



COUNTY OF HUMBOLDT

For the meeting of: 7/28/2026

File #: 26-765

To: Board of Supervisors

From: Human Resources

Agenda Section: Consent

Vote Requirement: Majority

SUBJECT:

Resolutions Separating Employee CalPERS Health by Employee Groups and Terminating the Teamsters - Attorneys Group

RECOMMENDATION(S):

That the Board of Supervisors:

1. Approve the Resolutions (Attachments 1-9) separating employee groups in CalPERS for health insurance purposes effective Sept. 1, 2026; and
2. Approve the Resolution (Attachment 10) terminating the CalPERS health coverage for the Teamsters - Attorneys group effective Dec. 31, 2026.

STRATEGIC PLAN:

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

Area of Focus: Workforce & Operational Excellence

Strategic Plan Category: 3001 - Support a well-trained workforce

DISCUSSION:

In 2025, the California Attorney's Association became formally represented by the Teamsters. As part of this transition, the represented employees elected to enroll in Teamsters health insurance rather than continue with CalPERS health insurance. During Human Resources' evaluation of the actions required to transition the affected attorney staff to Teamsters health coverage, it was determined that the County must first separate employees into distinct membership groups within CalPERS before the Teamsters-Attorney group can be appropriately designated, and their CalPERS health coverage terminated.

To facilitate this process, Human Resources is requesting the Board of Supervisors' approval of the attached resolutions, which formally establish the following employee groups within CalPERS:

- Management
- Confidential
- Teamsters - Attorneys
- Law Enforcement Management
- Humboldt Deputy Sheriff's Organization
- District Attorney Investigators
- Elected Officials and Department Heads
- American Federation of State, County and Municipal Employees (AFSCME)
- Extra Help

In addition, in order to allow the Teamsters - Attorneys to transition to Teamsters health insurance, the insurance coverage with CalPERS must be terminated. Therefore, attached is a resolution terminating the CalPERS health coverage for the Teamsters - Attorneys group effective Dec. 31, 2026.

SOURCE OF FUNDING:

N/A

FINANCIAL IMPACT:

There is no financial impact to adopting these resolutions as this just separates the employee groups in CalPERS and terminates the CalPERS health coverage for the Teamsters - Attorneys group.

STAFFING IMPACT:

There is no staffing impact to adopting these resolutions as this just separates the employee groups in CalPERS and terminates the CalPERS health coverage for the Teamsters - Attorneys group.

OTHER AGENCY INVOLVEMENT:

California Public Employees' Retirement System (CalPERS)

ALTERNATIVES TO STAFF RECOMMENDATIONS:

The Board of Supervisors could choose not to approve these resolutions, but it is not recommended as the separation of the employee groups in CalPERS and terminating the CalPERS health coverage for the Teamsters - Attorneys group is a necessary step in transitioning the Teamsters - Attorneys group to Teamsters health insurance.

ATTACHMENTS:

1. Resolution Management
2. Resolution Confidential
3. Resolution Teamsters-Attorneys
4. Resolution Law Enforcement Management
5. Resolution Humboldt Deputy Sheriff's Organization
6. Resolution District Attorney Investigators
7. Resolution Elected Officials and Department Heads
8. Resolution American Federation of State, County and Municipal Employees (AFSCME)
9. Resolution Extra Help
10. Resolution Teamsters-Attorneys Termination

PREVIOUS ACTION/REFERRAL:

Meeting of: N/A

File No.: N/A