

RESOLUTION NO. 2026-472
A RESOLUTION OF THE BOARD OF THE 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") seeks to maintain competitive salary and benefit levels to effectively attract and retain qualified personnel; and

WHEREAS, the District periodically provides cost of living adjustments (COLAs) and benefit modifications to ensure that employee compensation remains competitive and equitable; and

NOW, THEREFORE, BE IT RESOLVED by the Board of the South San Luis Obispo County Sanitation District as follows:

1. Cost of Living Adjustment:

Effective the first day of the first full pay period in July 2026, a four percent (4%) Cost of Living Adjustment shall be applied to the base salary of all non-represented full-time employees.

2. Implementation:

The District Administrator, or their designee, is hereby authorized and directed to take all necessary actions to implement the provisions of this Resolution, including any updates to personnel documentation and payroll systems.

3. Exhibit A:

The changes described in the attached **Exhibit "A"** are hereby approved and incorporated as part of this Resolution.

PASSED AND ADOPTED this 1st day of July, 2026, by the Board of the South San Luis Obispo County Sanitation District by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:



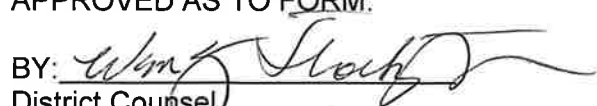
Caren Ray Russom, Chair
Board of Directors
South San Luis Obispo County Sanitation District

ATTEST:



Business & Accounting Analyst

APPROVED AS TO FORM:

BY: 

District Counsel

CONTENTS:

BY: 

District Administrator

CONTRIBUTIONS ON BEHALF OF NON-REPRESENTED EMPLOYEES

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

District Administrator
Wastewater Plant Superintendent
Business & Accounting Analyst

SALARY INCREASE

Salary Ranges

Salary ranges of non-represented members will be increased as follows:

July 2026

Effective with the first day of the first full pay period in July 2026, Non-Represented employees shall receive an increase in salary equal to 4.0% of base salary.

MEDICAL

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

In each of the contract years, the District's base flex dollar allowance will be established on the following amounts for health. The amounts include the PEMHCA MEC, which for calendar year 2026 is \$162.00 per month. Part-time employees shall receive a prorated share of the District's flex dollar contribution.

The calendar year 2026 District contributions including the MEC are up to:

Employee only:	\$1021.58
Employee plus 1 dependent:	\$2043.16
Employee plus 2+ dependents:	\$2656.11

2. Cost Sharing for Rate Increases for Calendar Year 2025, 2026 and 2027

In calendar year's 2025, 2026 and 2027 the cost of increases beyond the base premiums stated above shall be shared between the District and employees. The plan used to calculate the cost sharing shall be the CalPERS Blue Shield California Access + plan for active employee health care. The District shall contribute seventy percent (70%) and employees shall contribute thirty percent (30%) of any increase in health care premiums.

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 2026 the MEC is \$162.00 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 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 2026 the minimum employer contribution amount is \$162.00. per month.

DENTAL

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. 2026 rates are:

Employee only:	\$45.27
Employee plus 1 dependent:	\$90.56
Employee plus 2+ dependents:	\$140.09

LIFE INSURANCE

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

VISION/DENTAL/MEDICAL TRUST

Throughout the term of this agreement, the District shall pay an amount of \$750 for each full-time employee per fiscal year 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. 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 \$750 annual contribution to an individual's account if the full \$750 annual contribution would cause the balance to exceed \$1,000. The District shall only contribute an amount that brings the individual account balance to \$1,000. No remaining unused benefit shall be paid to an employee upon termination or retirement. This benefit may be provided through a Third-Party Administrator of the District's choosing.

SOCIAL SECURITY AND MEDICARE

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)

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

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 1.20% of gross payroll.

INCREASE FOR HIGHER OPERATOR GRADE

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.

LONGEVITY PAY

Longevity pay of 2.5% of base pay shall be paid to employees who have completed ten (10) continuous years of service.

STIPEND FOR COMMERCIAL DRIVERS LICENSE

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

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

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