

**RESOLUTION OF THE BOARD OF SUPERVISORS
REGARDING CERTAIN TERMS AND CONDITIONS OF EMPLOYMENT FOR
APPOINTED DEPARTMENT HEADS**

WHEREAS, upon adoption, this Resolution supersedes all prior resolutions; and

WHEREAS, the County is setting forth salary and certain terms and conditions of employment for Appointed Department Heads.

NOW, THEREFORE, BE IT RESOLVED:

1. COMPENSATION

- a. The salary schedule will consist of seven (7) steps, there will be five (5) percent (5.0%) between steps one (1) through five (5), and two and a half percent (2.5%) between steps five (5) through seven (7).
- b. Salaries are based upon merit, employees will advance steps upon completion of a satisfactory performance evaluation.
- c. Effective February 6, 2022, all classifications will receive a salary increase of four percent (4.0%).
- d. Effective February 5, 2023, all classifications will receive a salary increase of three percent (3.0%).

2. INSURANCE

a. Health Insurance

Medical Insurance – The County contracts for employee, dependents, retirees, and dependents medical insurance benefit plans through the CalPERS Public Employees Medical and Hospital Care Program.

Effective April 1, 2022, the County contributes up to the following amounts towards employee medical insurance coverage and cafeteria plan benefits:

Tier	Medical Benefit	Cafeteria Plan Benefit	Total Benefit
Employee only	Note 1	Note 2	Note 3
Employee plus one	Note 1	Note 2	Note 4
Employee plus family	Note 1	Note 2	Note 5

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 95% of the Region 1 CalPERS Gold health plan plus 95% of the dental premium.

Note 4: The total benefit is equal to 95% of the Region 1 CalPERS Gold health plan plus 95% of the dental premium.

Note 5: The total benefit is equal to 95% of the Region 1 CalPERS Gold health plan plus 95% of the dental premium.

Effective January 1, 2023, the County contributes up to the following amounts towards employee medical insurance coverage and cafeteria plan benefits:

Tier	Medical Benefit	Cafeteria Plan Benefit	Total Benefit
Employee only	Note 1	Note 2	Note 3
Employee plus one	Note 1	Note 2	Note 4
Employee plus family	Note 1	Note 2	Note 5

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 90% of the Region 1 CalPERS Gold health plan plus 90% of the dental premium.

Note 4: The total benefit is equal to 90% of the Region 1 CalPERS Gold health plan plus 90% of the dental premium.

Note 5: The total benefit is equal to 90% of the Region 1 CalPERS Gold health plan plus 90% of the dental premium.

Effective January 1, 2024, the County contributes up to the following amounts towards employee medical insurance coverage and cafeteria plan benefits:

Tier	Medical Benefit	Cafeteria Plan Benefit	Total Benefit
Employee only	Note 1	Note 2	Note 3
Employee plus one	Note 1	Note 2	Note 4
Employee plus family	Note 1	Note 2	Note 5

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.

Note 4: The total benefit is equal to 85% of the Region 1 CalPERS Gold health plan plus 85% of the dental premium.

Note 5: The total benefit is equal to 85% of the Region 1 CalPERS Gold health plan plus 85% of the dental premium.

b. Retiree Medical and Dental Insurance

1. For employees hired prior to January 1, 2020, who maintain medical insurance through the County will receive reimbursement of insurance from the Auditor-Controller's Office equal to one half of employee only CalPERS Region 1 Platinum premium minus the MEC.
2. For employees hired into County service after September 1, 2020, 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).
3. Employees hired prior to January 1, 2022, who retire from the County may maintain dental insurance at a cost to the retiree of twenty-five dollars (\$25.00) per month.
4. Employees hired after December 31, 2021, who retire from the County may maintain dental insurance for the employee only at a cost of twenty-five dollars (\$25.00) per month.

c. Vision Insurance

Effective April 1, 2022, the County provides vision insurance for employees and their dependents.

d. Life Insurance

The County will provide employees with term life insurance in an amount equal to two times the gross annual salary. A certain portion of this premium paid by the County may be considered as taxable income and will be reflected in the employees' earnings statement for such purposes. Employees may at their expense purchase additional term life insurance coverage under the terms and conditions as specified by the insurer.

e. Short-Term Disability Insurance

The County provides employees with Short-Term Disability Insurance.

f. Long-Term Disability Insurance

The County provides employees with Long-Term Disability Insurance.

3. DEFERRED COMPENSATION

Effective February 6, 2022, the County contributes two hundred dollars (\$200.00) per pay period to the employee's designated deferred compensation program.

4. PAID LEAVES

a. Vacation Accrual Limit

The maximum vacation accrual is 312 hours. Employees will be allowed to accrue above their vacation accrual limits during the calendar year. Employees who on the first full pay period in January of any year exceed the vacation maximum of 312 hours, will not accrue additional vacation hours until the vacation balance is reduced to the limit allowed.

b. Administrative Leave.

Employees accrue eighty (80) hours of administrative leave annually on January 1. Employees may cash out administrative leave, payment will be processed on the pay period following receipt of the request. Employees hired during the calendar year will receive a prorated administrative leave hours with the hours being rounded to the nearest one-third (4 months) of the year. Administrative leave must be used in the year it is accrued or it will be forfeited on December 31.

5. RETIREMENT BENEFITS

a. Miscellaneous Member 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. These employees pay three and a half percent (3.5%) of the member contribution, on a pre-tax basis. 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. These employees pay three and a half percent (3.5%) of the member contribution, on a pre-tax basis. 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 of the total normal cost as determined annually by CalPERS on a pre-tax basis.

All safety 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

b. Safety Member Retirement

Employees hired prior to February 5, 2012, will receive the 3% at 50 safety CalPERS formula with the one (1) year final average compensation period. These employees pay four and a half percent (4.5%) of the member contribution, on a pre-tax basis. The County will pay four and a half percent (4.5%) 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 February 4, 2012, who are not classified as a new member will receive the 3% at 55 safety CalPERS formula with the three (3) year final average compensation period. These employees pay four and a half percent (4.5%) of the member contribution, on a pre-tax basis. The County will pay four and a half percent (4.5%) 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 2.7% at 57 safety CalPERS formula with the three (3) year final average compensation period. These employees pay one half of the total normal cost as determined annually by CalPERS on a pre-tax basis.

All safety retirement formulas have the following optional CalPERS retirement benefits:

- Sick Leave Service Credit
- Military Service Credit § 21024
- Non-Industrial Disability Standard

- Industrial Disability Standard
- Pre-Retirement Death Benefits:
 - 1959 Survivor Benefit Level 4
 - Special
- Post-Retirement Death Benefits:
 - \$500 Lump Sum
 - Survivor Allowance (PRSA)
- 2% Retirement COLA

6. PROFESSIONAL LICENSE FEES

The County will reimburse employees for County required professional license fees. The County reimbursement will cover license/certifications required by the County or the State. Optional or extra certifications requested to be covered may only be covered at the discretion of the department head in consultation with the Deputy County Administrator - Personnel and Risk Management Officer.

7. AT-WILL STATUS

Appointed Department Heads are considered At-Will (except as dictated by County or Government code).

8. TERM OF RESOLUTION

The term of this Resolution is through February 5, 2024, or until a superseding Resolution is adopted by the Board of Supervisors.

PASSED AND ADOPTED this 18th day of January 2022 by the Board of Supervisors of the County of Siskiyou by the following vote:

AYES: Supervisors Kobseff, Haupt, Valenzuela, Ogren and Criss
 NOES: None
 ABSENT: None
 ABSTAIN: None

Signature on File

 Brandon A. Criss, Board Chair
 Board of Supervisors

ATTEST:
 Laura Bynum, County Clerk
 By Signature on File
 Deputy

**RESOLUTION OF THE BOARD OF SUPERVISORS
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APPOINTED DEPARTMENT HEADS**

Resolution #: 22-195

One-Time Retention Bonus

Subject to the approval of the Board of Supervisors all full-time and part-time employees who are employed on December 10, 2022, will receive a one-time five-hundred-dollar (\$500.00) retention bonus.

PASSED AND ADOPTED this 6th day of December 2022 by the Board of Supervisors of the County of Siskiyou by the following vote:

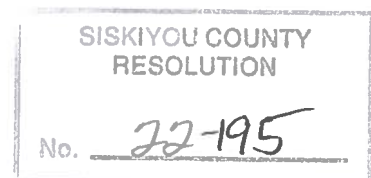
AYES:	Supervisors Haupt, Kobseff, Valenzuela, Ogren and Criss
NOES:	None
ABSENT:	None
ABSTAIN:	None

Brandon A. Criss

Brandon A. Criss, Board Chair
Board of Supervisors

ATTEST:
Laura Bynum, County Clerk

By Wendy Dyer
Deputy



RESOLUTION OF THE BOARD OF SUPERVISORS
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Resolution #: P23-54

Referral and Signing Bonus

Effective March 22, 2023, employees who refer a new employee for County employment will receive a referral bonus of \$500 once the referred employee satisfactorily completes their probationary period or if they are exempt from a probationary period completion of twenty-six pay periods of County service.

New employees who are employed after March 21, 2023, will receive a signing bonus of \$500 once they satisfactorily complete their probationary period or if they are exempt from a probationary period completion of twenty-six pay periods of County service.

This agreement expires on December 31, 2024.

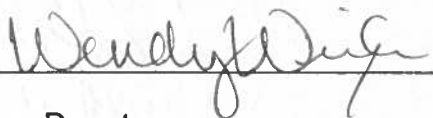
PASSED AND ADOPTED this 21st day of March 2023 by the Board of Supervisors of the County of Siskiyou by the following vote:

AYES:	Supervisors Haupt, Kobseff, Criss, Ogren and Valenzuela
NOES:	None
ABSENT:	None
ABSTAIN:	None



Ed Valenzuela, Board Chair
Board of Supervisors

ATTEST:
Laura Bynum, County Clerk

By  _____
Deputy

