TRINDEL INSURANCE FUND
RESOLUTION NO. ~~11~~14-0~~5~~7
IN THE MATTER OF ESTABLISHING NON-MANAGEMENT EMPLOYEE BENEFITS

WHEREAS, Trindel Insurance Fund (FUND) would like to update and replace Resolution 11-05-~~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 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 ~~FUND shall pay the employees share of the CalPERS cost up to eight percent (8%), effective with the first payment to CalPERS.~~employees' shall be responsible for the employee share of the contribution amount up to 8% of salary. ~~Effective upon CalPERS enrollment, Social Security contributions shall no longer be provided by the FUND~~.

Section 1.10 ~~Beginning July 1, 2008 the FUND shall commence reporting the value of employer paid contribution as compensation pursuant to Government Code Section 20636(c)(4) for purposes of calculating retirement benefits.~~ 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: 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.

Section 2.10 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 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. 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.

For the sixth thru tenth years of employment vacation allowance will be 10 hours per month to accrue at the end of each month. 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.

For ten plus years of employment vacation allowance will be 13.333 hours per month to accrue at the end of each month. 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 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. 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, 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 __ day of ~~May~~September, ~~2011~~2014, by the following vote:

AYES:
NOES:
ABSTAIN:
ABSENT:

TRINDEL INSURANCE FUND

ATTEST:

_____
~~Van Maddox~~Chester Robertson, Vice President

_____
~~Vice President~~Secretary, ~~Rita Sherman~~ Van Maddox