

RESOLUTION NO. 2025 - 9076

RESOLUTION APPOINTING JOSHUA MIZRAHI THE PLUMAS COUNTY DIRECTOR OF HUMAN RESOURCES AND ADOPTING THE SALARY, BENEFITS AND TERMS AND CONDITIONS FOR SAID POSITION

WHEREAS the Human Resource Director position is an allocated at-will position with Plumas County; and

WHEREAS, under the Plumas County Code, Section 2, Chapter 5, Article 3 – Salaries: Nonelected Officials, “Nonelected officials of the County whose positions are not included in the County's classification and salary plan for the classified service, shall have salaries as are prescribed from time to time by resolution of the Board of Supervisors, and such other compensatory benefits as are set forth in the personnel rules of the County, and in contracts of employment, and in provisions of State law. All resolutions enacted pursuant to this section shall be on file in the office of the County Clerk; and

WHEREAS, on March 25, 2025, the Human Resource Director position became vacant; and

WHEREAS Joshua Mizrahi meets the qualifications to be the County Human Resource Director; and

WHEREAS resolution 2025-9053, sets forth the salary schedule for the County Human Resource Director position; and

WHEREAS the Board of Supervisors desires to hire Joshua Mizrahi at Step II of the salary schedule for the County Human Resource Director position, the yearly salary of One Hundred Nine Thousand Two Hundred 00/100 Dollars (\$109,200.00) for a 2080 hour year, based on \$52.50 an hour; and

WHEREAS the Terms and Conditions and Benefits are set forth in the County's Personnel Rules with a summary and amendments in Exhibit A, attached hereto.

NOW, THEREFORE, BE IT RESOLVED that

- (1)** The Board of Supervisors, County of Plumas State of California does hereby appoint Joshua Mizrahi, as the Plumas County HR Director, effective October 27, 2025.
- (2)** Joshua Mizrahi shall be paid at a salary rate of One Hundred Nine Thousand Two Hundred 00/100 Dollars (\$109,200.00) per year, assuming a 2080 hour year, or \$52.50 hourly rate, which is Step Two (2) of the pay schedule adopted by the Plumas County Board of Supervisors, per Resolution 2025-9053, and does not include longevity. Salary and benefits costs shall be apportioned according to the personnel allocation and approved annual budget for Plumas County Board of Supervisors Department.
- (3)** The Benefits and Terms and Conditions for the Human Resource Director position,

attached hereto as Exhibit A, are adopted.

ADOPTED by the Board of Supervisors of the County of Plumas on the 21st day of October 2025, by the following vote:

AYES: Supervisors: Engel, Ceresola, McGowan, Hall, Goss

NOES:

ABSTAIN:

ABSENT:



KEVIN GOSS, CHAIR, BOARD OF SUPERVISORS



ALLEN HISKEY, CLERK OF THE BOARD

Approved as to form:



Joshua Brechtel, Attorney
County Counsel's Office

Exhibit A

A. Benefits

Except as otherwise provided in this Resolution the Human Resource Director (“Director”) shall be entitled to receive the same benefits package as is received by the County’s appointed department heads under the Plumas County Personnel Rules and other county policies.

1. Director shall be considered a full-time, FLSA-exempt employee, paid on a bi-weekly basis, in the same manner as other appointed department heads.
2. Sick leave accrual: (based on 15 days per year/no limit on accrual).
3. Vacation accrual: 10 days per year based on 0 - 2 years of service; 15 days per year based on 3 -7 years of service; and 21 days per year during the 8th year of compensated and continuous services and each year thereafter.
4. CalPERS retirement: 2% at 62 if a PEPRA member.
5. Eighty (80) hours of administrative leave per year. Administrative leave shall not accumulate from year to year. Unused administrative leave at the end of the year shall expire. Unused administrative leave at separation from employment expires unpaid.
6. Holidays: Fourteen (14) paid holidays per year as listed in the County personnel rules.
7. Bereavement Leave: Five (5) days per incident for defined family members.
8. Longevity advancement based on years of service from original hire date as a continuous county employee in accordance with Rule 6.06.
 - a. Longevity increases will compound, increasing five percent from the previous earned wage, at each longevity step.
9. COUNTY shall pay professional dues, memberships and related conference travel for approved professional development memberships and activities as approved in the annual budget process.
10. Upon separation from County employment, Director shall be paid off for all accrued vacation time, sick leave, and compensatory time (if any) in accordance with County policy. Payment of sick time shall be based on total years of county service in accordance with Rule 20.01 of the Plumas County Personnel Rules. Notwithstanding Rule 21.05, the Director may, at their sole discretion, choose to convert unused sick leave accumulation to prepaid health premiums in accordance with Rule 21.02 or Rule 21.05. For the purposes of Rule 21.02, the total years of service is based on date of employment separation between Director and COUNTY and shall be the end of the 60-day notice period specified in section 3 of this Agreement.
11. Insurance – Health Insurance will be provided consistent with section 21.02 of the Personnel Rules.

B. Terms and Conditions

1. The Board of Supervisors shall conduct an annual performance evaluation of the Director at which time modifications of the terms of employment may be discussed. The annual performance evaluation will be conducted in a closed session of the Board of Supervisors consistent with the requirements of the Brown Act Open Meeting Law. If Director is an existing employee at the time of appointment the first performance evaluation will be completed at six months, consistent with Personnel Rule 6.07.
2. Director shall perform all services pursuant to this Agreement in accordance with all applicable federal, state, county and municipal laws, ordinances, regulations, titles and departmental procedures.
3. Director will report directly to the County Board of Supervisors or the County Administrative Officer, however, the Board of Supervisors is the Appointing Authority.
4. This Resolution supersedes any prior agreements, promises or commitments.
5. Director may terminate this Agreement and separate from employment in good standing, by giving at least thirty (30) days prior written notice of the proposed effective date of termination.
6. Director is an at-will employee. COUNTY may terminate Director's employment at any time, with or without cause, upon sixty (60) days prior written notice. The parties hereby expressly waive any County Code provisions to the contrary, and/or any other County rules relating to notice of dismissal and to any rights to hearing or appeal thereon. Further, COUNTY may "buy-out" any part of the 60-day notice period, by providing the equivalent of the monthly salary, or portion thereof equivalent to the notice not provided, (hereinafter "Severance") to Director.
7. Director is subject to unpaid furlough as determined by the Board of Supervisors, consistent with the provisions of COUNTY's Personnel Rules and law.