TRINDEL INSURANCE FUND
RESOLUTION NO. ~~14-07~~19-02
IN THE MATTER OF ~~ESTABLISHING~~ REPLACING RESOLUTION 14-07 FOR ~~NON-MANAGEMENT~~ EMPLOYEE BENEFITS

~~WHEREAS, Trindel Insurance Fund (FUND) has no policy for non-management benefits given all employees have been management, and~~

WHEREAS, Trindel Insurance Fund (FUND) wishes to establish a formal ~~Policy~~ policy to govern benefits provided to its ~~non- Management~~ employees.

NOW THEREFORE BE IT RESOLVED that the Board of Directors of the Trindel Insurance Fund hereby adopts the following as the full and complete benefits provided to non-Management employees.

Section 1.0 CalPERS – The employees' hired prior to January 2013 shall be responsible for the 8% employee share retirement contribution amount, employee's hired after January 2013 shall be responsible for the employee share retirement contribution amount established by California Public Employees' Pension Reform Act of 2013.

Section 1.10 Social Security contribution will not be provided by the FUND.

Section 1.20 The FUND will pay on behalf of the employees the cost of survivor benefits to CalPERS up to ten dollars ($10.00) per month. (PERS Section 21574)

Section 2.0 ~~HEALTH INSURANCE~~CAFETERIA PLAN: The FUND shall provide on behalf of employees an amount not to exceed five-hundred dollars ($500) per month for the combined cost of Health, Vision, and Dental insurance purchased through the FUND's cafeteria plan.

Section 2.10 Employees will be given the opportunity to decline insurance based upon proof of ~~other group~~ health insurance from another source. ~~and receive one half of the maximum FUND contribution as specified in Section 2.0 above. For purposes of this provision, insurance is to be considered bundled as in Section 2.0.~~

Section 3.0 VACATION: For the first five years of employment vacation allowance will be 6.67 hours per month to accrue at the end of each ~~month~~pay period. Vacation time may be accumulated to a maximum of ten (10) days. ~~as of June 30 of each year~~. In other words only 10 days of vacation may be carried over ~~and be available as of July 1 of each year~~ from month to month.

For the sixth thru tenth years of employment vacation allowance will be 10 hours per month to accrue at the end of each ~~month~~pay period. Vacation time may be accumulated to a maximum of fifteen (15) days. ~~as of June 30 of each year.~~ In other words only 15 days of vacation may be carried over ~~and be available as of July 1 of each year.~~from month to month.

For ten plus years of employment vacation allowance will be 13.333 hours per month to accrue at the end of each ~~month~~pay period. Vacation time may be accumulated to a maximum of twenty (20) days. ~~as of June 30 of each year.~~ In other words only 20 days of vacation may be carried over from month to month.
~~and be available as of July 1 of each year.~~

Upon termination, accrued vacation leave will be paid at the then in effect rate of pay. Vacation can only be used with the prior approval of supervisor. ~~Vacation time shall be used in full day increments.~~

Section 4.0 SICK LEAVE: Sick leave will be accumulated at the rate of eight hours per month to accrue at the end of each pay period, with unlimited accumulation. No payout or credit shall be given upon separation by the Fund.

Section 5.0 ADMINISTRATIVE LEAVE: N/A

Section 6.0 LIFE INSURANCE: The FUND shall provide $25,000 of life insurance for the employee. The beneficiary shall be named by the employee. Life Insurance will be terminated upon employee separation from employment

Section 7.0 SEVERANCE PACKAGE: N/A

Section 8.0 COMPENSATION: Compensation shall be set forth by a range given for each position established by the FUND.

Adopted by the Board of Directors of the Trindel Insurance Fund on the 31st day of January, 2019, by the following vote:

AYES:
NOES:
ABSTAIN:
ABSENT:

TRINDEL INSURANCE FUND

ATTEST:

_____
Chester Robertson, President

_____
Secretary,