Treasurer	10.89% (5.33%+1.5%+4.06%)
Assessor/Recorder	9.56% (4%+1.5%+4.06%)
Auditor	11.22% (5.66%+1.5%+4.06%)
Sheriff	8.97% (2.66%+1.5%+4.81%)
District Attorney	10.56% (5%+1.5%+4.06%)

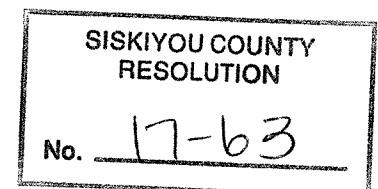
- b. County agrees to attempt to maintain a spread of fifteen (15%) percent, between the Assistant Department Head and Elected Department Head. Elected Department Heads to bring this issue forward in open session when compaction occurs.

2. CALPERS MEMBER CONTRIBUTION

Effective May 7, 2017, the County shall contribute 50% (3.5% Miscellaneous and 4.5% Safety) of the member contribution, as an Employer Paid Member Contribution (EPMC) and report it as Special compensation, pursuant to Gov. Code §20636(c)(4) for all members of this unit (excluding new members (due to PEPRA). Elected Department Heads to contribute one half (50%) of the member contribution to CALPERS retirement (3.5%) on a pre-tax basis (Safety Members 4.5%). This shall only apply to Elected Department Heads hired before January 1, 2013 ("Classic" Members).

3. ADMINISTRATIVE LEAVE

Elected Department Heads will be entitled to a total of sixty (60) hours of administrative leave per calendar year, leave to be paid out to the Elected Department Head on an annual basis. Elected Department Heads hired or separated from the County during the calendar year shall receive prorated



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

4. INSURANCE

a. Health Insurance

Effective May 7, 2017, the County agrees to contribute a dollar amount equal to 90% of the CalPERS *Choice* health plan premium to the Elected Department Head's Health Plan premium option.

b. Continuation of Medical Insurance

For Elected Department Heads retiring during the term of this Resolution who elect to continue the health and dental insurance plans with the County, the County agrees to pay a monthly amount as determined by the Board of Supervisors towards the payment of health and dental insurance premiums.

c. Vision Insurance

The County agrees to maintain the vision insurance plan for Elected Department Heads and eligible dependents through the Vision Service Plan.

d. Life Insurance

Elected Department Heads covered herein shall be covered by term life insurance in an amount equal to two times the gross annual salary, which premium for the said term insurance policy shall be paid by the County. A certain portion of this premium paid by the County may be considered as taxable income and shall be reflected in the Elected Department Head's earnings statement for such purposes. In addition, the County shall make available, at the Elected Department Heads expense, additional term life insurance coverage under the terms and conditions as specified by the insurer providing the term life insurance pursuant to the first sentence of this paragraph.

e. Long Term Disability

The County shall maintain in effect the County paid long term disability insurance program for Elected Department Heads.

5. DEFERRED COMPENSATION

Effective May 7, 2017, the County will contribute an amount of Three Hundred (\$300.00) dollars per month to the Elected Department Head's designated deferred compensation program. This contribution is made on a bi-weekly basis, at \$138.47.

6. CALPERS RETIREMENT BENEFITS

a. County Retirement Program

Elected Department Heads 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 ordinance, PEPRA will govern.

New Elected Department Heads 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 an Elected Department Head.

b. Military Service Credit is provided in accordance with Government code Section 21024

7. RETIREMENT/DEATH PAYOUTS

a. Upon death or a qualified CalPERS retirement, an Elected Department Head shall receive the following benefits provided the Elected Department Head has served at least five (5) or more continuous years of service:

- Payment of \$100 per year of service for each year of service as an Elected Department Head.

b. In addition to the payout listed above, provided the Elected Department has served at least eight (8) or more continuous years of service, they shall also receive:

- Payment of sixty (60) days of pay at his/her hourly rate of pay upon retirement (hourly rate times 8 hours per day times 60 days)

When an elected Department Head dies while in office, only a surviving spouse or the designated beneficiary (as noted on the life insurance beneficiary form) shall be eligible for this benefit.

8. PROFESSIONAL LICENSE FEES

The County shall reimburse Elected Department Heads for County required professional license fees. The maximum reimbursement shall be \$200.00 per Elected Department Head annually; except for the attorney classification, which shall continue to have state bar fees paid in full.

9. IRS-125 PROGRAM

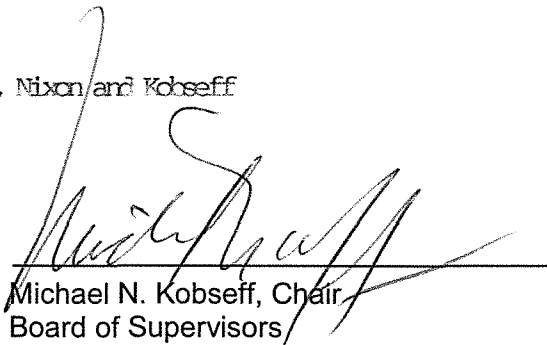
An IRS-125 program shall remain in effect for the term of this agreement.

10. TERM OF RESOLUTION

The term of this resolution shall be from May 2, 2017, and remain in effect until May 1, 2018.

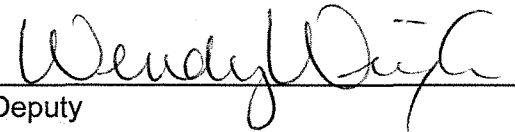
PASSED AND ADOPTED this 2nd day of May, 2017, by the Board of Supervisors of the County of Siskiyou by the following vote:

AYES: Supervisors Criss, Haupt, Valenzuela, Nixon and Kobseff
NOES: NONE
ABSENT: NONE
ABSENT: NONE



Michael N. Kobseff, Chair
Board of Supervisors

ATTEST:
Colleen Setzer, County Clerk

By 
Deputy