



# COUNTY OF HUMBOLDT

For the meeting of: 4/22/2025

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File #: 25-499

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**To:** Board of Supervisors

**From:** Human Resources

**Agenda Section:** Departmental

**Vote Requirement:** Majority

**SUBJECT:**

Resolution of Intention to Introduce an Ordinance to Amend the Contract Between the County of Humboldt and CalPERS

**RECOMMENDATION(S):**

That the Board of Supervisors:

1. Adopt and sign a certified copy of the Resolution (Attachment 1) to amend the Contract Between the County of Humboldt and CalPERS, as outlined in the Amendment to Contract (attachment 5); and
2. Introduce the Ordinance by title (Attachment 2), conduct the first reading, and schedule the adoption of the final Ordinance for at least 20 days following introduction pursuant to Government Code 25123(e) and (f); and
3. Direct the Clerk of the Board to publish the pre-adoption summary of the Ordinance and to post a certified copy of the full text of the proposed Ordinance in the office of the Clerk of the Board, both publication and posting to be done at least five (5) days prior to the Board meeting at which the Ordinance will be adopted pursuant to Government Code 25124(b)(1); and
4. Direct the Clerk of the Board, within 15 days after adoption of the Ordinance, to publish a postadoption summary of the ordinance with the names of the Supervisors voting for and against the Ordinance, and to post in the office of the Clerk of the Board a certified copy of the full text of the adopted Ordinance and amendments along with the names of those Supervisors voting for and against the Ordinance pursuant to Government Code 25124(b)(1); and
5. Direct the Clerk of the Board to sign the "Certification of Governing Body's Action" (Attachment 3), the "Certification of Compliance with Government Code Section 7507" (Attachment 4).

**STRATEGIC PLAN:**

This action supports the following areas of your Board's Strategic Plan.

Area of Focus: Core Services/Other

Strategic Plan Category: 9999 - Core Services/Other

**DISCUSSION:**

The County of Humboldt (county) adopted Ordinance No. 2561 on Oct.4, 2016 amending the Public Employees' Retirement System (CalPERS) Contract. At this time there were changes in process within CalPERS that required employees in the Fire-Safety category to be identified separately from employees in the Peace Officer-Safety category. This separation of the two safety groups occurred in stages and did not apply to all aspects of the plans at the time of the contract amendment in 2016. One of the notable changes that resulted from this amendment was the creation of CBU (Collective Bargaining Unit) categories that help identify employees grouped by bargaining unit, member category (Miscellaneous or Safety), and plan benefit level. These CBUs are designed to identify employees by subgroups and assign contracted benefits to the various subgroups.

During the previous contract revision, there were two specific benefits that were inadvertently omitted from the Fire-Safety contract which impacts employees in the Department of Aviation. The actions requested above correct this omission and restore access to the Sick Leave Credit and Military Service Credit benefits that were afforded to members in the Fire-Safety category prior to this separation within the safety member category. The Sick Leave Credit benefit is further provided in the AFSCME Memorandum of Understanding (MOU) under which these employees are represented, and therefore must be added back into the CalPERS contract.

**SOURCE OF FUNDING:**

N/A

**FINANCIAL IMPACT:**

There is no immediate financial impact. Future actuarial statements provided by CalPERS will include costs associated with providing these additional benefits that will be charged to the Aviation Department as part of their cost in staffing Fire-Safety employees.

**STAFFING IMPACT:**

There is no staffing impact associated with this action.

**OTHER AGENCY INVOLVEMENT:**

CalPERS

**ALTERNATIVES TO STAFF RECOMMENDATIONS:**

Alternatives to staff recommendations consist of this employee group not being provided with the correct retirement benefits in accordance with past agreements with this group. This would result in a violation of the AFSCME MOU, as the sick leave credit is provided to the represented employees in section 19.7 of that MOU.

**ATTACHMENTS:**

Attachment 1: Resolution

Attachment 2: Ordinance

Attachment 3: Certification of Governing Body's Action

Attachment 4: Certification of Compliance with Government Code Section 7507

Attachment 5: Amendment to Contract

**PREVIOUS ACTION/REFERRAL:**

Meeting of: N/A

File No.: N/A