

## **CHAPTER 39. ELECTED DEPARTMENT HEAD AND BOARD OF SUPERVISOR BENEFITS**

### **SECTION 39.4. HEALTH INSURANCE PREMIUMS.**

#### **A. (1) Elected Department Heads and members of the Board of Supervisors.**

(a) Elected Department Heads. The County maximum health contribution to the medical, dental, and vision plans for Elected Department Heads shall be the same as for employees represented by the Mid-Management Bargaining Unit (MMBU), including the spouse accommodation benefit provided to employees represented by MMBU (if an Elected Officer and his/her spouse or registered domestic partner both work for the County and both are eligible for County provided health insurance and contributions), unless set otherwise by resolution or ordinance of the Board.

(b) Members of the Board of Supervisors. Commencing on January 7, 2019, the County maximum health contribution to the CalPERS-approved medical insurance will be as follows:

(i) The County will pay eighty five percent (85%) of the Employee Only medical premium cost and sixty-five percent (65%) of the Employee plus one and Employee plus family medical premium cost categories of PERS Choice (or equivalent plan), including the spouse accommodation benefit provided to employees represented by MMBU (if an Elected Officer and his/her spouse or registered domestic partner both work for the County and both are eligible for County provided health insurance and contributions). The County contribution includes the PEMHCA minimum contribution. Those percentages shall be converted to monthly maximums which dollar amounts shall not be exceeded, unless set otherwise by resolution or ordinance of the Board. Members of the Board of Supervisors will pay that portion of the premium not contributed by the County.

(2) For Elected Department Heads and members of the Board of Supervisors who either (1) did not have Shasta County service as a County officer or employee prior to assuming elected office or (2) had a separation in excess of seven (7) days between prior Shasta County service as a County officer or employee and the assuming of elected office:

(a) Eligibility for medical and dental insurance shall begin the first of the month following assumption of office unless otherwise required by the insurance provider(s).

(b) County contributions towards medical and dental, as provided above, shall

commence the first of the month following six months of service in office unless otherwise required by the insurance provider(s).

Elected Officers who are otherwise eligible for insurance coverage during their first six months in office and elect such coverage shall pay the insurance premiums through payroll deductions.

(3) Except as where a separation from County service is required by Government Code section 53227 and other applicable law, for Elected Department Heads and members of the Board of Supervisors not identified in Section 39.4(A)(2) of the Personnel Rules, upon assuming elected office they shall be considered to have had no break in service for purposes of continuation of any existing medical, dental, and vision insurance and County contributions thereto.