

**BEFORE THE BOARD OF SUPERVISORS
OF THE COUNTY OF YUBA**

RESOLUTION ADOPTING) RESOLUTION NO. 2024-062
COMPENSATION AND BENEFITS)
SUMMARY FOR ELECTED OFFICIALS,)
EFFECTIVE JULY 1, 2024)
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WHEREAS, on June 25, 2024, the Board of Supervisors of the County of Yuba adopted Resolution No. 2024-047 formally adopting the compensation and benefit summary for elected officials effective July 1, 2024; and

WHEREAS, the compensation and benefits summary for elected officials contained in this Resolution supersedes Resolution No. 2024-047; and

WHEREAS, the compensation and benefit summary for elected officials did not include the Sheriff-Coroner and now intends to; and

WHEREAS, “elected officials” refers to Elected Department Heads including the Assessor, Auditor-Controller, County Clerk-Recorder, District Attorney, Treasurer-Tax Collector, and Sheriff-Coroner; and

WHEREAS, Yuba County elected officials are exempt from the Merit System and some employee benefit programs; and

WHEREAS, the Board of Supervisors grant salary and benefits to elected officials that are the same as or equally comparable to those provided to unrepresented management employees; and

WHEREAS, it is the intent of the Board of Supervisors that elected officials be standardized where allowed by law or this Resolution; and

WHEREAS, this Resolution provides for the standardization of benefits for elected officials and specifies the salary and benefits entitled to Elected Department Heads.

NOW, THEREFORE, BE IT RESOLVED by the Board of Supervisors that elected officials’ salary and benefits are as follows:

SECTION 1: SALARIES & ADDITIONAL COMPENSATION

1.1 Elected Department Heads & Ranges

Effective July 1, 2024, elected officials will be placed at the specified ranges identified as follows:

<u>Classification</u>	<u>Range</u>
Assessor	280
Auditor-Controller	280
County Clerk-Recorder	280
District Attorney	355
Treasurer-Tax Collector	280
Sheriff-Coroner	324

1.2 Salary Adjustments

Effective July 1, 2024, elected officials will be placed at the specified ranges identified Section 1.1 Classifications and Ranges. This is inclusive of the three percent (3.0%) Cost of Living Adjustment (COLA).

Effective July 1, 2025, all ranges will receive a COLA with a minimum of one percent (1.0%) and a maximum of three and a half percent (3.5%) based on the 2025 April to April California Consumer Price Index for All Urban Consumers.

Effective July 1, 2026, all ranges will receive a COLA with a minimum of one percent (1.0%) and a maximum of three and a half percent (3.5%) based on the 2025 April to April California Consumer Price Index for All Urban Consumers.

1.3 Merit Pay: Elected officials receive merit pay based on the following index rate table and in accordance with County practices:

MERIT STEP INDEX RATES:	
Number of Years of Service	Index Rate
Base-Less than 1	1.2160
at least 1	1.2160
" 2	1.2160
" 3	1.2160
" 4	1.2160
5	1.2160

1.4 Longevity Pay: Elected officials receive a longevity pay differential of approximately one and one half percent (1.5%) upon completion of the fifth (5th) year of Yuba County service and continue to receive a one and one half percent (1.5%) each year on an elected official's Service Computation Date (SCD) until thirty years of continuous Yuba County service is achieved. An employee's longevity pay is based on the following index table and in accordance with County practices:

LONGEVITY STEP INDEX RATES:	
Number of Years of Service	Index Rate
6	1.2300
7	1.2450
8	1.2600
9	1.2750
10	1.2900
11	1.3050
12	1.3200
13	1.3350
14	1.3500
15	1.3650
16	1.3800
17	1.3950
18	1.4100
19	1.4250
20	1.4400
21	1.4550
22	1.4700
23	1.4850
24	1.5000
25	1.5150
26	1.5300
27	1.5450
28	1.5600
29	1.5750
30	1.5900

1.5 Sheriff-Coroner Uniform Allowance: The Sheriff will receive a uniform allowance of seventy-five dollars (\$75.00) per month or thirty-four dollars and sixty-two cents

(\$34.62) bi-weekly.

SECTION 2: BENEFIT PROGRAMS

2.1 Benefit Program Coverage

Elected officials working an average of twenty (20) regularly scheduled hours per week and the employee's dependents are entitled to participate in the County health plans. Coverage commences and is dependent upon eligibility for coverage under the health plan carriers' rules. If elected officials elect medical coverage, then they must participate in a dental plan option and the vision insurance.

2.2 Medical, Dental and Vision Insurance

The County contracts for employee, dependents, retirees and their dependents medical insurance benefit plans through the CalPERS Public Employees Medical and Hospital Care Program. Elected officials who enroll in the County's health plan must enroll in the County's sponsored vision and dental plan.

The County contributes the Public Employees Medical and Hospital Care Act (PEMHCA) statutory monthly MEC set annually by CalPERS on behalf of each employee. The County will make an additional contribution through the County's established Section 125 Cafeteria Plan. In no event, with the total contribution exceed the employee's actual cost.

Effective January 1, 2025, the County's total monthly contribution, which includes the PEMHCA statutory monthly MEC, is as follows:

Employee only: Up to one hundred percent (100%) of the CalPERS Gold employee only premium and one hundred percent (100%) of the dental and vision basic premium;

Employee plus one: Up to ninety percent (90%) of the CalPERS Gold employee plus one premium and eighty percent (80%) of the dental and vision basic premium;

Employee plus family: Up to ninety percent (90%) of the employee plus family CalPERS Gold premium and eighty percent (80%) of the dental and vision basic premium.

The County will continue enrollment in CalPERS for the Health Insurance for the term of this Resolution. However, due to the continued rising cost of health care, the County must explore alternatives to our current plans and funding.

In-Lieu Health: Eligible elected official may elect to “opt out” of the County provided health/dental/vision coverage upon proof of other health insurance coverage and receive two hundred and fifty dollars (\$250.00) per month In-Lieu of Premium Savings.

Elected officials declining health plan coverage and receiving In-Lieu Health may re-enroll upon proof of involuntary loss of other coverage or during next open enrollment. In-Lieu Health is taxable income.

2.3 Life Insurance: Elected officials receive the same life insurance benefit provided to all employees in the amount of fifty thousand dollars (\$50,000).

2.4 Optional Employee Paid Supplemental Life Insurance: Elected officials may purchase, at their expense, County sponsored supplemental life insurance coverage for themselves and their dependents subject to limitations specified by the insurance carrier.

SECTION 3: CALPERS RETIREMENT PLAN

3.1 Elected Officials Eligibility. Elected officials are eligible to participate in the County’s retirement program as contracted through the California Public Employees Retirement System (CalPERS).

3.2 CalPERS Retirement Miscellaneous Contract Benefits. The County contract with the CalPERS for retirement benefits as follows:

Employees hired prior to January 1, 2013, who are not classified by CalPERS as a classic member will receive the two percent (2%) at fifty-five (55) miscellaneous CalPERS formula with the one (1) year final average compensation period. These employees pay the required nine percent (9%) member contribution, on a pre-tax basis.

Employees hired after December 31, 2012, who are classified by CalPERS as a new member will receive the two percent (2%) at sixty-two (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 plus an additional two percent (2%) on a pre-tax basis.

3.3 Optional CalPERS Retirement Miscellaneous Contract Benefits. All miscellaneous retirement formulas have the following optional CalPERS retirement benefits:

- Non-Industrial Disability Standard

- Pre-Retirement Death Benefits:
 - 1959 Survivor Benefit Level Three (3)
 - Optional Settlement 2W – Section 21548. This benefit provides that the spouse or domestic partner of a deceased member, who was eligible to retire for service at the time of death, may elect to receive the Pre-Retirement Option 2W Death Benefit which is the highest monthly allowance a member can leave a spouse or domestic partner in lieu of the lump sum Basic Death Benefit.
- Post-Retirement Death Benefit lump sum of five hundred dollars (\$500.00)
- Two percent (2%) retirement COLA.

3.4 CalPERS Retirement Safety Contract Benefits: The County contracts with the California Public Employees Retirement System (CalPERS) for retirement benefits as follows:

Employees hired prior to January 1, 2013, who are not classified by CalPERS as a classic member will receive the two percent (2%) at fifty (50) safety CalPERS formula with the one (1) year final average compensation period. These employees pay the required twelve percent (12%) member contribution, on a pre-tax basis.

Employees hired after December 31, 2012, who are classified by CalPERS as a new member will receive the two point seven percent (2.7%) at fifty-seven (57) safety CalPERS formula with the three (3) year final average compensation period. These employees pay one-half (1/2) of the total normal cost as determined annually by CalPERS on a pre-tax basis.

3.5 Optional CalPERS Retirement Safety Contract Benefits: All safety retirement formulas have the following optional CalPERS retirement benefits:

- Sick Leave Service Credit – Section 20965. This benefit provides that unused accumulated sick leave at time of retirement may be converted to additional service credit at the rate of 0.004 year of service credit for each day of unused sick leave in accordance with the PERS formula.
- Non-Industrial Disability Standard
- Industrial Disability Standard
- Pre-Retirement Death Benefits:
 - 1959 Survivor Benefit Level Three (3)
 - Optional Settlement 2W – Section 21548. This benefit provides that the spouse or domestic partner of a deceased member, who was

eligible to retire for service at the time of death, may elect to receive the Pre-Retirement Option 2W Death Benefit which is the highest monthly allowance a member can leave a spouse or domestic partner in lieu of the lump sum Basic Death Benefit.

- Special
 - Post-Retirement Death Benefit a lump sum of five hundred dollars (\$500.00)
 - Two percent (2%) retirement COLA.

BE IT FURTHER RESOLVED, effective July 1, 2024, the summary of salary and benefits for elected officials contained in this Resolution supersedes, where applicable, all agreements made prior to this date.


PASSED AND ADOPTED by the Board of Supervisors of the County of Yuba, State of California, on the 9 day of July, 2024, by the following vote:

AYES: Supervisors Vasquez, Fuhrer, Bradford, Messick
 NOES: None
 ABSENT: Supervisor Blaser
 ABSTAIN: None

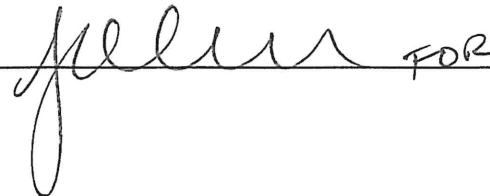


~~CHAIR, DON BLASER -~~
Seth Fuhrer, Vice Chair

ATTEST: MARY PASILLAS
CLERK OF THE BOARD OF SUPERVISORS



YUBA COUNTY COUNSEL
APPROVED AS TO FORM:


_____ FOR

The following is a true and correct copy of the document on file in this office.

ATTEST: MARY PASILLAS
Clerk of the Board of Supervisors of
The County of Yuba , State of California

By:  _____ Page 7 of 7

Date: 7/9/24 _____