

TRINDEL INSURANCE FUND
Executive and Claims Review Committee

AGENDA

Alpine~Colusa~Del Norte~Lassen~Modoc~Mono~Plumas~San Benito~Sierra~Sutter~Tehama~Trinity

A Joint Powers Authority Established in 1980

www.trindel.org

PRESIDENT
Nathan Black

VICE-PRESIDENT
Nichole Williamson

SECRETARY
Van Maddox

Location: Zoom
<https://us06web.zoom.us/j/81394489708?pwd=QThpTjB4ZlpxUXJtZFdZenBqb3B4QT09>

Date: Friday, March 31, 2023

Time: 9:30 AM – 12:00 PM

GoToMeeting Link:

ORDER OF BUSINESS

As to each agenda item, the Board may take active, give direction and/or receive informational reports.

Call to Order and establishment of a quorum

I. Roll Call

Article IV, Section 3. Of the Bylaws: Quorum-A majority of the Directors holding office shall constitute a quorum for the transaction of business at any meeting. All actions of the Board shall require the affirmative vote of a majority of the members at a meeting duly held at which a quorum is present.

II. Public Comment

Matters under the jurisdiction of the Board, whether or not on the posted Final Agenda, may be addressed by the general public at this time. The total amount of time for public comment shall be no more than fifteen minutes. The Chair, with consensus of the Board, may establish reasonable regulations including, but not limited to, limiting the amount of time allocated for a particular issue and for each speaker. No action is to be taken or substantive discussion pursued on matters not on the posted Final Agenda.

III. Executive Committee Closed Session

P.O. Box 2069 Weaverville, Calif. 96093 Phone: (530) 623-2322

TRINDEL INSURANCE FUND
Executive and Claims Review Committee

AGENDA

Alpine~Colusa~Del Norte~Lassen~Modoc~Mono~Plumas~San Benito~Sierra~Sutter~Tehama~Trinity

A Joint Powers Authority Established in 1980

www.trindel.org

- a. Conference with Labor Negotiators: *Government Code Section 54957.6*
David Nelson and Andrew Fischer are designated representatives for staff.
Informational for review and comment.
- b. Transitional Executive Directors Evaluation *Government Code Section*
54957.6 Andrew Fischer

IV. Reconvene from Executive Committee Closed Session and Report Out.

V. Adjournment of Executive Committee Meeting.

VI. Claims Review Committee Closed Session

- a) Confer with legal counsel on existing litigation: Zander v.
County of San Benito. *Government Code Section*
54956.9(d)(1)

VII. Reconvene from Claims Review Committee Closed Session and Report out.

VIII. Adjournment of Claims Review Committee Meeting.

Disability Access: The meeting room is wheelchair accessible and disabled parking is available at the meeting location. If you are a person with a disability and you need disability-related modification or accommodations to participate in this meeting, please contact the Executive Director at (phone) 530-623-2322, (fax) 530-623-5019 or (email) dnelson@trindel.org. Requests for such modifications or accommodations must be made at least two full business days before the start of the meeting.



TRINDEL

Risk Management for Rural Counties

Alpine - Colusa - Del Norte - Lassen - Modoc - Mono - Plumas - San Benito - Sierra - Sutter - Tehama - Trinity

A Joint Powers Authority Established in 1980

www.trindel.org

Labor Negotiations:

Salary Schedule: Committee to give direction to staff

Senior Positions: Committee was delegated authority to approve, and give direction to staff.

Employee Benefits Resolution: Committee to give direction to staff

Transitional Executive Director Evaluation:

Rising Cost of Board Meeting Expenses: Update to Committee on rising costs of board meetings and Committee to give direction to staff.

Personnel: Update to Committee on personnel issues, Committee to give input to staff.

EAP/LEAP: Update to Committee on Costs of LEAP and how they are calculated with approval by County Board Member.

Law enforcement committee

Leave Closed Session from Executive Committee and report out

Enter Closed Session as Claims Review Committee

Zander v. County of San Benito

Report out of Closed Session as Claims Review Committee



TRINDEL

Risk Management for Rural Counties

Alpine - Colusa - Del Norte - Lassen - Modoc - Mono - Plumas - San Benito - Sierra - Sutter - Tehama - Trinity

A Joint Powers Authority Established in 1980

www.trindel.org

March 31, 2023

Executive Committee Closed Session

Labor Negotiations – Salary Schedule:

At the January 26 and 27, 2023 Trindel Board of Directors meeting, the Board of Directors directed staff to bring the salary schedule item back in a more comprehensive format, show the salary progression of every employee in their position, and to take the matter before the Executive Committee for direction.

Background:

A comprehensive salary survey was conducted of every public employed risk management pooling joint powers authority who is enrolled CALPERS, and the results were broken down by positions of the same nature at Trindel. Not every JPA has the same positions as Trindel so only the JPA's with the same positions were used for comparison of that position at Trindel.

Additionally, as the risk pooling JPA is segmented by public entity type, for the most part, a study was also conducted into the comparison of County CAO to the equivalent position in Cities, School Districts, Special Districts, and Hospitals located in the CAO County. Not every Trindel County has a comparable City, School, Special District, and a Hospital, or even a CAO, so only those with a comparable entity were used for each public entity type comparison. This comparison was then averaged by type as a percentage of salary, and then applied to the type of risk pooling JPA as a weighted factor adjustment. After the public entity type adjustment, the salary ranges were adjusted down 19% as a regional cost factor adjustment based on the comparison of cost of living between Weaverville, and Sacramento. This range is highlighted as the "results" of the survey, and was significantly less than the un-adjusted salary ranges. We further adjusted the ranges down on a reasonableness basis in comparison to the current salary schedule in effect in this fiscal year.

Trindel Salary Schedule

	2022/2023		Results (Rounded)		% Change		Proposal (Rounded)		% Change		Trindel	Result	Proposed	
	Annual Salary		Annual Salary		Annual Salary		Annual Salary		Annual Salary					Low-High Range
	Range		Range		Range		Range		Range					
	Low	High	Low	High	Low	High	Low	High	Low	High				
Admin														
1 Executive Director	160,000	200,000	200,000	244,000	25%	22%	160,000	200,000	0%	0%	25%	22%	25%	
0 Senior Financial Analyst							85,000	115,000						
1 Financial Analyst	62,000	87,000	69,000	95,000	11%	9%	65,000	97,000	5%	11%	40%	38%	49%	
1 Administrative Technician	36,000	56,000	46,000	62,000	28%	11%	45,000	65,000	25%	16%	56%	35%	44%	
Risk Control Services														
1 Dir of Risk Control	90,000	115,000	108,000	146,000	20%	27%	95,000	135,000	6%	17%	28%	35%	42%	
0 Senior Risk Control Analyst							85,000	115,000						
2 Risk Control Analyst	62,000	87,000	72,000	100,000	16%	15%	65,000	97,000	5%	11%	40%	39%	49%	
0 Risk Control Coordinator & IT	36,000	56,000	-	-	-100%	-100%	45,000	65,000	25%	16%	56%		44%	
P/L Claims Handling														
1 Dir of Property and Liability	90,000	115,000	113,000	155,000	26%	35%	95,000	135,000	6%	17%	28%	37%	42%	
0 Senior P/L Adjuster							85,000	115,000						
1 P/L Claims Adjuster	62,000	87,000	71,000	99,000	15%	14%	65,000	97,000	5%	11%	40%	39%	49%	
0 P/L Claims Technician	36,000	56,000	45,000	64,000	25%	14%	45,000	65,000	25%	16%	56%	42%	44%	
WC Claims Handling														
1 Dir of Workers' Comp Program	90,000	115,000	98,000	136,000	9%	18%	95,000	135,000	6%	17%	28%	39%	42%	
0 Senior Claims Examiner							85,000	115,000						
3 Claims Examiner	62,000	87,000	64,000	90,000	3%	3%	65,000	97,000	5%	11%	40%	41%	49%	
2 Claims Technician	36,000	56,000	44,000	63,000	22%	13%	45,000	65,000	25%	16%	56%	43%	44%	

Workers' Compensation Claims Department

				Current Range		Survey Results		Proposed Range	
Workers' Comp Claims Technician # 1				Low	High	Low	High	Low	High
Start Date				\$ 36,000	\$ 56,000	\$ 44,000	\$ 63,000	\$ 45,000	\$ 65,000
Progression	12/1/2017	5/31/2018	12/21/2018	8/26/2019	12/3/2020	6/1/2021	3/15/2022	4/1/2022	
Annual Salary	\$ 32,000	\$ 34,500	\$ 36,000	\$ 41,000	\$ 42,230	\$ 43,500	\$ 44,370	\$ 49,170	

				Current Range		Survey Results		Proposed Range	
Workers' Comp Claims Technician # 2				Low	High	Low	High	Low	High
Start Date				\$ 36,000	\$ 56,000	\$ 44,000	\$ 63,000	\$ 45,000	\$ 65,000
Progression	1/26/2022	4/1/2022	2/1/2023						
Annual Salary	\$ 38,000	\$ 42,500	\$ 46,725						

				Current Range		Survey Results		Proposed Range	
Workers' Comp Claims Adjuster # 1				Low	High	Low	High	Low	High
Start Date				\$ 62,000	\$ 87,000	\$ 64,000	\$ 90,000	\$ 65,000	\$ 97,000
Progression	7/1/2016	7/1/2017	1/1/2018	11/1/2019	5/1/2021	4/1/2022	6/1/2022		
Annual Salary	\$ 55,000	\$ 57,400	\$ 63,140	\$ 65,104	\$ 70,000	\$ 74,800	\$ 78,540		

				Current Range		Survey Results		Proposed Range	
Workers' Comp Claims Adjuster # 2				Low	High	Low	High	Low	High
Start Date				\$ 62,000	\$ 87,000	\$ 64,000	\$ 90,000	\$ 65,000	\$ 97,000
Progression	10/25/2019	6/1/2020	5/1/2021	4/1/2022	6/1/2022				
Annual Salary	\$ 55,000	\$ 62,000	\$ 65,000	\$ 69,800	\$ 73,290				

				Current Range		Survey Results		Proposed Range	
Workers' Comp Claims Adjuster #3				Low	High	Low	High	Low	High
Start Date				\$ 62,000	\$ 87,000	\$ 64,000	\$ 90,000	\$ 65,000	\$ 97,000
Progression	5/1/2021	8/1/2021	4/1/2022	7/1/2022					
Annual Salary	\$ 50,000	\$ 62,000	\$ 66,800	\$ 70,000					

				Current Range		Survey Results		Proposed Range	
Director of Workers' Compensation				Low	High	Low	High	Low	High
Start Date				\$ 90,000	\$ 115,000	\$ 97,972	\$ 136,191	\$ 95,000	\$ 135,000
Progression	6/1/2018	5/1/2019	8/1/2020	10/1/2021	4/1/2022	7/14/2022			
Annual Salary	\$ 89,000	\$ 92,000	\$ 96,000	\$ 100,800	\$ 105,600	\$ 109,000			

JPA	Type	EE's		PETFA	PETFA min	PETFA max	RCFA	RCF & PETFA		Health Contribution	
		Min	Max					Min	RCF & PETFA Max		
Beta Healthcare Group Risk Management Authority	Healthcare District	195	\$39,000	\$62,400	56%	\$21,910	\$35,056	81%	\$ 17,747.19	\$28,395.51	\$ 20,530.00
Public Risk Innovation Solutions and Management (PRISM)	Excess Conglomerate	216	\$48,275	\$67,589	100%	\$48,275	\$67,589	81%	\$ 39,102.75	\$54,747.09	\$ 14,880.00
Schools Insurance Authority	Schools	125	\$36,614	\$68,621	112%	\$41,139	\$77,102	81%	\$ 33,322.85	\$62,452.82	\$ 14,423.00
Alliance of Schools For Cooperative Insurance Programs	Schools	71	\$50,000	\$81,000	112%	\$56,180	\$91,011	81%	\$ 45,505.62	\$73,719.10	\$ 12,752.00
Association of California Water Agencies Joint Powers Insurance Authority	Special District	63	\$58,032	\$87,048	123%	\$71,644	\$107,467	81%	\$ 58,032.00	\$87,048.00	\$ 21,182.00
Contra Costa County Schools Insurance Group	Primary Schools	61	\$45,816	\$59,917	112%	\$51,479	\$67,322	81%	\$ 41,697.71	\$54,531.20	\$ 24,788.00
North Bay Schools Insurance Authority	Primary Schools	42	\$52,187	\$73,518	112%	\$58,637	\$82,604	81%	\$ 47,496.03	\$66,909.64	\$ 9,778.00
Redwood Empire School Insurance Group	Primary Schools	29	\$55,908	\$71,355	112%	\$62,818	\$80,174	81%	\$ 50,882.56	\$64,941.07	\$ 20,700.00
Municipal Pooling Authority	Primary Cities	43	\$66,141	\$80,394	116%	\$76,908	\$93,481	81%	\$ 62,295.59	\$75,719.93	\$ 26,675.00
Average		94	50,219	72,427		54,332	77,979		44,009	63,163	18,412
Trindel Insurance Fund	Primary Counties	25	\$36,000	\$56,000		51%	39%		22%	13%	\$ 6,000.00

* The Following JPA's Were Not Included in Study Because they do not have this position

- Schools Excess Liability Fund
- Schools Risk and Insurance Management Group
- Ventura County Schools Self-Funding Authority
- Santa Clara County Schools Insurance Group
- California Intergovernmental Risk Authority
- California Joint Powers Risk Management Authority
- Public Entity Risk Management Authority (PERMA)
- San Mateo County Schools Insurance Group
- Yolo County Public Agency Risk Management Insurance Authority
- Central Region School Insurance Group
- California Association for Park and Recreation Indemnity
- Alameda County Schools Insurance Group
- Tuolumne Joint Powers Authority
- Butte Schools Self-Funded Programs
- Kings County Self-Insured Schools District
- Special District Risk Management Authority (Sacramento)
- California Charter Schools Joint Powers Authority
- California Fair Service Authority
- Municipalities Colleges Schools Insurance Group
- California Joint Powers Insurance Authority

Workers' Compensation Adjuster	Glossary:											
	Public Entity Type Factor Adjustment (PETFA) Regional Cost Factor Adjustment (RCFA)											
JPA	Type	EE's	Min	Max	PETFA	PETFA min	PETFA max	RCFA	Min	RCF & PETFA Max	Health Contribution	
Beta Healthcare Group Risk Management Authority	Healthcare District	195	\$58,100	\$93,000	56%	\$32,640	\$52,247	81%	\$26,438.76	\$42,320.22	\$ 21,492.00	
Public Risk Innovation Solutions and Management (PRISM)	Excess Conglomerate	216	\$83,976	\$121,764	100%	\$83,976	\$121,764	81%	\$68,020.56	\$98,628.84	\$ 11,430.00	
Schools Insurance Authority	Schools	125	\$55,760	\$99,400	112%	\$62,652	\$111,685	81%	\$50,747.87	\$90,465.17	\$ 11,779.00	
Association of California Water Agencies Joint Powers Insurance Authority	Special District	63	\$70,706	\$106,059	123%	\$87,291	\$130,937	81%	\$70,706.00	\$106,059.00	\$ 28,157.00	
Contra Costa County Schools Insurance Group	Primary Schools	61	\$81,624	\$106,745	112%	\$91,712	\$119,938	81%	\$74,287.01	\$97,149.94	\$ 29,246.00	
North Bay Schools Insurance Authority	Primary Schools	42	\$82,816	\$116,670	112%	\$93,052	\$131,090	81%	\$75,371.87	\$106,182.81	\$ 22,980.00	
Redwood Empire School Insurance Group	Primary Schools	29	\$81,829	\$104,437	112%	\$91,943	\$117,345	81%	\$74,473.58	\$95,049.40	\$ 26,302.00	
Municipal Pooling Authority	Primary Cities	43	\$85,790	\$104,278	116%	\$99,756	\$121,253	81%	\$80,802.21	\$98,215.33	\$ 26,675.00	
California Fair Service Authority	Primary Special Districts	30	\$52,917	\$71,556	123%	\$65,330	\$88,341	81%	\$52,917.00	\$71,556.00	\$ 24,940.00	
Average		89	72,613	102,657		78,706	110,511		63,752	89,514	22,556	
Trindel Insurance Fund	Primary Counties	25	\$62,000	\$87,000							\$ 6,000.00	

* The Following JPA's Were Not Included in Study Because they do not have this position

Schools Excess Liability Fund
Schools Risk and Insurance Management Group
Ventura County Schools Self-Funding Authority
Santa Clara County Schools Insurance Group
California Intergovernmental Risk Authority
California Joint Powers Risk Management Authority
Public Entity Risk Management Authority (PERMA)
San Mateo County Schools Insurance Group
Yolo County Public Agency Risk Management Insurance Authority
Central Region School Insurance Group
California Association for Park and Recreation Indemnity
Alameda County Schools Insurance Group
Tuolumne Joint Powers Authority
Butte Schools Self-Funded Programs
Kings County Self-Insured Schools District
Municipalities Colleges Schools Insurance Group
Special District Risk Management Authority (Sacramento)
California Charter Schools Joint Powers Authority
California Joint Powers Insurance Authority
Alliance of Schools For Cooperative Insurance Programs

Director of Workers' Compensation 2021		Glossary: Public Entity Type Factor Adjustment (PETFA) Regional Cost Factor Adjustment (RCFA)									
JPA	Type	EE's	Min	Max	PETFA	PETFA min	PETFA max	RCFA	RCF & PETFA		Health
									Min	RCF & PETFA Max	Contribution
Beta Healthcare Group Risk Management Authority	Healthcare District	195	\$101,800	\$162,900	56%	\$57,191	\$91,517	81%	\$46,324.72	\$74,128.65	\$ 23,393.00
Public Risk Innovation Solutions and Management (PRISM)	Excess Conglomerate	216	\$151,752	\$227,628	100%	\$151,752	\$227,628	81%	\$122,919.12	\$184,378.68	\$ 16,322.00
Schools Insurance Authority	Schools	125	\$100,178	\$171,084	112%	\$112,560	\$192,229	81%	\$91,173.24	\$155,705.66	\$ 13,998.00
Alliance of Schools For Cooperative Insurance Programs	Schools	71	\$95,000	\$130,000	112%	\$106,742	\$146,067	81%	\$86,460.67	\$118,314.61	\$ 16,844.00
Association of California Water Agencies Joint Powers Insurance Authority	Special District	63	\$115,861	\$173,791	123%	\$143,038	\$214,557	81%	\$115,861.00	\$173,791.00	\$ 12,624.00
California Joint Powers Insurance Authority	Cities	45	\$145,560	\$207,948	116%	\$169,256	\$241,800	81%	\$137,097.21	\$195,858.00	\$ 23,619.00
Contra Costa County Schools Insurance Group	Primary Schools	61	\$108,417	\$141,784	112%	\$121,817	\$159,308	81%	\$98,671.65	\$129,039.37	\$ 25,658.00
North Bay Schools Insurance Authority	Primary Schools	42	\$110,304	\$155,393	112%	\$123,937	\$174,599	81%	\$100,389.03	\$141,425.09	\$ 22,980.00
Redwood Empire School Insurance Group	Primary Schools	29	\$117,724	\$150,250	112%	\$132,274	\$168,820	81%	\$107,142.07	\$136,744.38	\$ 27,092.00
Municipal Pooling Authority	Primary Cities	43	\$126,890	\$169,141	116%	\$147,547	\$196,676	81%	\$119,512.67	\$159,307.22	\$ 15,849.00
California Charter Schools Joint Powers Authority	Primary Schools	21	\$107,268	\$107,268	112%	\$120,526	\$120,526	81%	\$97,625.93	\$97,625.93	\$ 6,047.00
California Fair Service Authority	Primary Special Districts	30	\$75,091	\$105,085	123%	\$92,705	\$129,735	81%	\$75,091.00	\$105,085.00	\$ 10,238.00
Schools Risk and Insurance Management Group	Primary Schools	19	\$82,810	\$108,859	112%	\$93,045	\$122,313	81%	\$75,366.40	\$99,073.92	\$ 9,844.00
Average		74	110,666	154,702		120,953	168,137		97,972	136,191	17,270
Trindel Insurance Fund	Primary Counties	25	\$90,000	\$115,000							\$ 6,000.00

* The Following JPA's Were Not Included in Study Because they do not have this position

Ventura County Schools Self-Funding Authority
Santa Clara County Schools Insurance Group
California Intergovernmental Risk Authority
California Joint Powers Risk Management Authority
Public Entity Risk Management Authority (PERMA)
San Mateo County Schools Insurance Group
Yolo County Public Agency Risk Management Insurance Authority
Central Region School Insurance Group
California Association for Park and Recreation Indemnity
Alameda County Schools Insurance Group
Tuolumne Joint Powers Authority
Butte Schools Self-Funded Programs
Kings County Self-Insured Schools District
Schools Excess Liability Fund
Municipalities Colleges Schools Insurance Group
Special District Risk Management Authority (Sacramento)

Risk Control Department						
	Current Range		Survey Results		Proposed Range	
Risk Control Analyst # 1	Low	High	Low	High	Low	High
Start Date	\$ 62,000	\$ 87,000	\$ 72,000	\$ 100,000	\$ 65,000	\$ 97,000
Progression	6/24/2018	10/1/2019	6/26/2020	2/1/2021	1/1/2022	1/1/2023
Annual Salary	\$ 64,800	\$ 66,435	\$ 69,092	\$ 69,782	\$ 75,600	\$ 87,000
Risk Control Analyst # 2						
	Current Range		Survey Results		Proposed Range	
Risk Control Analyst # 2	Low	High	Low	High	Low	High
Start Date	\$ 62,000	\$ 87,000	\$ 72,000	\$ 100,000	\$ 65,000	\$ 97,000
Progression	7/6/2022	1/1/2023				
Annual Salary	\$ 63,000	\$ 64,890				
Director of Risk Control						
	Current Range		Survey Results		Proposed Range	
Director of Risk Control	Low	High	Low	High	Low	High
Start Date	\$ 90,000	\$ 115,000	\$ 108,000	\$ 146,000	\$ 95,000	\$ 135,000
Progression	6/5/2021	4/1/2022	7/1/2022			
Annual Salary	\$ 92,000	\$ 96,800	\$ 101,640			

Risk Control Analyst	Glossary:										
	Public Entity Type Factor Adjustment (PETFA) Regional Cost Factor Adjustment (RCFA)										
JPA	Type	EE's	Min	Max	PETFA	PETFA min	PETFA max	RCFA	RCF and PETFA Min RCF & PETFA Max		Health Contribution
Beta Healthcare Group Risk Management Authority	Healthcare District	195	\$106,100	\$169,800	56%	\$59,607	\$95,393	81%	\$48,281.46	\$77,268.54	\$ 10,571.00
Public Risk Innovation Solutions and Management (PRISM)	Excess Conglomerate	216	\$88,056	\$127,680	100%	\$88,056	\$127,680	81%	\$71,325.36	\$103,420.80	\$ 22,620.00
Schools Insurance Authority	Schools	125	\$64,706	\$115,239	112%	\$72,703	\$129,482	81%	\$58,889.73	\$104,880.44	\$ 11,535.00
Alliance of Schools For Cooperative Insurance Programs	Schools	71	\$105,000	\$145,000	112%	\$117,978	\$162,921	81%	\$95,561.80	\$131,966.29	\$ 14,744.00
Association of California Water Agencies Joint Powers Insurance Authority	Special District	63	\$70,706	\$106,059	123%	\$87,291	\$130,937	81%	\$70,706.00	\$106,059.00	\$ 28,611.00
California Joint Powers Insurance Authority	Cities	45	\$98,556	\$140,796	116%	\$114,600	\$163,716	81%	\$92,826.00	\$132,610.19	\$ 26,196.00
Contra Costa County Schools Insurance Group	Primary Schools	61	\$63,484	\$91,978	112%	\$71,330	\$103,346	81%	\$57,777.57	\$83,710.31	\$ 9,646.00
North Bay Schools Insurance Authority	Primary Schools	42	\$75,295	\$106,074	112%	\$84,601	\$119,184	81%	\$68,526.91	\$96,539.26	\$ 22,980.00
Redwood Empire School Insurance Group	Primary Schools	29	\$81,829	\$104,437	112%	\$91,943	\$117,345	81%	\$74,473.58	\$95,049.40	\$ 29,388.00
Special District Risk Management Authority (Sacramento)	Primary Special Districts	21	\$68,121	\$96,254	123%	\$84,100	\$118,832	81%	\$68,121.00	\$96,254.00	\$ 12,520.00
California Charter Schools Joint Powers Authority	Primary Schools	21	\$89,208	\$89,208	112%	\$100,234	\$100,234	81%	\$81,189.30	\$81,189.30	\$ 14,692.00
California Fair Service Authority	Primary Special Districts	30	\$52,917	\$71,556	123%	\$65,330	\$88,341	81%	\$52,917.00	\$71,556.00	\$ 23,934.00
Ventura County Schools Self-Funding Authority	Primary Schools	13	\$95,938	\$123,986	112%	\$107,796	\$139,310	81%	\$87,314.36	\$112,841.19	\$ 19,980.00
San Mateo County Schools Insurance Group	Primary Schools	15	\$70,548	\$109,445	112%	\$79,267	\$122,972	81%	\$64,206.61	\$99,607.25	\$ 11,045.00
Yolo County Public Agency Risk Management Insurance Authority	Primary, City	14	\$83,880	\$101,957	116%	\$97,535	\$118,555	81%	\$79,003.26	\$96,029.55	\$ 14,041.00
California Association for Park and Recreation Indemnity	Primary Special Districts	12	\$77,750	\$109,250	123%	\$95,988	\$134,877	81%	\$77,750.00	\$109,250.00	\$ 12,426.00
Average		61	80,756	113,045		88,647	123,320		71,804	99,889	17,808
Trindel Insurance Fund	Primary Counties	25	\$62,000	\$87,000							\$ 6,000.00

* The Following JPA's Were Not Included in Study Because they do not have this position

Alameda County Schools Insurance Group
Tuolumne Joint Powers Authority
Butte Schools Self-Funded Programs
Kings County Self-Insured Schools District
Central Region School Insurance Group
Santa Clara County Schools Insurance Group
California Intergovernmental Risk Authority
California Joint Powers Risk Management Authority
Public Entity Risk Management Authority (PERMA)
Schools Excess Liability Fund
Schools Risk and Insurance Management Group
Municipalities Colleges Schools Insurance Group
Municipal Pooling Authority

Director of Risk Control Glossary: Public Entity Type Factor Adjustment (PETFA) Regional Cost Factor Adjustment (RCFA)											
JPA	Type	EE's	Min	Max	PETFA	PETFA min	PETFA max	RCF & PETFA		Health Contribution	
								A	Min		RCF & PETFA Max
Beta Healthcare Group Risk Management Authority	Healthcare District	195	\$120,000	\$193,100	56%	\$67,416	\$108,483	81%	\$54,607	\$87,871.35	\$ 20,536.00
Public Risk Innovation Solutions and Management (PRISM)	Excess Conglomerate	216	\$151,752	\$227,628	100%	\$151,752	\$227,628	81%	\$122,919	\$184,378.68	\$ 22,789.00
Schools Insurance Authority	Schools	125	\$105,903	\$189,779	112%	\$118,992	\$213,235	81%	\$96,384	\$172,720.21	\$ 19,200.00
Alliance of Schools For Cooperative Insurance Programs	Schools	71	\$156,000	\$222,000	112%	\$175,281	\$249,438	81%	\$141,978	\$202,044.94	\$ 16,928.00
Association of California Water Agencies Joint Powers Insurance Authority	Special District	63	\$115,861	\$173,791	123%	\$143,038	\$214,557	81%	\$115,861	\$173,791.00	\$ 12,829.00
California Joint Powers Insurance Authority	Cities	45	\$111,168	\$158,808	116%	\$129,265	\$184,660	81%	\$104,705	\$149,574.98	\$ 12,137.00
Contra Costa County Schools Insurance Group	Primary Schools	61	\$90,133	\$117,873	112%	\$101,273	\$132,442	81%	\$82,031	\$107,277.67	\$ 18,904.00
North Bay Schools Insurance Authority	Primary Schools	42	\$106,771	\$150,415	112%	\$119,967	\$169,006	81%	\$97,174	\$136,894.55	\$ 17,739.00
Redwood Empire School Insurance Group	Primary Schools	29	\$118,464	\$151,194	112%	\$133,106	\$169,881	81%	\$107,816	\$137,603.53	\$ 22,236.00
Special District Risk Management Authority (Sacramento)	Primary Special Districts	21	\$126,293	\$178,450	123%	\$155,917	\$220,309	81%	\$126,293	\$178,450.00	\$ 22,130.00
California Charter Schools Joint Powers Authority	Primary Schools	21	\$181,900	\$181,900	112%	\$204,382	\$204,382	81%	\$165,549	\$165,549.44	\$ 10,123.00
California Fair Service Authority	Primary Special Districts	30	\$69,821	\$97,801	123%	\$86,199	\$120,742	81%	\$69,821	\$97,801.00	\$ 10,238.00
Schools Risk and Insurance Management Group	Primary Schools	19	\$82,810	\$108,859	112%	\$93,045	\$122,313	81%	\$75,366	\$99,073.92	\$ 9,844.00
Ventura County Schools Self-Funding Authority	Primary Schools	13	\$105,307	\$140,177	112%	\$118,322	\$157,502	81%	\$95,841	\$127,576.82	\$ 28,444.00
Santa Clara County Schools Insurance Group	Primary Schools	13	\$180,000	\$180,000	112%	\$202,247	\$202,247	81%	\$163,820	\$163,820.22	\$ 13,086.00
California Intergovernmental Risk Authority	Primary Cities	58	\$118,063	\$154,480	116%	\$137,283	\$179,628	81%	\$111,199	\$145,498.60	\$ 21,807.00
Average		64	121,265	164,141		133,593	179,778		108,210	145,620	17,436
Trindel Insurance Fund	Primary Counties	25	\$90,000	\$115,000							\$ 6,000.00

* The Following JPA's Were Not Included in Study Because they do not have this position

California Joint Powers Risk Management Authority
Public Entity Risk Management Authority (PERMA)
San Mateo County Schools Insurance Group
Yolo County Public Agency Risk Management Insurance Authority
Central Region School Insurance Group
California Association for Park and Recreation Indemnity
Alameda County Schools Insurance Group
Tuolumne Joint Powers Authority
Butte Schools Self-Funded Programs
Kings County Self-Insured Schools District
Schools Excess Liability Fund
Municipalities Colleges Schools Insurance Group
Municipal Pooling Authority

Liability and Property Claims Department							
		Current Range		Survey Results		Proposed Range	
Property and Liability Claims Tech		Low	High	Low	High	Low	High
Start Date		\$ 36,000	\$ 56,000	\$ 45,000	\$ 64,000	\$ 45,000	\$ 65,000
Progression	4/27/2020 11/1/2020	5/1/2021	7/1/2021	4/1/2022	7/1/2022		
Annual Salary	\$ 43,000 \$ 45,000	\$ 47,500	\$ 51,000	\$ 55,800	\$ 56,000		
		Current Range		Survey Results		Proposed Range	
Director of Property and Liability Claims		Low	High	Low	High	Low	High
Start Date		\$ 90,000	\$ 115,000	\$ 113,000	\$ 155,000	\$ 95,000	\$ 135,000
Progression	11/3/2022						
Annual Salary	\$ 92,000						

Property/Liability Claims Tech											
Glossary: Public Entity Type Factor Adjustment (PETFA) Regional Cost Factor Adjustment (RCFA)											
JPA	Type	EE's	Min	Max	PETFA	PETFA min	PETFA max	RCFA	RCF & PETFA		Health Contribution
									Min	RCF & PETFA	
Beta Healthcare Group Risk Management Authority	Healthcare District	195	\$52,806	\$84,494	56%	\$29,666.29	\$47,468.54	81%	\$24,029.70	\$38,449.52	\$ 8,599.00
Public Risk Innovation Solutions and Management (PRISM)	Excess Conglomerate	216	\$52,140	\$72,996	100%	\$52,140.00	\$72,996.00	81%	\$42,233.40	\$59,126.76	\$ 13,195.00
Schools Insurance Authority	Schools	125	\$42,497	\$81,567	112%	\$47,749.44	\$91,648.31	81%	\$38,677.04	\$74,235.13	\$ 10,850.00
Alliance of Schools For Cooperative Insurance Programs	Primary Schools	71	\$50,000	\$81,000	112%	\$56,179.78	\$91,011.24	81%	\$45,505.62	\$73,719.10	\$ 20,035.00
Association of California Water Agencies Joint Powers Insurance Authority	Special District	63	\$58,032	\$87,048	123%	\$71,644.44	\$107,466.67	81%	\$58,032.00	\$87,048.00	\$ 29,825.00
California Charter Schools Joint Powers Authority	Primary Schools	21	\$57,156	\$57,156	112%	\$64,220.22	\$64,220.22	81%	\$52,018.38	\$52,018.38	\$ 9,415.00
Yolo County Public Agency Risk Management Insurance Authority	Primary, City	14	\$57,612	\$70,028	116%	\$66,991.05	\$81,428.03	81%	\$54,262.75	\$65,956.71	\$ 9,764.00
Average		101	52,892	76,327		55,513	79,463		44,966	64,365	14,526
Trindel Insurance Fund	Primary Counties	25	\$36,000	\$56,000							\$ 6,000.00

* The Following JPA's Were Not Included in Study Because they do not have this position

Central Region School Insurance Group
California Association for Park and Recreation Indemnity
Alameda County Schools Insurance Group
Tuolumne Joint Powers Authority
Butte Schools Self-Funded Programs
Kings County Self-Insured Schools District
Schools Excess Liability Fund
Schools Risk and Insurance Management Group
Ventura County Schools Self-Funding Authority
Santa Clara County Schools Insurance Group
California Intergovernmental Risk Authority
California Joint Powers Risk Management Authority
Public Entity Risk Management Authority (PERMA)
San Mateo County Schools Insurance Group
California Fair Service Authority
Municipalities Colleges Schools Insurance Group
Contra Costa County Schools Insurance Group
North Bay Schools Insurance Authority
Redwood Empire School Insurance Group
Municipal Pooling Authority
Special District Risk Management Authority (Sacramento)
Alliance of Schools For Cooperative Insurance Programs
California Joint Powers Insurance Authority

Glossary: Public Entity Type Factor Adjustment (PETFA) Regional Cost Factor Adjustment (RCFA)												
Property and Liability Adjuster	JPA	Type	EE's			PETFA			RCF	RCF and	Health	
			Min	Max	PETFA min	PETFA max	A	PETFA Min	RCF & PETFA	Contribution		
Beta Healthcare Group Risk Management Authority	Healthcare District	195	\$107,100	\$171,400	56%	\$60,169	\$96,292	81%	\$48,736.52	\$77,996.63	\$ 20,433.00	
Public Risk Innovation Solutions and Management (PRISM)	Excess Conglomerate	216	\$83,976	\$121,764	100%	\$83,976	\$121,764	81%	\$68,020.56	\$98,628.84	\$ 8,835.00	
Schools Insurance Authority	Schools	125	\$64,706	\$115,239	112%	\$72,703	\$129,482	81%	\$58,889.73	\$104,880.44	\$ 14,003.00	
Alliance of Schools For Cooperative Insurance Programs	Schools	71	\$83,000	\$117,000	112%	\$93,258	\$131,461	81%	\$75,539.33	\$106,483.15	\$ 20,035.00	
Association of California Water Agencies Joint Powers Insurance Authority	Special District	63	\$70,706	\$106,059	123%	\$87,291	\$130,937	81%	\$70,706.00	\$106,059.00	\$ 16,330.00	
North Bay Schools Insurance Authority	Primary Schools	42	\$72,016	\$101,454	112%	\$80,917	\$113,993	81%	\$65,542.65	\$92,334.54	\$ 15,396.00	
Redwood Empire School Insurance Group	Primary Schools	29	\$81,829	\$108,122	112%	\$91,943	\$121,485	81%	\$74,473.58	\$98,403.17	\$ 10,488.00	
Municipal Pooling Authority	Primary Cities	43	\$80,391	\$97,715	116%	\$93,478	\$113,622	81%	\$75,717.10	\$92,033.90	\$ 26,675.00	
Special District Risk Management Authority (Sacramento)	Primary Special Districts	21	\$68,121	\$96,254	123%	\$84,100	\$118,832	81%	\$68,121.00	\$96,254.00	\$ 13,274.00	
California Charter Schools Joint Powers Authority	Primary Schools	21	\$92,898	\$92,898	112%	\$104,380	\$104,380	81%	\$84,547.62	\$84,547.62	\$ 9,415.00	
California Fair Service Authority	Primary Special Districts	30	\$75,091	\$105,085	123%	\$92,705	\$129,735	81%	\$75,091.00	\$105,085.00	\$ 18,718.00	
Public Entity Risk Management Authority (PERMA)	Primary Cities	36	\$79,057	\$105,944	116%	\$91,927	\$123,191	81%	\$74,460.66	\$99,784.47	\$ 23,664.00	
San Mateo County Schools Insurance Group	Primary Schools	15	\$90,038	\$139,651	112%	\$101,166	\$156,911	81%	\$81,944.70	\$127,098.10	\$ 11,045.00	
Average		70	80,687	113,737		87,539	122,468		70,907	99,199	16,024	
Trindel Insurance Fund	Primary Counties	25	\$62,000	\$87,000							\$ 6,000.00	

* The Following JPA's Were Not Included in Study Because they do not have this position

Yolo County Public Agency Risk Management Insurance Authority
Central Region School Insurance Group
California Association for Park and Recreation Indemnity
Alameda County Schools Insurance Group
Tuolumne Joint Powers Authority
Butte Schools Self-Funded Programs
Kings County Self-Insured Schools District
Schools Excess Liability Fund
Schools Risk and Insurance Management Group
Ventura County Schools Self-Funding Authority
Santa Clara County Schools Insurance Group
California Intergovernmental Risk Authority
California Joint Powers Risk Management Authority
Municipalities Colleges Schools Insurance Group
California Joint Powers Insurance Authority
Contra Costa County Schools Insurance Group

Director of Liability Claims 2021		Glossary: Public Entity Type Factor Adjustment (PETFA) Regional Cost Factor Adjustment (RCFA)										
		Type	EE's	min	Max	PETFA	PETFA min	PETFA max	RCFA	PETFA Min	RCF & PETFA I	Health Contribution
JPA												
Beta Healthcare Group Risk Management Authority	Healthcare District	195	\$141,700	\$226,800	56%	\$79,607	\$127,416	81%	\$64,481.46	\$103,206.74	\$ 11,034.00	
Public Risk Innovation Solutions and Management (PRISM)	Excess Conglomerate	216	\$151,752	\$227,628	100%	\$151,752	\$227,628	81%	\$122,919.12	\$184,378.68	\$ 26,220.00	
Schools Insurance Authority	Schools	125	\$111,629	\$208,451	112%	\$125,426	\$234,215	81%	\$101,594.93	\$189,713.83	\$ 12,639.00	
Alliance of Schools For Cooperative Insurance Programs	Schools	71	\$134,000	\$173,000	112%	\$150,562	\$194,382	81%	\$121,955.06	\$157,449.44	\$ 14,108.00	
Association of California Water Agencies Joint Powers Insurance Authority	Special District	63	\$115,861	\$173,791	123%	\$143,038	\$214,557	81%	\$115,861.00	\$173,791.00	\$ 24,125.00	
California Joint Powers Insurance Authority	Cities	45	\$150,132	\$214,476	116%	\$174,572	\$249,391	81%	\$141,403.40	\$202,006.47	\$ 31,693.00	
North Bay Schools Insurance Authority	Primary Schools	42	\$106,771	\$150,415	112%	\$119,967	\$169,006	81%	\$97,173.61	\$136,894.55	\$ 9,778.00	
Redwood Empire School Insurance Group	Primary Schools	29	\$114,092	\$145,614	112%	\$128,193	\$163,611	81%	\$103,836.54	\$132,525.10	\$ 29,388.00	
Municipal Pooling Authority	Primary Cities	43	\$126,890	\$169,141	116%	\$147,547	\$196,676	81%	\$119,512.67	\$159,307.22	\$ 26,675.00	
Special District Risk Management Authority (Sacramento)	Primary Special Districts	21	\$126,293	\$178,450	123%	\$155,917	\$220,309	81%	\$126,293.00	\$178,450.00	\$ 12,732.00	
California Charter Schools Joint Powers Authority	Primary Schools	21	\$173,800	\$173,800	112%	\$195,281	\$195,281	81%	\$158,177.53	\$158,177.53	\$ 12,309.00	
Schools Excess Liability Fund	Excess Schools	23	\$123,619	\$185,429	112%	\$138,898	\$208,347	81%	\$112,507.18	\$168,761.22	\$ 39,290.00	
Schools Risk and Insurance Management Group	Primary Schools	19	\$89,669	\$117,876	112%	\$100,752	\$132,445	81%	\$81,608.87	\$107,280.40	\$ 9,844.00	
California Joint Powers Risk Management Authority	Excess Cities	27	\$145,291	\$174,349	116%	\$168,943	\$202,731	81%	\$136,843.85	\$164,212.43	\$ 21,348.00	
Public Entity Risk Management Authority (PERMA)	Primary Cities	36	\$120,835	\$161,930	116%	\$140,506	\$188,291	81%	\$113,809.71	\$152,515.47	\$ 13,059.00	
Yolo County Public Agency Risk Management Insurance Authority	Primary, City	14	\$90,832	\$110,407	116%	\$105,618	\$128,380	81%	\$85,550.86	\$103,987.61	\$ 9,764.00	
Average		62	126,448	174,472	0%	139,161	190,791		112,721	154,541	19,000	
Trindel Insurance Fund	Primary Counties	25	\$90,000	\$115,000							\$ 6,000.00	

* The Following JPA's Were Not Included in Study Because they do not have this position

Central Region School Insurance Group
California Association for Park and Recreation Indemnity
Alameda County Schools Insurance Group
Tuolumne Joint Powers Authority
Butte Schools Self-Funded Programs
Kings County Self-Insured Schools District
San Mateo County Schools Insurance Group
Ventura County Schools Self-Funding Authority
Santa Clara County Schools Insurance Group
California Intergovernmental Risk Authority
California Fair Service Authority
Municipalities Colleges Schools Insurance Group
Contra Costa County Schools Insurance Group

Administration Department							
		Current Range		Survey Results		Proposed Range	
Administrative Technician		Low	High	Low	High	Low	High
Start Date		\$ 36,000	\$ 56,000	\$ 46,000	\$ 62,000	\$ 45,000	\$ 65,000
Progression	12/26/2022						
Annual Salary	\$ 43,000						
		Current Range		Survey Results		Proposed Range	
Financial Analyst		Low	High	Low	High	Low	High
Start Date		\$ 62,000	\$ 87,000	\$ 69,000	\$ 95,000	\$ 65,000	\$ 97,000
Progression	3/22/2022	4/1/2022	9/1/2022	3/22/2023			
Annual Salary	\$ 73,000	\$ 77,800	\$ 80,000	\$ 82,000			

Glossary: Administrative Technician Public Entity Type Factor Adjustment (PETFA) Regional Cost Factor Adjustment (RCFA)												
JPA	Type	EE's		Max	PETFA	PETFA min	PETFA max	RCFA	RCF and		Health Contribution	
		Min							PETFA Min	RCF & PETFA		
Beta Healthcare Group Risk Management Authority	Healthcare District	195	\$41,000	\$65,600	56%	\$23,034	\$36,854	81%	\$18,657.30	\$29,851.69	\$ 21,939.00	
Public Risk Innovation Solutions and Management (PRISM)	Excess Conglomerate	216	\$52,140	\$81,600	100%	\$52,140	\$81,600	81%	\$42,233.40	\$66,096.00	\$ 22,620.00	
Schools Insurance Authority	Schools	125	\$31,593	\$60,658	112%	\$35,498	\$68,155	81%	\$28,753.18	\$55,205.60	\$ 13,585.00	
Alliance of Schools For Cooperative Insurance Programs	Schools	71	\$39,000	\$68,000	112%	\$43,820	\$76,404	81%	\$35,494.38	\$61,887.64	\$ 9,356.00	
Association of California Water Agencies Joint Powers Insurance Authority	Special District	63	\$42,098	\$63,146	123%	\$51,973	\$77,958	81%	\$42,098.00	\$63,146.00	\$ 14,497.00	
California Joint Powers Insurance Authority	Cities	45	\$61,980	\$88,560	116%	\$72,070	\$102,977	81%	\$58,376.51	\$83,411.16	\$ 9,520.00	
Contra Costa County Schools Insurance Group	Primary Schools	61	\$64,716	\$84,633	112%	\$72,715	\$95,093	81%	\$58,898.83	\$77,025.54	\$ 10,126.00	
North Bay Schools Insurance Authority	Primary Schools	42	\$51,514	\$72,571	112%	\$57,881	\$81,540	81%	\$46,883.53	\$66,047.76	\$ 9,778.00	
Redwood Empire School Insurance Group	Primary Schools	29	\$44,385	\$56,648	112%	\$49,871	\$63,649	81%	\$40,395.34	\$51,556.04	\$ 21,159.00	
Municipal Pooling Authority	Primary Cities	43	\$62,842	\$76,385	116%	\$73,072	\$88,820	81%	\$59,188.40	\$71,944.01	\$ 26,675.00	
Special District Risk Management Authority (Sacramento)	Primary Special Districts	21	\$64,878	\$91,670	123%	\$80,096	\$113,173	81%	\$64,878.00	\$91,670.00	\$ 12,824.00	
California Fair Service Authority	Primary Special Districts	30	\$39,356	\$47,947	123%	\$48,588	\$59,194	81%	\$39,356.00	\$47,947.00	\$ 24,940.00	
Municipalities Colleges Schools Insurance Group	Primary Schools	37	\$79,529	\$79,529	112%	\$89,358	\$89,358	81%	\$72,380.33	\$72,380.33	\$ 17,798.00	
Schools Excess Liability Fund	Excess Schools	23	\$59,562	\$89,343	112%	\$66,924	\$100,385	81%	\$54,208.11	\$81,312.17	\$ 22,933.00	
Schools Risk and Insurance Management Group	Primary Schools	19	\$41,472	\$54,518	112%	\$46,598	\$61,256	81%	\$37,744.18	\$49,617.51	\$ 9,844.00	
Ventura County Schools Self-Funding Authority	Primary Schools	13	\$66,630	\$86,110	112%	\$74,865	\$96,753	81%	\$60,640.79	\$78,369.78	\$ 11,788.00	
Santa Clara County Schools Insurance Group	Primary Schools	13	\$68,639	\$68,639	112%	\$77,122	\$77,122	81%	\$62,469.20	\$62,469.20	\$ 4,990.00	
California Joint Powers Risk Management Authority	Excess Cities	27	\$61,592	\$73,910	116%	\$71,619	\$85,942	81%	\$58,011.07	\$69,612.91	\$ 21,348.00	
Public Entity Risk Management Authority (PERMA)	Primary Cities	36	\$57,320	\$76,814	116%	\$66,651	\$89,319	81%	\$53,987.44	\$72,348.07	\$ 19,340.00	
San Mateo County Schools Insurance Group	Primary Schools	15	\$45,453	\$70,541	112%	\$51,071	\$79,260	81%	\$41,367.34	\$64,200.24	\$ 11,045.00	
Central Region School Insurance Group	Primary schools	35	\$32,904	\$43,255	112%	\$36,971	\$48,601	81%	\$29,946.34	\$39,366.91	\$ 600.00	
California Association for Park and Recreation Indemnity	Primary Special Districts	12	\$36,000	\$47,000	123%	\$44,444	\$58,025	81%	\$36,000.00	\$47,000.00	\$ 12,426.00	
Alameda County Schools Insurance Group	Primary Schools	21	\$56,001	\$65,593	112%	\$62,922	\$73,700	81%	\$50,967.20	\$59,697.00	\$ 19,500.00	
Tuolumne Joint Powers Authority	Primary Schools	21	\$50,364	\$75,576	112%	\$56,589	\$84,917	81%	\$45,836.90	\$68,782.65	\$ 10,050.00	
Butte Schools Self-Funded Programs	Primary Schools	23	\$35,838	\$51,022	112%	\$40,268	\$57,329	81%	\$32,616.97	\$46,436.12	\$ 11,652.00	
Kings County Self-Insured Schools District	Primary Schools	11	\$40,123	\$51,210	112%	\$45,082	\$57,539	81%	\$36,516.44	\$46,606.85	\$ -	
Average		48	51,036	68,865		57,355	77,112		46,458	62,461	14,244	
Trindel Insurance Fund	Primary Counties	25	\$36,000	\$56,000							\$ 6,000.00	

* The Following JPA's Were Not Included in Study Because they do not have this position

Yolo County Public Agency Risk Management Insurance Authority
California Intergovernmental Risk Authority
California Charter Schools Joint Powers Authority

Financial Analyst	Glossary:										
	Public Entity Type Factor Adjustment (PETFA) Regional Cost Factor Adjustment (RCFA)										
JPA	Type	EE's	Min	Max	PETFA	PETFA min	PETFA max	RCF A	RCF and PETFA Min	RCF & PETFA Max	Health Contribution
Beta Healthcare Group Risk Management Authority	Healthcare District	195	\$61,100	\$97,800	56%	\$34,326	\$54,944	81%	\$27,735	\$44,395	\$ 21,161.00
Public Risk Innovation Solutions and Management (PRISM)	Excess Conglomerate	216	\$61,752	\$86,448	100%	\$61,752	\$86,448	81%	\$49,896	\$69,850	\$ 10,602.00
Schools Insurance Authority	Schools	125	\$64,706	\$115,239	112%	\$72,703	\$129,482	81%	\$58,744	\$104,621	\$ 23,053.00
Alliance of Schools For Cooperative Insurance Programs	Schools	71	\$83,000	\$117,000	112%	\$93,258	\$131,461	81%	\$75,353	\$106,220	\$ 16,929.00
Association of California Water Agencies Joint Powers Insurance Authority	Special District	63	\$81,998	\$122,997	123%	\$101,232	\$151,848	81%	\$81,796	\$122,693	\$ 23,930.00
California Joint Powers Insurance Authority	Cities	45	\$98,556	\$140,796	116%	\$114,600	\$163,716	81%	\$92,597	\$132,283	\$ 14,733.00
Contra Costa County Schools Insurance Group	Primary Schools	61	\$84,512	\$110,522	112%	\$94,957	\$124,182	81%	\$76,726	\$100,339	\$ 17,869.00
North Bay Schools Insurance Authority	Primary Schools	42	\$51,514	\$72,571	112%	\$57,881	\$81,540	81%	\$46,768	\$65,885	\$ 18,029.00
Redwood Empire School Insurance Group	Primary Schools	29	\$114,092	\$145,614	112%	\$128,193	\$163,611	81%	\$103,580	\$132,198	\$ 20,700.00
Municipal Pooling Authority	Primary Cities	43	\$85,570	\$104,011	116%	\$99,500	\$120,943	81%	\$80,396	\$97,722	\$ 20,221.00
Special District Risk Management Authority (Sacramento)	Primary Special Districts	21	\$68,121	\$96,254	123%	\$84,100	\$118,832	81%	\$67,953	\$96,016	\$ 14,127.00
California Fair Service Authority	Primary Special Districts	30	\$53,881	\$75,498	123%	\$66,520	\$93,207	81%	\$53,748	\$75,312	\$ 19,342.00
Schools Excess Liability Fund	Excess Schools	23	\$51,695	\$77,543	112%	\$58,084	\$87,127	81%	\$46,932	\$70,399	\$ 11,835.00
Schools Risk and Insurance Management Group	Primary Schools	19	\$54,570	\$71,735	112%	\$61,315	\$80,601	81%	\$49,542	\$65,126	\$ 9,844.00
California Intergovernmental Risk Authority	Primary Cities	58	\$60,264	\$73,252	116%	\$70,074	\$85,177	81%	\$56,620	\$68,823	\$ 11,158.00
Public Entity Risk Management Authority (PERMA)	Primary Cities	36	\$120,835	\$161,930	116%	\$140,506	\$188,291	81%	\$113,529	\$152,139	\$ 19,340.00
Yolo County Public Agency Risk Management Insurance Authority	Primary, City	14	\$88,616	\$107,714	116%	\$103,042	\$125,249	81%	\$83,258	\$101,201	\$ 9,764.00
California Association for Park and Recreation Indemnity	Primary Special Districts	12	\$80,000	\$109,250	123%	\$98,765	\$134,877	81%	\$79,802	\$108,980	\$ 12,426.00
Average		61	75,821	104,787		85,601	117,863	1	69,165	95,233	16,392
Trindel Insurance Fund	Primary Counties	25	\$62,000	\$87,000							\$ 6,000.00

* The Following JPA's Were Not Included in Study Because they do not have this position

Alameda County Schools Insurance Group
Tuolumne Joint Powers Authority
Butte Schools Self-Funded Programs
Kings County Self-Insured Schools District
Central Region School Insurance Group
San Mateo County Schools Insurance Group
California Joint Powers Risk Management Authority
Ventura County Schools Self-Funding Authority
Santa Clara County Schools Insurance Group
Municipalities Colleges Schools Insurance Group
California Charter Schools Joint Powers Authority

Salary Comparison between County, and City

County	CAO	City	City Manager	Percent
Colusa	\$ 160,548.00	Colusa	\$ 188,628.00	117%
	\$ 263,088.00		\$ 218,628.00	83%
Del Norte	\$ 119,470.00	Crescent City	\$ 104,506.00	87%
	\$ 194,762.10		\$ 133,536.00	69%
Lassen	\$ 212,058.00	Susanville	\$ 164,082.00	77%
Mono	\$ 187,716.24	Mammoth	\$ 171,855.00	92%
			\$ 198,493.00	106%
Plumas	\$ 156,000.00	Portola	\$ 99,463.52	64%
	\$ 242,008.00		\$ 115,140.48	48%
San Benito	\$ 201,981.52	Hollister	\$ 212,481.36	105%
	\$ 272,999.17			78%
Sutter	\$219,294	Yuba City	\$ 220,500.00	101%
Tehama	\$ 185,725.00	Red Bluff	\$175,000	94%
	\$ 204,762.00			85%
Average	\$ 201,570.16		\$ 173,624.38	86%

Salary Comparison between County, and Healthcare District

County	CAO	District	Administrator	Percent
Modoc	\$ 120,000.00	Modoc Medical	\$ 168,320.00	140%
Mono	\$ 187,716.24	Southern Mono	\$ 478,517.00	255%
Plumas	\$ 156,000.00	Plumas	\$ 338,923.00	217%
	\$ 242,008.00			140%
San Benito	\$ 201,981.52	San Benito Health	\$ 389,518.00	193%
	\$ 272,999.17			143%
Trinity	\$ 157,626.61	Mountain Health	\$323,951	206%
	\$ 191,153.69			169%
Average	\$ 191,185.65		\$339,846	178%

Salary Comparison between County, and School District

County	CAO	School District	Superintendent	Percent
Colusa	\$ 160,548.00	Colusa Unified	\$167,347	104%
	\$ 263,088.00			64%
Del Norte	\$ 119,470.00	DNUSD	\$ 177,520.00	149%
	\$ 194,762.10			91%
Lassen	\$ 212,058.00	LCOED	\$ 153,564.00	72%
Mono	\$ 187,716.24	MCUSD	\$ 151,665.00	81%
Plumas	\$ 156,000.00	PUSD	\$ 157,000.00	101%
	\$ 242,008.00			48%
San Benito	\$ 201,981.52	San Benito USD	\$ 193,814.54	96%
	\$ 272,999.17			71%
Sutter	\$219,294	Yuba City	\$ 186,925.00	85%
Tehama	\$ 185,725.00	Red Bluff	\$186,925	101%
	\$ 204,762.00			91%
Average	\$ 201,570.16		\$ 178,858.81	89%

Salary Comparison between County, and Largest Special District (excluding hospital districts)

County	CAO	District	Manager	Percent
Colusa	\$ 160,548.00	Reclamation No. 108	\$ 266,417	166%
	\$ 263,088.00			101%
Del Norte	\$ 119,470.00	solid waste	\$ 87,493.00	73%
	\$ 194,762.10			45%
Lassen	\$ 212,058.00	Utility District	\$ 227,279.00	107%
Mono	\$ 187,716.24	Water	\$ 198,364.00	106%
Plumas	\$ 156,000.00	CSD	\$ 99,637.00	64%
	\$ 242,008.00			\$ 115,140.48
San Benito	\$ 201,981.52	Sunnyslope water	\$ 187,426.00	93%
	\$ 272,999.17			69%
Sutter	\$ 219,294	Basin Irrigation	\$ 187,788.00	86%
Tehama	\$ 185,725.00	Rio Alto Water	\$ 103,709	56%
	\$ 204,762.00			97%
Average	\$ 201,570.16		\$ 163,694.83	81%

****Hospital Districts are excluded in this comparison and are compared on a stand alone basis**



TRINDEL

Risk Management for Rural Counties

Alpine - Colusa - Del Norte - Lassen - Modoc - Mono - Plumas - San Benito - Sierra - Sutter - Tehama - Trinity

A Joint Powers Authority Established in 1980

www.trindel.org

March 31, 2023

Executive Committee Closed Session

Labor Negotiations – Senior Positions:

At the January 26 and 27, 2023 Trindel Board of Directors meeting, the Board of Directors delegated the authority to approve, adjust, deny, or take any other required action, to the Trindel Executive Committee in the matter regarding the creation of the Senior Financial Analyst, Senior Risk Control Analyst, Senior Workers' Compensation Claims Examiner, and Senior Property and Liability positions.

Direction was given to staff to bring the Executive Committee the job descriptions with the following changes:

- Designated Supervisor in absence of applicable departments Director.
- Differentiation of the senior position from the mid-level position with the requirement and ability to handle more complex duties.
- The requirement to have and maintain a valid California Driver's License.
- Ability to lift up to 25 pounds.

The suggested changes have been implemented into the job descriptions, it has been reviewed by the Trindel labor attorney, and they are being presented to the committee for further direction.



TRINDEL

Risk Management for Rural Counties

Alpine - Colusa - Del Norte - Lassen - Modoc - Mono - Plumas - San Benito - Sierra - Sutter - Tehama - Trinity

A Joint Powers Authority Established in 1980

www.trindel.org

Senior Financial Analyst

Job Summary

The Senior Financial Analyst, under supervision of the Trindel Insurance Fund Executive Director, is responsible for conducting complex quantitative analyses of financial information affecting investment programs, budgets, cash flow, transaction records, verifies and maintains numerical data. Critical function is to maintain financial records in accordance with Trindel Insurance Fund best practices, state regulations and GAAP (Generally Accepted Accounting Principles) and Joint Power Authority/Public entity practices.

Commented [RH1]: Added complex

Duties/Responsibilities:

- Examines advanced accounting records, including financial statements and other financial reports to assess accuracy, completeness and conformance to GAAP standards, JPA financial requirements and internal standards
- Review records of accounts and input entries into proper accounts.
- Monitor developments in the fields of business, finance and economic theory, investing, investment returned and risk analysis.
- Reviews, investigates, analyzes more complex financial data and processes financial information on a regular and on-going basis in accordance with current laws and regulations.
- Using a degree of independent judgment, determines the best methods to manage financial records and information.
- Researches and recommends cost saving strategies and return on investment management strategies.
- Monitors fundamental financial transactions, inputs and reports for accuracy and adherence to Fund practices.
- May verify and post details of Funds transactions such as dollars received and disbursed.
- Reconciles and recommends resolution for statement/financial discrepancies and problems.
- Reviews and processes bills for payment in accordance with the established schedules and contractual agreements.
- May prepare invoices, checks, account statements, reports and other records and reviews them for accuracy.
- Coordinates and prepares high level complex information for external auditors, Trindel Board meetings, member counties and regulators as needed.
- May provide timely reports and updates to excess carriers, and other statements/information as needed.

Commented [RH2]: Added advanced

Commented [RH3]: more complex

Commented [RH4]: high level complex

- Regularly handles private and proprietary information while maintaining strict confidentiality and protecting from unauthorized disclosure.
- Respond to requests from member counties for assistance by phone, e-mail or site-visit.
- Assure Trindel policies and procedures as followed.
- Attend Trindel Board meetings and provide program and staff updates as requested.
- Perform other related duties as required.

Required Skills/Abilities:

- Excellent organizational skills and attention to detail.
- Strong analytical and problem-solving skills.
- Thorough understanding of generally accepted accounting principles (GAAP).
- Thorough understanding of generally accepted auditing standards.
- Excellent oral and written communication skills.
- Demonstrated ethical conduct.
- Effective analytical, problem solving and interpretive skills.
- Proficient with Microsoft Office Suite and/or related software.

Supervisory Responsibilities:

- May be assigned supervisory responsibility in absence of department Director.

Commented [RH5]: Added entire section

Education and Experience:

- Bachelor's degree in Accounting, Finance, or related field required; Master's degree preferred.
- Five (5) years of either financial management, auditing, accounting experience required, experience working with public entities preferred.
- Other combinations of education and experience may be considered.
- CA Driver's License Required.
- **Desired:** MBA or CPA license.

Commented [RH6]: •Added CA Driver's License Required.

Physical Requirements:

- Prolonged periods of sitting at a desk and working on a computer.
- Must be able to lift up to 25 pounds at times.



Senior Property and Liability Claims Adjuster
Salary Range \$85,000 ~ \$115,000

Job Summary

The Senior Property and Liability Claims Adjuster, under supervision of the Director of Property and Liability, is responsible for the investigation, analysis, adjustment, reporting, settlement and recovery of the high risk, complex public entity liability and property claims. The Senior position may also carry a larger case load.

Commented [RH1]: Added high risk, complex

Commented [RH2]: Added The Senior position may also carry a larger case load.

Duties/Responsibilities:

- Analyze high risk more complex liability claims and first party property claims in accordance with relevant laws, County policies and procedures.
- Evaluate claims for timeliness, accuracy, validity, circumstances, descriptions and related information for accurate claims processing.
- Prepares, and sends, letters and notifications in response to claims filed against Member Counties.
- Reviews, investigates, and analyzes documents, notices, law suits and claim forms.
- Analyzes high risk, high frequency complex claims and lawsuits for coverage purposes.
- Using a degree of independent judgment, determines the best methods to actively manage claims in a timely and cost-effective method.
- Executes an effective investigative strategy by obtaining information from Member Counties, interviewing witnesses and claimants, performing site visits and taking photographs.
- Properly analyzes information to be able to make liability determinations and identify risk transfer opportunities.
- Makes recommendations for handling complex claims to members including the settlement or rejection of claim, assignment of defense counsel and also vigorously pursues subrogation opportunities.
- Works with experts to investigate and assess damages related to assigned claims.
- Provides and creates full captioned reports to Member Counties, and Trindel staff.
- Authorizes and assures the prompt processing of checks for payment/settlement of claims.
- Provides Trindel Executive Director, Property and Liability Director, and member counties with monthly payment log/reports.

Commented [RH3]: Added high risk more complex

Commented [RH4]: Added high risk, high frequency complex

Commented [RH5]: Added complex

- Recommends settlement/resolution for obtaining settlement authority under the provisions as provided by each member county. Including presentations to Member County Board of Supervisors.
- Coordinates and prepares **complex high level** information for external auditors, Trindel Board meetings, member counties and regulators as needed.
- Provides timely reports, updates and other statements information as needed to excess carriers, other insurers and agencies as necessary.
- Regularly handles private and proprietary information while maintaining strict confidentiality and protecting information from unauthorized disclosure.
- Respond in a timely manner to requests from member counties, claimants, attorneys or others for assistance by phone, e-mail, mail or site-visits.
- Assures that Trindel policies and procedures are consistently followed.
- Attend Trindel Board meetings, provide program updates as requested.
- Perform other duties as assigned by the Director of Property and Liability Claims.

Commented [RH6]: Added complex high level

Supervisory Responsibilities:

- May be assigned supervisory responsibility in absence of department Director.

Commented [RH7]: Added entire section

Required Skills/Abilities:

- Knowledge of self-insured program regulations.
- Excellent organizational skills and attention to detail.
- Strong analytical and problem-solving skills.
- Excellent oral and written communication skills.
- Demonstrated ethical conduct.
- Effective analytical, problem solving and interpretive skills.
- Proficient with Microsoft Office Suite and/or related software.

Education and Experience:

- Four-year degree at an accredited college in Public Administration, Business, Finance or related field.
- Five (5) years of claims adjusting, or litigation experience required, experience working with public entities and/or Law Enforcement preferred.
- **CA Driver's License Required.**
- Other combinations of education and experience may be considered.

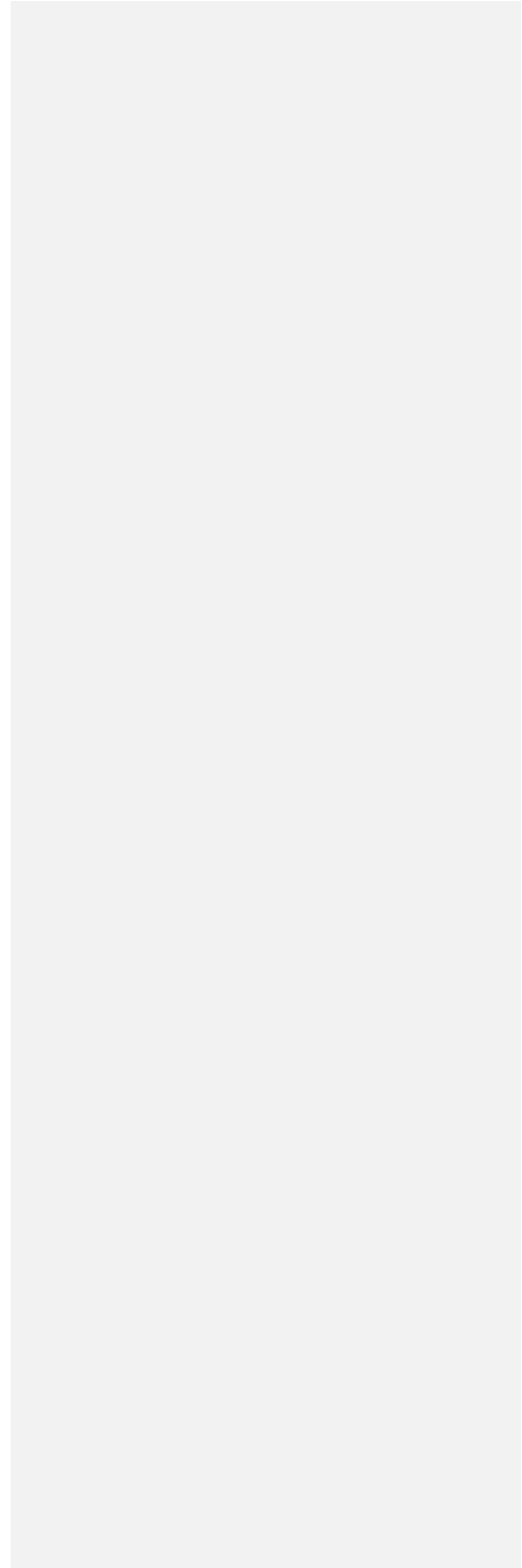
Commented [RH8]: •Added CA Driver's License Required.

Desired: Associate in Risk Management (ARM), and/or Associate in Claims(AIC).

Physical Requirements:

- Prolonged periods of sitting at a desk and working on a computer.

- Must be able to lift up to 25 pounds at times.





TRINDEL

Risk Management for Rural Counties

Alpine - Colusa - Del Norte - Lassen - Modoc - Mono - Plumas - San Benito - Sierra - Sutter - Tehama - Trinity
A Joint Powers Authority Established in 1980
www.trindel.org

Senior Risk Control Analyst

Job Summary

The Senior Risk Control Analyst, under the supervision of the Director of Risk Control will act as a resource to staff and member entities providing high level complex technical tasks providing information related to occupational safety, worker's compensation, tort liability cost containment, and risk management. This is a highly dynamic and collaborative role that requires outstanding customer service and communication skills.

Commented [RH1]: Added providing high level complex technical tasks

Duties/Responsibilities:

- Perform research and analysis and recommend complex occupational safety and risk control policies, practices, and procedures for member counties.
- Collaborate and consult with member county management and employees to develop safe work practices and policies for high-risk departments.
- In coordination with the Executive Director and/or Director of Risk Control, develop, write and present risk control training curriculum.
- Plan, promote, and implement effective safety and risk control programs.
- Assist member counties with risk control inspections of facilities and worksites for physical, environmental, and work practice hazards.
- Provide high level, complex written recommendations for corrective actions of identified hazards within member Counties, in collaboration with our county management and other subject matter experts for high-risk departments. High risk departments may be correctional facilities and road department workshops.
- Assist member counties investigation of incidents involving worker or public injury and/or property damage to determine causal factors. Provide high level written reports to assist member county if litigation arises from incident.
- Other duties as assigned
- Performs all work in a safe and effective manner.

Commented [RH2]: Added complex

Commented [RH3]: •Added high-risk departments.

Commented [RH4]: high level, complex

Commented [RH5]: Added for high-risk departments. High risk departments may be correctional facilities and road department workshops.

Commented [RH6]: Provide high level written reports to assist member county if litigation arises from incident.

Required Skills/Abilities:

- High to advanced skills in common computer word processing, spreadsheet, and presentation software such as MS Word, MS Excel, MS Power Point.

- Thorough knowledge and experience in the use of various instructional techniques, with a high level of writing, interpersonal and organization communication, and presentation skills
- Excellent public speaking skills
- Expert knowledge of California and Federal occupational health and safety regulations.
- Thorough knowledge of effective investigation techniques and methodologies.
- Excellent organizational skills and attention to detail.
- Strong analytical and problem-solving skills.
- Ability to establish and maintain effective working relationships and good public relations with other employees, agencies, members and the public

Commented [RH7]: Expert

Supervisory Responsibilities:

- May be assigned supervisory responsibility in absence of department Director.

Commented [RH8]: **Supervisory Responsibilities:**

- May be assigned supervisory responsibility in absence of department Director.

Education and Experience:

- Five (5) years of experience in risk control, primarily in the public sector required.
- A four-year degree or advanced educational training in law enforcement, risk control, occupational health and safety, business administration, or public administration is highly desirable.
- POST Training, STC training, and other designations such as ARM, CSP, ASP, are also highly desirable.
- Other combinations of education and experience may be considered.
- CA Driver’s License Required.

Physical Requirements:

Sitting for long periods of time, including in a vehicle during travel to member counties.
 Sitting or standing for long periods of time while conducting meetings and trainings.
 Reaching, grasping, kneeling, talking, hearing, seeing, repetitive motions, exerting up to 25 pounds of force occasionally and/or up-to 10 pounds of force frequently.



TRINDEL

Risk Management for Rural Counties

Alpine - Colusa - Del Norte - Lassen - Modoc - Mono - Plumas - San Benito - Sierra - Sutter - Tehama - Trinity

A Joint Powers Authority Established in 1980

www.trindel.org

Senior Worker's Compensation Claims Examiner

Job Summary

A Senior Workers' Compensation Claims Examiner, under the supervision of the Director of Workers Compensation, ensures access to any and all benefits necessary to cure or relieve the effects of an occupational injury or illness. The Senior Workers' Compensation Claims Examiner administers these benefits as required by the California Labor Code. Effectively works with the injured Member and provider to facilitate the Member's recovery while mitigating risk. This is a highly dynamic and collaborative role that requires outstanding customer service and communication skills. The Senior Worker's Compensation Claims Examiner will be assigned cases that are more complex and require advanced knowledge. The Senior position may also carry a larger case load.

Commented [RH1]: Added The Senior Worker's Compensation Claims Examiner will be assigned cases that are more complex and require advanced knowledge. The Senior position may also carry a larger case load.

Duties/Responsibilities:

- Ensure timely and accurate liability decisions and benefit provisions.
- Initiate "Three-Point Contact" with Member County, injured employee and medical provider.
- Initiate, coordinate and ensure early return-to-work efforts with worker and member.
- Proactively manage, finalize, and control an inventory of complex cases.
- Authorize medical treatment within pre-established authority level.
- Review, investigate, analyze, and adjust high level complex workers' compensation claims in accordance with current laws and regulations.
- Establish claims reserves and authorize payments within reserving authority limits.
- Review progress of claims with members, providing a well-documented action plan and acting as a resource for claims questions and guidance.
- Authorize appropriate payments of medical bills, temporary and permanent disability, and death benefits within pre-established limits.
- Review and process bills for payment in accordance with the established fee schedule and contractual agreements.
- Attend conferences and hearings necessary to properly administer resolution of claims.
- Coordinate resolution of claims by preparing legal documents, including Stipulations, and Compromise and Release settlements within authority limits.
- Coordinate with defense counsel on litigated claims, providing records and reports, as necessary.

Commented [RH2]: high level complex

- Consult with and monitors service providers, such as legal counsel, medical and vocational professionals.
- Refer appropriate claims for potential subrogation recovery.
- Attend conferences and hearings necessary to properly administer resolution of claims.
- Regularly handles private and proprietary information while maintaining strict confidentiality and protecting from unauthorized disclosure.
- Stay apprised of current law changes, court rulings and related matters that might affect the handling of claims.
- Performs various routine clerical duties, utilizing standard office equipment to include: maintaining calendars; entering information into databases and spreadsheets; making photocopies; faxing documents; typing; and word processing.
- Will require overnight travel to attend training, meetings, and claims reviews.
- Keep Workers' Compensation Director apprised of any and all claims requiring special attention, or that have extenuating circumstances.
- Perform other duties as assigned by Workers' Compensation Director.
- Performs all work in a safe and effective manner.

Supervisory Responsibilities:

- May be assigned supervisory responsibility in absence of department Director.

Commented [RH3]: Added entire section

Required Skills/Abilities:

- Knowledge of claims administration, case management and cost containment solutions as applicable to Workers' Compensation rules in California including 4850.
- Excellent organizational skills and attention to detail.
- Strong analytical and problem-solving skills.
- Excellent oral and written communication skills.
- Demonstrated ethical conduct.
- Effective analytical, problem solving and interpretive skills.
- Proficient with Microsoft Office Suite and/or related software.

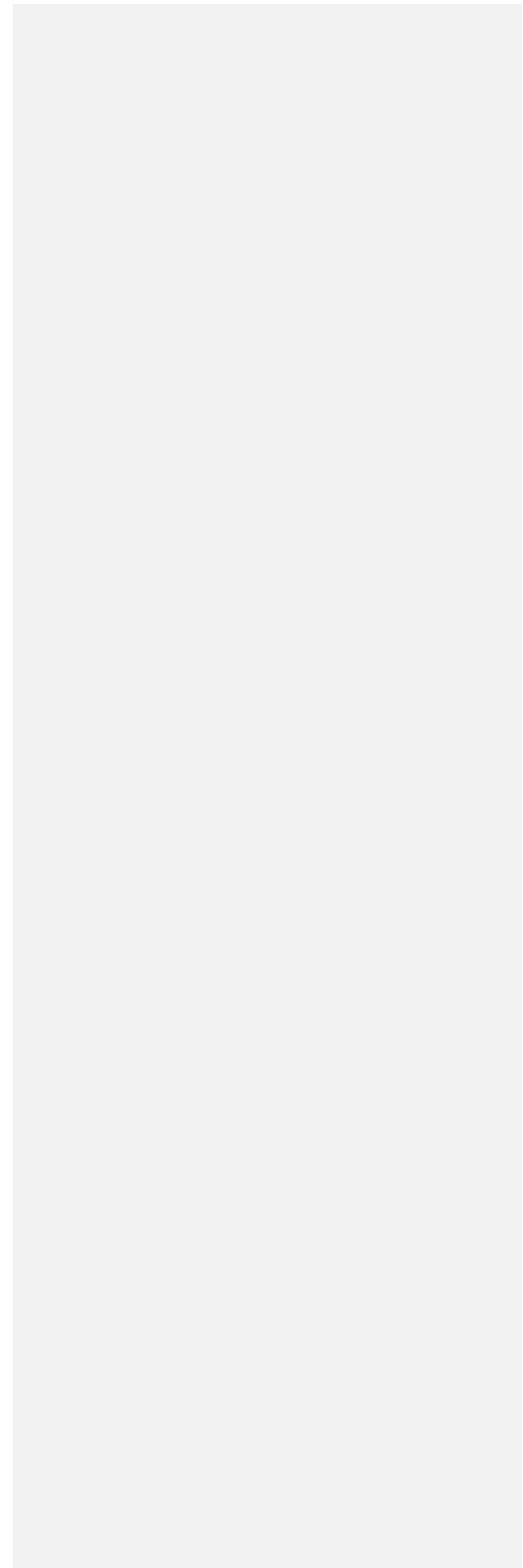
Education and Experience:

- Minimum of 5 years' experience in administering occupational claims in California.
- California Self-Insurance Plans Administrator Certification (SIP).
- Four-year degree at an accredited university preferred but not required.
- Possession of California Workers' Compensation Claims Administration (WCCA) designation.
- CA Driver's License Required.
- Other combinations of education and experience may be considered.

Commented [RH4]: added

Physical Requirements:

- Prolonged periods of sitting at a desk and working on a computer.
- Must be able to lift up to 25 pounds at times.



TRINDEL INSURANCE FUND
RESOLUTION NO. ~~19-0223-01~~
IN THE MATTER OF REPLACING RESOLUTION 19-02 and 14-07 FOR
EMPLOYEE BENEFITS

WHEREAS, Trindel Insurance Fund (FUND) wishes to establish a formal policy to govern benefits provided to its 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 CAFETERIA PLAN: The FUND shall provide on behalf of employees an amount not to exceed ~~five-hundredone thousand~~ dollars (~~\$5001,000~~) 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 qualifying group health insurance plan from another source.

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 pay period. Vacation time may be accumulated to a maximum of 160 hours. In other words only 160 hours of vacation may be carried over from month to month.

For the sixth through ten years of employment vacation allowance will be 10 hours per month to accrue at the end of each pay period. Vacation time may be accumulated to a maximum of 240 hours. In other words only 240 hours of vacation may be carried over 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 pay period. Vacation time may be accumulated to a maximum of 320 hours. In other words only 320 hours of vacation may be carried over from month to month.

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.

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 maximum accumulation of 480 hours for employees with up to 10 years of service and 720 hours for employees with 10 or more years of service. 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~~23rd day of ~~January~~June, 20~~23~~19, by the following vote:

AYES: Alpine, Colusa, Del Norte, Lassen, Modoc, Mono, Sierra, Sutter, Trinity

NOES: None

ABSTAIN: None

ABSENT: Plumas, San Benito

TRINDEL INSURANCE FUND

ATTEST:

~~Chester Robertson~~Nathan Black, President

Van Maddox, Secretary

TRINDEL INSURANCE FUND
RESOLUTION NO. ~~19-0323-02~~
IN THE MATTER OF REPLACING RESOLUTION 19-02 and 14-08
MANAGEMENT EMPLOYEE BENEFITS

WHEREAS, Trindel Insurance Fund (FUND) wishes to establish a formal Policy to govern benefits provided its 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 "at-will" FLSA exempt 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~~ 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 CAFETERIA PLAN: The FUND shall provide on behalf of employees an amount not to exceed ~~five hundred~~ one thousand dollars (\$1,0500) 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 qualified group health insurance plan from another source.

Section 3.0 VACATION: Vacation allowance will be 13.333 hours per month to accrue at the end of each pay period. Vacation time may be accumulated to a maximum of thirty 320 hours. In other words only 320 hours of vacation may be carried over and be available from month to month. 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.

Section 4.0 SICK LEAVE: Sick leave will be earned at the rate of eight hours per month, to accrue at the end of each pay period, with unlimited accumulation. Upon separation from the FUND the employee may apply unused sick leave towards CalPERS (in accordance with PERS law) or sick leave may be paid, 10% of the current rate of pay for the first 480 hours, 25% of the current rate of pay for the 481 to 720 hours, and 50% of the current rate of pay of everything over 720 hours. Current rate of pay shall be defined as the compensation/salary rate at the time of separation.

Section 5.0 ADMINISTRATIVE LEAVE: January 1st of each year, employees shall be credited with 10 days of Administrative Leave per calendar year, and this benefit is non-cumulative. Administrative leave shall be used in full day increments. This benefit is non-compensable upon separation from the FUND. Administrative Leave shall be prorated based upon date of hire for new employees for the first year of employment.

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.

Section 7.0 SEVERANCE PACKAGE: Severance shall be set forth in an individual and separate contract subject to negotiation between the Employee and the FUND.

Section 8.0 COMPENSATION: Compensation shall be set forth by a range given for each position established by the FUND unless defined is an individual contract between the Fund and employee.

Adopted by the Board of Directors of the Trindel Insurance Fund on the ~~31th~~23rd day of ~~January~~June, ~~2019~~2023, by the following vote:

AYES: Alpine, Modoc, Mono, Sierra, Sutter, Trinity, Del Norte, Colusa, Lassen

NOES:

ABSTAIN:

ABSENT: Plumas, San Benito

TRINDEL INSURANCE FUND

ATTEST:

~~Chester Robertson~~Nathan Black, ~~Vice~~ President

Van Maddox, Secretary



Trindel

Insurance Fund

Alpine - Colusa - Del Norte - Lassen - Modoc - Mono - Plumas - San Benito - Sierra - Sutter - Tehama - Trinity
A Joint Powers Authority Established in 1980

www.trindel.org

Cafeteria Plan
Basic Plan Document #125

PLAN ESTABLISHMENT

Effective Date

Trindel Insurance Fund Employee Benefits Plan is adopted, effective as of _____, June 23, 2016-2023 (See Appendix A Resolution No. 16 ___).

Purpose

The Plan is created exclusively for Employees. The Plan's purpose is to provide Covered Employees the means to exchange all or part of their compensation for other Plan benefits they select.

Qualification

The Plan is intended to qualify as a cafeteria plan under section 125 of the Internal Revenue Code of 1986, as amended; the Plan is not intended to be an employee benefit plan under section 3(3) of the Employee Retirement Income Security Act of 1974, as amended ("ERISA"). This document is intended to satisfy the written plan document requirement of Department of Treasury Proposed Regulations section 1.125-1(c).

Formatted: Centered

Duration

The Plan is established with the intention of being maintained for an indefinite period of time; however, the Employer, in its sole discretion may amend or terminate the Plan or any provision of the Plan at any time.

ELIGIBILITY, PARTICIPATION AND COVERAGE

Medical, Dental, Vision & Life Insurance

The company offers regular full-time employees scheduled to work a minimum of 40 hours per week enrollment in medical, dental, and vision coverage options after they have been employed for 30 days.

Employees have up to 40 days from their date of hire to make medical, dental and vision plan elections. Once made, elections are fixed for the remainder of the plan year. Changes in family status, as defined in the Plan document, allow employees to make midyear changes in coverage consistent with the family status change.

At the end of each calendar year during open enrollment, employees may change medical and dental elections for the following calendar year.

Group Life Insurance

The company offers regular full-time employees who have been employed by Trindel Insurance Fund for 30 days an employer-paid basic group term life insurance policy in the amount of \$25,000.

Cal Pers

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

CONTRIBUTIONS AND FUNDING

Employer Contributions

Trindel Insurance Fund shall provide on behalf of employees an amount not to exceed ~~five-hundred-one thousand~~ dollars (\$~~1,000,500~~) per month for the combined cost of Health, Vision, Dental insurance and 457 contributions purchased through the organization. Employee will authorize a payroll deduction for any premium amount over employer contribution amount.

Employees will be given the opportunity to decline insurance based upon proof of other group insurance from another source and receive one half of the maximum fund contribution as specified in Resolution No: 14-07.

MEDICAL, DENTAL AND VISION PLANS OFFERED

The Employer shall pay a contribution to the following Health Insurance Plans:

Blue Shield of California: EIA Health/Small Group Program – Gold PPO

Blue Shield of California: EIA Health/Small Group Program – HDHP 20%

The Employer shall pay a contribution to the following Health Savings Account:

Blue Shield of California: EIA Health/Small Group Program – HDHP 20%

The Employer shall pay a contribution to the following Dental Insurance Plan:

Delta Dental PPO – Group Number: 16383

The Employer shall pay a contribution to the following Vision Insurance Plan:

The Employer shall pay a contribution to the following 457 Savings Plan:

The Employer shall pay a contribution of cash to employee not to exceed 50% of spending plan contribution if proof of other health coverage is provided: (exchange enrollment?)

