



RESOLUTION No. 19-254

OF THE BOARD OF SUPERVISORS OF THE COUNTY OF NEVADA

RESOLUTION APPROVING CHANGES IN SALARY AND BENEFITS FOR ELECTED OFFICIALS OF THE COUNTY DURING THE PERIOD OF JULY 1, 2019 THROUGH JUNE 30, 2022

WHEREAS, the County of Nevada elected officials are not represented in matters of wages and benefits; and

WHEREAS, the Board of Supervisors desires to adopt the attached Addendum which implements language providing for salary and benefit adjustments.

NOW, THEREFORE, BE IT RESOLVED by the Board of Supervisors of the County of Nevada, that the changes in salaries and benefits as set forth in Addendum A attached hereto, are hereby granted to employees designated as Elected Officials effective July 1, 2019, except where another effective date has been specified.

BE IT FURTHER RESOLVED that all compensation, fringe benefits, responsibilities and restrictions applicable to members of this employee unit are contained in the attached Addendum A which supersedes all agreements made prior to this date. Future side letter agreements may modify this Addendum A if approved by the County Executive Officer or his/her designee within the limits of his/her authority.

PASSED AND ADOPTED by the Board of Supervisors of the County of Nevada at a regular meeting of said Board, held on the 11th day of June, 2019, by the following vote of said Board:

Ayes: Supervisors Heidi Hall, Edward Scofield, Dan Miller and Susan K. Hoek.

Noes: Richard Anderson.

Absent: None.

Abstain: None.

ATTEST:

JULIE PATTERSON HUNTER
Clerk of the Board of Supervisors

By: 



Richard Anderson, Chair

6/11/2019 cc: HR*
AC*
All Electeds (except BOS)*

ADDENDUM A

Elected Officials Compensation and Benefits

SALARIES

A. REGULAR SALARIES

1. The County will provide the following general adjustments effective the first full pay period of each fiscal year to eligible elected officials:

2% effective 19/20
3% effective 20/21
2% effective 21/22

The County will provide 2% equity adjustments effective the first full pay period of each fiscal year to eligible elected officials.

2. The Sheriff — Coroner — Public Administrator is eligible for additional pay, as indicated, added to base compensation, if he or she possesses any or all of the following:
 - a. P.O.S.T. Advanced Certificate 3.2%
 - b. P.O.S.T. Management Certificate 3.5%
 - c. Master's Degree 2.5%

HEALTH AND WELFARE BENEFITS

A. LIFE INSURANCE

1. Employee and dependent coverage shall be paid by the County as described in paragraph 2.
2. Employee coverage shall be provided by the County in the amount of twice the Elected Department Head's salary. Elected Department Heads are eligible to purchase additional coverage for themselves and their dependents. The County will provide \$1,000 coverage for each eligible dependent. The additional amounts of insurance to be purchased by the employee may be limited by the insurance company.

B. EMPLOYEE HEALTH COVERAGE PACKAGE

1. Health, Dental and Vision insurance will be available to all employees and their dependents.

2. Employees will have the option of choosing all available coverage or upon proof of other coverage in a group plan providing minimal essential coverage an employee may choose to opt out of medical insurance and the County will pay the employee \$300/mo. Employees who opt out of medical insurance can still enroll in dental and vision coverage.
3. The County shall provide to all eligible County employees an amount equal to 100% of the employee only cost for the least expensive health insurance plan available to County employees including the cost of dental and vision coverage.
4. The County contribution for "Employee plus one" coverage and "Employee plus two or more" coverage for medical, dental and vision plans will be frozen at the 2016 dollar contribution levels until such time as the employee paid premium contribution equals twenty percent (20%) of the total premium for the least expensive health insurance plan available and the cost of dental and vision coverage for the level of enrolled coverage. Employees choosing a more expensive health plan will be responsible for paying the difference in cost.

In the event that CalPERS offers a high deductible health insurance plan available to County employees, this provision may be changed.

RETIREMENT PROGRAM

A. COVERAGE AND CONTRIBUTION RATE

1. The type of coverage and amount of employee contribution shall be established in accordance with this Addendum and the contract between the County and the Public Employees' Retirement System (PERS).
2. Tier I/Legacy Tier: (Employees hired prior to December 13, 2012) Effective July 1, 2006, the County adopted the 2.7% at 55 modified retirement plan for Miscellaneous employees. County contributes on behalf of all covered employees their contribution at the established rate of 8% of monthly base salary received in excess of \$133.33.

The employees shall contribute 10.585% towards the employer share of the PERS reportable compensation in accordance with California Government Code Section 20516.

Tier I/Legacy Tier-Safety: Employees enrolled in the 3% @ 50 formula shall contribute a total of 9.0% of the employer share of reportable compensation in accordance with California Government Code Section 20516.

3. Tier II/Classic Tier: Employees hired after December 13, 2012 are enrolled in the 2%@60 formula. Employees shall contribute the 7.0% employee contribution to PERS.

Tier II/Classic Tier-Safety: (Employees hired between July 24, 2011 and December 31,

2012): Employees are enrolled in the 3%@55 formula shall contribute 9% towards the employee share of PERS reportable compensation.

4. Tier III: PERS "PEPRA" Employees hired on or after January 1, 2013 are enrolled in the 2%@62 formula. Employees shall contribute 50% of the Total Normal Cost (as determined annually by CalPERS) rate of their pensionable compensation to PERS.

Tier III-Safety: PERS "PEPRA" Employees hired on or after January 1, 2013. Employees are enrolled in the 2.7%@57 safety formula, employees shall contribute 50% of the Total Normal Cost (as determined annually by CalPERS) rate of their pensionable compensation to PERS.

Tier III employees shall be subject to the provisions of the Public Employee Pension Reform Act (PEPRA), including provisions governing pensionable compensation.

5. The County agrees to adopt the PERS optional death benefit Section 21548, Pre-Retirement Optional Settlement 2 Death Benefit by June 30, 2003.
6. The Elected Department Heads are eligible for PERS Section 21540.5 Special Death Benefit.
7. EPMC - Employees of this unit are eligible for provisions of Senate Bill 53, wherein regulations provided in Government Code Section 20636(c)(4) that the full monetary value of employer-paid member contributions (EPMC) paid to PERS shall be reported as compensation on behalf of all unit members.
8. Social Security - Each regular employee shall pay his/her contribution to the system.

RETIREE HEALTH COVERAGE

Retiree Health Coverage benefits shall be provided pursuant to Section 24 of the Nevada County Personnel Code.

MISCELLANEOUS

A. MANAGEMENT BENEFIT ALLOWANCE

Each Elected Department Head shall be provided a \$1000.00 per fiscal year management benefit allowance for expenses associated with the following: education, training, travel and workshops undertaken for purposes of personal growth and enrichment; membership and participation in activities of cultural, benevolent or service organizations; computer equipment, software and other supplies and equipment; health club dues and fees, and equipment intended to maintain good health and physical fitness; and attendance or participation in community events. The allowance shall be automatically included only in the final paycheck of each fiscal year. No receipts are required.

B. CAR ALLOWANCE

Elected Officials shall be provided a monthly car allowance of \$400.00 per month for all travel within 50 miles of their office location. Additionally, all elected officials shall be reimbursed at the current IRS allowable rate for all work related travel in his or her private vehicle further than 50 miles, one-way. Elected officials who have County assigned emergency vehicles which are available for their use during non-business hours are not eligible for this allowance.

C. SICK LEAVE BALANCE

1. Upon appointment to an elected position from any former regular County position, the employee shall choose one of two options to address any sick leave balance:
 - a. The employee shall be paid thirty-five percent (35%) of the value of all unused, accrued sick leave balance if they have achieved five years of service; or
 - b. The employee shall elect to freeze the sick leave balance to apply towards service credit upon retirement per PERS Section 20965, Credit for Unused Sick Leave. This election must be made in writing.