

RESOLUTION 2017-381

**A RESOLUTION OF THE SOUTH SAN LUIS OBISPO COUNTY
SANITATION DISTRICT BOARD OF DIRECTORS GRANTING
COST OF LIVING ADJUSTMENTS AND MODIFICATIONS TO
BENEFITS FOR NON-REPRESENTED FULL-TIME EMPLOYEES**

WHEREAS, the South San Luis Obispo County Sanitation District ("District") desires to remain competitive in salary and benefits that it provides to its employees and staff at its wastewater treatment plant in an effective and economical manner; and

WHEREAS, on November 15, 2017 the District Board adopted Resolution 2017-379 approving an initial Memorandum of Understanding for employees in non-exempt operator classifications represented by the Service Employees' International Union Local 620, which included cost of living adjustments and modifications to benefits.

NOW, THEREFORE, IT IS HEREBY RESOLVED, that the Board of the South San Luis Obispo County Sanitation District hereby approves the following:

1. Cost of Living Adjustments for employees in Non-Represented Full-time classifications as follows:
 - a. July 2017 – effective on the first day of the first full pay period in July 2017, a two and one-half percent (2.5%) Cost of Living Adjustment to base salary; and
 - b. July 2018 – effective on the first day of the first full pay period in July 2018, a two and one-half percent (2.5%) Cost of Living Adjustment to base salary; and
2. Adopt Exhibit "A," Contributions on Behalf of Non-Represented Employees for the period of July 1, 2017 to June 30, 2019.

The District Administrator, or his/her designee, is hereby authorized and directed to take all steps necessary to implement this resolution.

PASSED AND ADOPTED at a regular meeting of the South San Luis County Sanitation District Board of Directors held this 6th day of December 2017.

On the motion of Director White seconded by Director Hill, and after the following roll call vote:

AYES: Directors White, Hill & Shoals
NOES:
ABSENT:
CONFLICTS:

CERTIFICATION

I do hereby certify that the foregoing is a full, true, and correct copy of a resolution duly and regularly adopted at a meeting of the South San Luis Obispo County Sanitation District held this 6th day of December, 2017.



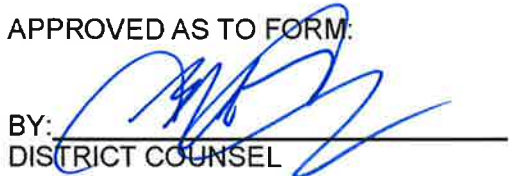
JOHN P. SHOALS, CHAIRMAN
BOARD OF DIRECTORS
SOUTH SAN LUIS OBISPO COUNTY SANITATION DISTRICT

ATTEST:



DISTRICT SECRETARY

APPROVED AS TO FORM:



BY: _____
DISTRICT COUNSEL

CONTENTS:



BY: _____
TECHNICAL CONSULTANTS

**CONTRIBUTIONS ON BEHALF OF NON-REPRESENTED EMPLOYEES
FOR THE PERIOD OF JULY 1, 2017 TO JUNE 30, 2019**

The below contributions are for employees in the following non-represented classifications:

Wastewater Plant Superintendent
Bookkeeper/Secretary
Maintenance Assistant

MEDICAL (ACCOUNT 6010)

The District shall pay an amount equal to the current basic plan option monthly premium as defined below, for the District's medical plan for the employee and the employee's dependent coverage.

There shall be an open enrollment period once each year prior to the insurance policy anniversary date to allow for changes in coverage.

A. Employer Contributions for Active Employee Healthcare Coverage

Active employees who elect health coverage through the District shall participate in the District's full flex cafeteria plan in accordance with IRS Code Section 125. For active employees participating in the District's full flex plan, the District will contribute the Minimum Employer Contribution (MEC) as required by the Public Employees' Medical and Hospital Care Act (PEMHCA), per month per employee to be used solely toward medical premiums.

Active employees participating in the District's full flex cafeteria plan receive a base monthly flex dollar allowance to purchase benefits under the full flex cafeteria plan. The monthly flex dollar allowance shall be a dollar amount equal to the base amounts defined below, each of which include the PEMHCA minimum employer contribution, for an Employee Only, and Employee plus One Dependent or an Employee plus Two or More Dependents.

1. District Flex Dollar Contributions effective upon approval of this exhibit

The District's base flex dollar allowance will be established on the following amounts for monthly health premiums. The amounts include the PEMHCA minimum employer contribution, which for calendar year 2017 is \$128.00 per month and effective January 1, 2018, will be \$133.00 per month.

The base rates including PEMHCA MEC are:

Employee only: \$778.45
Employee plus 1 dependent: \$1,556.90
Employee plus 2+ dependents: \$2,023.97

2. Cost Sharing for Rate Increases Beginning in Calendar Year 2018

EXHIBIT "A" TO RESOLUTION 2017-381

Beginning with the 2018 Plan Year and each year thereafter, increases to premiums to active employee health care beyond the base amounts established above shall be shared between the District and employees, with the District and employees each contributing fifty percent (50%) of any increase in health care premiums beyond the base premiums stated above.

B. Retiree Health Coverage

Employees who retire from the California Public Employees' Retirement System (CalPERS) within 120 days of leaving their position with the District are eligible, as determined by CalPERS, to continue in the District's retiree group health insurance program, offered through the Public Employees' Medical and Hospital Care Act (PEMHCA).

The District will contribute the Minimum Employer Contribution (MEC) as required by the PEMHCA per month per retired annuitant to be used solely toward medical premiums. For 2017 the MEC is \$128.00 per month. Effective January 1, 2018, the MEC will be \$133.00 per month, with future adjustments as determined by CalPERS from time to time.

The District shall provide an additional monthly dollar allowance toward the cost of medical premiums, to an eligible employee who retires with CalPERS within 120 days of leaving their position with the District, and as otherwise described herein; and who qualifies for and exercises their right through CalPERS to receive the District's retiree group health insurance. The additional dollar allowance, after deduction of the MEC, shall be reimbursed to the retiree (as noted below), which may be through a Trust to be established by the District.

1. Current "New Members"

Current "new members" (as defined by the Public Employees' Pension Reform Act of 2013) hired by the District after January 1, 2013, and prior to December 6, 2017 are eligible as follows:

To receive an employee only dollar allowance in addition to the PEMHCA minimum employer contribution, employees shall have been employed by the District for ten (10) continuous years of service at the time of retirement to be vested in this benefit, and must have retired within 120 days of separation from the District, and be otherwise eligible for retirement from the District. The District contribution toward the dollar allowance, when combined with the PEMHCA minimum employer contribution, shall be up to no more than fifty percent (50%) of the individual employee only premium at the time of retirement (50% of the individual employee only premium in the year in which the employee retires) and shall be capped with no increase prospectively.

Retired annuitants may only be reimbursed for out of pocket premium costs, up to the dollar allowance set at the time of retirement. If the cost of the

premium for the health plan selected, is less than the initial amount of dollar allowance at the time of retirement, due to benefit changes such as a different plan selection, then the dollar allowance shall be capped at the new lower amount, and shall not increase prospectively. Dependents and/or beneficiaries are not eligible for this benefit.

C. Employees Hired After December 6, 2017

Any employees hired after the effective date of this exhibit, shall not be eligible for an additional dollar allowance. The District shall contribute the PEMHCA minimum employer contribution toward the retired annuitant's coverage, the amount of which is determined by CalPERS and changes from time to time. For calendar year 2017, the minimum employer contribution amount is \$128.00 per month. Effective January 1, 2018, the minimum employer contribution amount is \$133.00 per month.

DENTAL (ACCOUNT 6025)

The District shall pay an amount equal to the current monthly premium for the District's dental plan for the employee and the employee's dependent coverage.

VISION/DENTAL/MEDICAL TRUST (ACCOUNT 6075)

The District shall pay an initial amount of \$500 for each full-time employee and \$500 per fiscal year thereafter into a vision/dental/medical trust fund account. This account will provide for out of pocket expenses not covered by current formal insurance plans. Funds remaining at the end of the fiscal year do not carry over from an individual's account into the next fiscal year.

SOCIAL SECURITY AND MEDICARE (ACCOUNT 6050)

The District will make contributions for Social Security Tax at 6.2% and Medicare at 1.45% of gross payroll. The employee pays matching contributions.

STATE RETIREMENT (CalPERS) (ACCOUNT 6060)

~~In addition to the District's employer contributions, the District shall pay an amount equal to the employee's contribution to PERS (less the difference required to upgrade from prior 2% @ 55 to 2.5% @ 55 which is the employee's responsibility) on behalf of the employee.~~
The District provides a retirement program for all eligible employees. The Retirement Program may be provided through contract with the California Public Employees Retirement System (CalPERS) as is currently provided and may be integrated with Federal Social Security Program, as is currently provided. Eligibility for CalPERS membership is determined by CalPERS. Contributions made by the District on behalf of employees, who are considered "new members" by CalPERS, will shall be as mandated by the California Public Employees' Pension Reform Act (PEPRA) of 2013.

STATE DISABILITY INSURANCE PROGRAM (ACCOUNT 6055)

The District shall contribute 50% of the total cost for each employee to become part of the State Disability Insurance Program. Current contribution rate is 1.0% of gross payroll.

INCREASE FOR HIGHER OPERATOR GRADE (ACCOUNT 6030)

A one-time increase of 2.5% for operator grade obtained above that required for position will be paid upon certification by the State of California for those non-represented individuals required to maintain an operator's certificate. The salary increase of 2.5% shall only be paid for one operator grade obtained above that required for the position.

STIPEND FOR COMMERCIAL DRIVERS LICENSE (ACCOUNT 6030)

The District shall pay a stipend of \$100 per month, in addition to other salary, to employees holding a valid Commercial Driver's License (Class A) while occupying a District position requiring use of that license and designated by the District to utilize the related equipment.

ADJUSTMENT FOR LAB TECHNICIAN (OP1, OP2, OP3) (ACCOUNT 6030)

~~A one time 3.0% increase for designation and performance as the District's Laboratory Technician may be given after 6 months' experience in that position and after recommendation by the Plant Superintendent and approval by the Administrator.~~

STANDBY PAY (ACCOUNT 6030)

~~Employees required to perform standby service will be paid at the rate of \$3.00 per hour. When required, backup standby will be paid at a rate of \$0.50 per hour. Stand by is not paid if or "call back" overtime pay. See Personnel Policy Manual Section 3010 – Standby Policy and Pay~~

VACATION (PER RESOLUTION NO. 86-100)

~~Years of Service Vacation Days~~

~~0-2 years 10 days~~

~~2+ 4 years 11 days~~

~~4+ 5 years 12 days~~

~~5+ 6 years 13 days~~

~~6+ 7 years 14 days~~

~~7+ 8 years 15 days~~

~~8+ 10 years 16 days~~

~~10+ years + 1 day per year, up to 20 days max. See Personnel Policy Manual Section 4000 - Vacation~~

SICK LEAVE

~~1 Day of sick leave per month to be accrued. See Personnel Policy Manual Section – 4010 Sick Leave~~

SICK LEAVE CONVERSION

~~During the month of July, employees may convert a portion (25%) of sick leave earned within a fiscal year to regular pay. See Personnel Policy Manual Section – 4010 Sick Leave~~

SICK LEAVE PAYOUT UPON SEPARATION FROM EMPLOYMENT

~~Upon separation of employment, long term employees' accumulated sick leave of up to a maximum of 480 hours to be paid out according to length of District service:~~

~~10 years' service completed 25%~~

~~15 years' service completed 50%~~

~~20 years' service completed 100%~~ See Personnel Policy Manual Section – 4010 Sick Leave

EMPLOYEE COMPUTER PURCHASE PROGRAM

Provides for \$1,500.00 interest-free computer purchase loan, payable within two years from employee's salary as a payroll deduction. In order to receive this loan, the employee is required to enter into a contract for District reimbursement.

HOLIDAYS (As presented in Resolution No. 62

See Personnel Policy Manual Section 4010 - Holidays

Salary Schedule for District Non-Represented Employees

Effective First Full Pay Period in July 2017- 2.5% increase

FULL TIME EMPLOYEES

Classifications	Step A	Step B	Step C	Step D	Step E
Plant Superintendent*	8082	8486	8911	9356	9824
Maintenance Assistant	3755	3942	4139	4346	4564
Bookkeeper/Secretary	4074	4278	4492	4717	4952

Effective First Full Pay Period in July 2018- 2.5% increase

FULL TIME EMPLOYEES

Classifications	Step A	Step B	Step C	Step D	Step E
Plant Superintendent*	8284	8698	9133	9590	10069
Maintenance Assistant	3849	4041	4243	4456	4678
Bookkeeper/Secretary	4176	4385	4604	4834	5076