

EMPLOYMENT AGREEMENT

This Employment Agreement (“Agreement”) is entered into by and between Henry S. Gonzales (“Gonzales”) and the County of Monterey (“County”) (collectively, the “Parties”).

WHEREAS, Gonzales is the current Agricultural Commissioner and Sealer of Weights and Measures for the County (collectively, “Commissioner/Sealer”); and,

WHEREAS, County is in need of a qualified Commissioner/Sealer and Gonzales is interested in continuing to serve Monterey County in that capacity; and,

WHEREAS, pursuant to the applicable provisions of the California Food and Agricultural, and Business and Professions Codes, a Commissioner/Sealer serves a term of four (4) years; and,

WHEREAS, Gonzales was appointed Commissioner/Sealer effective March 14, 2018, and his term accordingly ends on March 13, 2022; and,

WHEREAS, Gonzales and the County desire to set forth their mutual understandings regarding Gonzales’s reappointment as Commissioner/Sealer, NOW, THEREFORE,

For good and valuable consideration, the sufficiency of which is hereby acknowledged, the Parties agree as follows:

1. The Board of Supervisors shall reappoint Gonzales as Commissioner/Sealer effective March 14, 2022.
2. Notwithstanding any applicable provisions of the Food and Agricultural, and Business and Professions Codes, Gonzales shall resign his position as Commissioner/Sealer no later than eighteen (18) months following his reappointment, which date is September 14, 2023.
3. Upon his reappointment, Gonzales shall receive the salary at Step 7 of the salary range for the Agricultural Commissioner, and be entitled to all other benefits as provided to an employee in Unit Y (summary sheet attached hereto and incorporated herein by reference) and as may be applicable as set forth in the County’s Personnel Practices and Policies Resolution, No. 98-394 (as amended from time-to-time).
4. Pursuant to the applicable provisions of the Food and Agricultural, and Business and Professions Codes, Gonzales’s employment may be terminated at any time by the County, with or without cause. Should Gonzales’s employment be terminated without cause by County prior to September 14, 2023, he shall be entitled to a severance payment as follows:

- a. If employment is terminated prior to March 14, 2023, an amount equal to six (6) months of the then applicable base salary; or
 - b. If employment is terminated anytime after March 13, 2023, an amount equal to the then applicable base salary Gonzales would have received from the termination date to September 14, 2023.
 - c. Any severance payment shall be paid no later than thirty (30) days following termination of employment.
 - d. If Gonzales's employment is terminated prior to September 14, 2023, and he accepts the severance payment, Gonzales waives any claim or cause of action he may have against the County, its officers or employees that is related to the termination.
 - e. No severance shall be due or payable to Gonzales should his employment be terminated for cause or breach of this agreement.
5. Except as set forth herein, all other terms and conditions of Gonzales's employment as Commissioner/Sealer as set forth in the Food and Agricultural, and Business and Professions Codes, the County Code, and the County's employment practices and policies, shall remain the same.
6. This Agreement shall be effective on the date last signed by one of the Parties.

Dated: March 3, 2022

DocuSigned by:


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 Henry S. Gonzales

Dated: March ____, 2022

COUNTY OF MONTEREY

By _____
 Mary Adams
 Chair of the Board of Supervisors

APPROVED AS TO FORM

DocuSigned by:


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 Leslie J. Girard
 County Counsel

EMPLOYEE BENEFIT SUMMARY

UNIT Y

Safety & Non-Safety Executive Management

Paydays: Biweekly on Fridays

Floating Holiday: 1 day per calendar year

Professional Leave: 10 days per calendar year

Paid Leave:

Type of Paid Leave: Annual Leave

Years of Completed Continuous County Service	Accrual
Zero to 2 years	23 days
After 2 years	25 days
After 6 years	27 days
After 10 years	30 days
After 15 years	32 days
After 18 years	33 days
After 20 years	34 days
After 25 years	37 days
Accrual Maximum:	850 hours
Cash Out:	Up to 160 hours per calendar year

Holidays: 11 Paid Holidays

Monthly Expense Allowances: \$54.17 for Department Head classes and \$45.84 for all other Y unit classes.

Monthly Automobile Allowance: \$375

Professional Development Stipend: \$400 per calendar year

Employee Assistance Program: The EAP offers confidential counseling and referral services to support well-being and resilience in work and life to employees and members of their household.

Employee Physicals: Reimbursement of up to \$300 per fiscal year.

Life Insurance: \$50,000 Group Term Life

Health Flexible Spending Accounts:

- Employee may contribute up to the IRS limit, on a pre-tax basis, to the Flexible Spending Account (FSA)
- Employee may contribute up to \$5,000 annually, on a pre-tax basis, to the Dependent Care Assistance Program (DCAP)

Health Insurance: Available to eligible employees and dependents. Cafeteria style benefit plan is available offering a variety of pre- and post-tax options including health, dental, and vision insurance, and private supplemental insurance policies. Coverage is effective the 1st of the month following hire date, subject to timely enrollment. Elective county contributions (flex credits) vary. Access to, and use of, flexible credits is contingent upon enrollment into a medical plan.

Medical: [CalPERS Health Insurance Program](#)

- Preferred Provider Organization (PPO)
- Health Maintenance Organization (HMO)

Dental: [Pacific Health Alliance](#)

- \$2,000 annual max. per covered person
- Orthodontia - \$1,500 lifetime max. per covered person

Vision: [Vision Service Plan \(VSP\)](#)

- Exam, lenses, and frames available every 12 months
- Computer vision glasses available, subject to eligibility

County Healthcare Contribution:

Beginning with plan year 2022, the County's contribution toward CalPERS health insurance will be the minimum contribution as required by CalPERS plus the fixed elective contribution as shown below. The [Employee Health Rates](#) will vary based on the employee's selected health plan.

	Medical	Dental	Vision
PERS Platinum			
Employee Only:	\$908.01	\$44.00	\$15.13
Employee+1 Dependent:	\$1,904.02	\$45.58	\$15.13
Employee+ Family:	\$2,499.23	\$47.94	\$15.13
All Other Plans			
Employee Only:	\$792.84	\$44.00	\$15.13
Employee+1 Dependent:	\$1,667.68	\$45.58	\$15.13
Employee+ Family:	\$2,190.18	\$47.94	\$15.13

Retirement Plan: [California State Public Employees' Retirement System \(CalPERS\)](#).

Up to 4 years of military service credits available at employee's expense. CalPERS will have final determination of Classic vs. PEPRA membership.

PEPRA Safety Member	2.7% @ 57
Employee Cost	11.5%
Final Compensation	Three Year Average
Classic Safety Member Tier 2*	3% @ 50
Employee Cost	9%
Final compensation (hired prior to 11/5/11)	Single Highest Year
Classic Safety Member Tier 3*	3% @ 55
Employee Cost	9%
Final compensation (hired on or after 11/5/11)	Three Year Average
Misc. PEPRA Member	2% @ 62
Employee Share of Cost (1/2 of normal cost as determined by CalPERS)	7%
Final Compensation	Three Year Average
Misc. Classic Member	2% @ 55
Employee Share of Cost	7%
Final compensation	Single Highest Year

Subject to [CalPERS compensation limits](#) based on Classic vs. PEPRA membership.

Social Security: Safety: No Non-Safety: Yes**

Medicare: Yes

Disability Insurance: County paid Short-Term & Long-Term plan

Deferred Compensation 457(b) Plan: All employees in this unit are eligible to contribute to this voluntary plan.

PLEASE NOTE: The information listed above is intended to provide a general summary of benefits available to Monterey County employees and is not legally binding. The benefits to which an individual is entitled vary depending on bargaining unit. Contact Employee Benefits at 831-755-5004 for additional information. *Per CalPERS contract. **Water Resource Agency (WRA) employees if hired after or opted in prior to 01/01/2011.