

## RESOLUTION 2019-408

### A RESOLUTION OF THE BOARD OF SOUTH SAN LUIS OBISPO COUNTY SANITATION DISTRICT 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 to staff its plant in an effective and economical manner; and

**WHEREAS**, to remain competitive, from time to time the District provides cost of living adjustments and modifications to benefits; and

**NOW, THEREFORE, IT IS HEREBY RESOLVED**, that the Board of 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 2019 – effective on the first day of the first full pay period in July 2019, a two and one-half percent (2.5%) Cost of Living Adjustment to base salary; and
  - b. July 2020 – effective on the first day of the first full pay period in July 2020, 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, 2019 to December 31, 2021.

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 7th day of August 2019.

On the motion of Director Austin seconded by Director Ray, and after the following roll call vote:  
Russom

AYES:  
NOES:  
ABSENT:  
CONFLICTS:



\_\_\_\_\_  
Jeff Lee, Chair  
Board of Directors  
South San Luis Obispo County Sanitation District

ATTEST:

  
\_\_\_\_\_  
DISTRICT SECRETARY

APPROVED AS TO FORM:  
BY:   
\_\_\_\_\_  
DISTRICT COUNSEL

CONTENTS:  
BY:   
\_\_\_\_\_  
DISTRICT ADMINISTRATOR

**CONTRIBUTIONS ON BEHALF OF NON-REPRESENTED EMPLOYEES  
FOR THE PERIOD OF JULY 1, 2019 TO JUNE 30, 2021**

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

- Wastewater Plant Superintendent
- Bookkeeper/Secretary
- Maintenance Assistant

**MEDICAL (ACCOUNT 6010)**

For those employees electing medical coverage in the District’s plans through CalPERS, the District shall make monthly premium contributions 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 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 amounts defined below, each of which include the PEMHCA minimum employer contribution, for Employee Only, and Employee plus One Dependent or an Employee plus Two or More Dependents. If the premium cost for medical coverage is less than the District’s flex dollar contribution, the employee shall not receive any unused portion in the form of cash. The MEC is determined by CalPERS and subject to change on an annual calendar year basis.

1. District Flex Dollar Contributions Effective Upon Approval of This Exhibit  
The District’s flex dollar allowance will be established on the below amounts for monthly health premiums. The amounts include the PEMHCA minimum employer contribution.

	Calendar Year 2019	Calendar Year 2020	Calendar Year 2021
Employee Only	\$ 778.45	\$ 853.37	TBD
Employee +1 Dependent	\$ 1,556.90	\$ 1,706.73	TBD
Employee +2 or More Dependents	\$ 2,023.97	\$ 2,218.75	TBD

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### 2. Cost Sharing for Rate Increases

Each Plan Year premium increases to active employee health care shall be shared between the District and employees. The CalPERS Blue Shield Access+ plan shall be the base plan for calculating future cost sharing with the District and employees each contributing fifty percent (50%) of any calendar year increase in health care premiums. The District's fifty percent (50%) share shall be added to the above contribution amounts to coincide with the effective date of the increases.

Employees may enroll in any available medical plan of their choosing and are responsible for paying the difference (through payroll deduction) after the District's flex dollar contribution. Information on the new District flex dollar contribution maximum monthly amounts will be updated annually and made available to unit employees prior to each open enrollment period.

### 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 CalPERS medical plans under PEMHCA. For 2020 the MEC is \$139.00 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 established by the District.

#### 1. Employees Hired Prior to December 6, 2017

Current employees hired by the District after January 1, 2013, and prior to December 6, 2017 are eligible as follows:

To receive a dollar allowance reimbursement for single coverage 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

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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, after the deduction of the minimum employer contribution, which is paid directly to CalPERS. 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 December 6, 2017, 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 2020 the minimum employer contribution amount is \$139.00. 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. 2019 rates are:

Employee only:	\$47.16
Employee plus 1 dependent:	\$94.33
Employee plus 2+ dependents:	\$145.93

**LIFE INSURANCE (ACCOUNT 6025)**

The District shall provide term life insurance for each non-represented employee in the amount of \$25,000.

**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 reimburse out of pocket expenses not covered by an individual’s vision/dental/medical plan into the next fiscal year. Funds remaining at the end of the fiscal year will carryover, not to exceed an amount equal to \$1,000. The District shall not make the full \$500 contribution to an individual’s account balance to exceed \$1,000. The District shall only contribute an amount that brings the individual account balance to \$1,000 and shall only

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make such contribution after the initial contribution of \$500 per fiscal year. No remaining unused benefit shall be paid to an employee upon termination or retirement.

### 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)

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, 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.

### STANDBY PAY (ACCOUNT 6030)

See Personnel Policy Manual Section 3010 – Standby Policy and Pay

### VACATION

See Personnel Policy Manual Section 4000 – Vacation

### SICK LEAVE

See Personnel Policy Manual Section – 4020 Sick Leave

### SICK LEAVE CONVERSION

See Personnel Policy Manual Section – 4020 Sick Leave

### SICK LEAVE PAYOUT UPON SEPARATION FROM EMPLOYMENT

See Personnel Policy Manual Section – 4020 Sick Leave

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### 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 have passed probation and must enter into a repayment contract for District reimbursement.

### HOLIDAYS

See Personnel Policy Manual Section 4010 – Holidays