

COUNTY OF DEL NORTE
STATE OF CALIFORNIA
BOARD OF SUPERVISORS

RESOLUTION NO. 2020-007

**AN AMENDMENT TO
A RESOLUTION ESTABLISHING BENEFITS FOR
SHERIFF'S UNREPRESENTED CLASSIFICATIONS
RESOLUTION 2007-003**

WHEREAS, the benefits described herein are those assigned by the Del Norte County Board of Supervisors to those classifications allocated, on a permanent full-time basis, to the Sheriff/Jail Department that are not represented by the Del Norte County Sheriff's Employees Association (SEA) or any other recognized bargaining unit. The classifications include, but are not limited to the Undersheriff classification, and;

WHEREAS, the classification of Undersheriff is responsible for the day to day management and operation of functional units of the Sheriff/Jail Department and reports directly to the Sheriff-Coroner, and by job description is required to act in the capacity of the Sheriff-Coroner in the absence of, or at the direction of, the Sheriff-Coroner, and;

WHEREAS, such classifications are not included within any bargaining unit of county employees for purposes of establishing wages, hours and working conditions, and;

WHEREAS, it is necessary to establish such wages, hours and working conditions separate and apart from those created by memoranda of understanding for employees who are members of recognized bargaining units, and;

WHEREAS, nothing in this assignment resolution is intended to restrict or enlarge any of the rights of the parties reserved to themselves in Resolution 76-176, or to restrict or enlarge any of the rights under Federal or State law, and;

NOW, THEREFORE BE IT RESOLVED, the Board of Supervisors of the County of Del Norte hereby establishes the following benefits for the classification of Undersheriff in the Sheriff/Jail Department:

1. Base salaries for the classification of Undersheriff are those which are established by the Board of Supervisors and are to be stated as bi-weekly amounts. These base salaries are subject to adjustment according to a merit plan as adopted by the Board of Supervisors in the current Memorandum of Understanding with the Sheriff's Employees' Association (SEA).

2. Salaries established for the classification of Undersheriff, including any extra compensation provided for specific duties, shall be increased by the same cost of living increase which is granted to those employees who are members of the Sheriff's department bargaining unit, and of which the Del Norte County Sheriff's Employees Association is the bargaining agent. The County shall provide additional compensation to those employees who have completed the requirements for an Associate of Arts Degree and/or Bachelor's degree or who possess a P.O.S.T. Intermediate or Advanced Certificate. The additional compensation shall be as follows

AA or equivalent degree or Intermediate P.O.S.T. Certificate: 2.5% of base salary

BA or equivalent degree or Advanced P.O.S.T. Certificate: 5.0% of base salary

Employees attaining professional certifications that result in a salary increase shall be compensated the first day of the following pay period from the date of issuance of such certification. Cumulative Incentive pay shall not apply.

3. The same health plan which is provided to the sheriff's employees bargaining unit shall be provided to Undersheriffs. The cost of such health plan for the classification of Undersheriff shall be the same percentage of compensation as that charged to members of the sheriff's employee's bargaining unit. Dependents of the Undersheriff may be included in the plan at the option of the Undersheriff. The cost of dependent health care coverage shall be on the same basis as that coverage provided to members of the sheriff's employee's bargaining unit.

Upon separation from the County at the minimum retirement age or older, the Undersheriff shall have the ability to continue participation in the County Health Plan at the same rate set by the County for retired persons formerly represented by the Sheriff's Employees Association. An Undersheriff with twenty (20) years of total service to Del Norte County is entitled to participate in the County health insurance program at no cost upon retirement with Del Norte County until such time they are eligible for Medicare benefits at which time participation in the County health insurance program will be at the same rate as set from time to time by the County for other retired employees formerly represented by the Sheriff's Employees Association. Inclusion of any dependents is at the option of the Undersheriff at date of separation, and at the cost to the Undersheriff on the same basis as to members of the sheriff's employee's bargaining unit.

4. The Undersheriff shall be provided with group life insurance coverage equivalent to the same benefit as provided for mid-managers and an additional coverage equal to the amount of the then current annual salary payable to such classification. Life insurance coverage premiums shall be paid by the County.

5. Membership in the Public Employees Retirement System shall be as provided by law and contract. To the extent permitted by law and contract, retirement benefits for the classification of Undersheriff shall be the same as those benefits provided to employees

in their respective departments or offices. The County shall report the value of employer paid member contribution (EPMC) to PERS as special compensation pursuant to Government Code Section 20636(c)(4) for purposes of calculating retirement benefits.

6. The classification of Undersheriff shall have the following vacation benefits:

- Ten (10) days (80 hours) during the first (1st) year of continuous service;
- Fifteen (15) days (120 hours) per year for two (2) through five (5) years of continuous service;
- Twenty (20) days (160 hours) per year for six (6) through ten (10) years of continuous service;
- Twenty-five (25) days (200) hours per year for eleven (11) through fifteen (15) years of continuous service;
- Thirty (30) days (240 hours) per year for sixteen (16) or more years of continuous service.

The right to accrue vacation shall be the same as provided to employees in the sheriff's employee's bargaining unit.

7. The classification of Undersheriff shall receive holidays and "floating" holidays as are provided to employees in the sheriff's employee's bargaining unit. Undersheriff's who work on holidays shall not receive any additional compensation for such work.

8. Sick leave accrual shall be the same as that provided to employees in the sheriff's employee's bargaining unit. Sick leave may be accrued without limit. The classification of Undersheriff shall be entitled to payoff or retirement credit of sick leave the same as provided to employees in the sheriff's employee's bargaining unit.

9. The classification of Undersheriff shall be entitled to family bereavement leaves of absence to the same extent as employees in the sheriff's employee's bargaining unit.

10. The classification of Undersheriff shall receive the same transportation and travel reimbursement as employees in the sheriff's employee's bargaining unit.

11. Use of county vehicles for commuting to and from the Undersheriff's home, and such other personal use as may be approved by the Board of Supervisors, shall be as provided in a separate resolution dealing with that subject matter.

12. The classification of Undersheriff shall receive the same uniform allowance outlined in the memoranda of understanding, and as provided to the employees in the sheriff's employee's bargaining unit.

13. Benefits which are provided to employees as required by law are also provided to the classification of Undersheriff, unless specifically exempted from such benefit by applicable law or regulation.

14. Benefits which are provided to the classification of Undersheriff through this resolution and which are also provided to employees pursuant to memoranda of understanding shall be subject to the same procedural rules applicable to such employee's benefits, and;

BE IT FURTHER RESOLVED, this resolution replaces and supersedes all prior Resolutions and policies on the subject of benefits for the unrepresented classifications allocated to the Sheriff's Department.

BE IT FURTHER RESOLVED, the Del Norte County Board of Supervisors does hereby assign the benefits described herein to the unrepresented classifications allocated to the Sheriff's Department.

PASSED AND ADOPTED this 11th day of February 2020, by the following polled vote of the Board of Supervisors of the County of Del Norte:

AYES: Supervisor Howard, Gitlin, Hemmingsen, Cowan, Berkowitz

NOES: None

ABSENT: None



Gerry Hemmingsen, Chair
Board of Supervisors
County of Del Norte

ATTEST:



Kylie Goughnour
Clerk of the Board of Supervisors
County of Del Norte