



SOLANO IRRIGATION DISTRICT RESOLUTION NO. 18-27

ADOPTION OF AN UPDATED AWARD OF BENEFITS TO THE UNREPRESENTED MANAGEMENT EMPLOYEE GROUP OF THE SOLANO IRRIGATION DISTRICT

At a regular meeting of the Board of Directors of Solano Irrigation District held at the District Office on the 19th day of June, 2018, the following resolution was approved and adopted:

WHEREAS, the District has concluded informal discussions with the unrepresented management employees of the Solano Irrigation District; and,

WHEREAS, all parties have agreed to terms conditions regarding salary and benefits from January 1, 2018 on or, until changed in the future.

NOW, THEREFORE, BE IT RESOLVED that the Board of Directors of Solano Irrigation District agrees to extend the same basic wage and medical contribution benefits it approved with the three (3) other employee groups; 1) General Unit, 2) Professional Group, and 3) Supervisory Group to the unrepresented management employee group as follows:

I. Benefits New to This Agreement

1. Cost of Living Increases

- a) Effective the pay period beginning on May 24, 2018 a general wage increase of 1.50%.
- b) Effective the pay period beginning on December 20, 2018 a general wage increase of 1.75%.
- c) Effective the pay period beginning on December 19, 2019 a general wage increase of 1.75%.

2. One-Time Bonus Payment

A one-time bonus payable to each staff member in the amount of \$400.00, less applicable taxes and deductions. A member must be an active District employee as of June 19, 2018 and still an active employee at time of payment.

3. CalPERS Cost-Sharing

- a) Effective as soon as administratively possible following adoption by the Board, employees who receive the CalPERS 2.7% @ 55 pension benefit will contribute 1.0% towards the employer's CalPERS required contribution.
- b) Effective for the pay period beginning December 20, 2018 employees who receive the CalPERS 2.7% @ 55 pension benefit will contribute an additional 1.0% towards the employer's CalPERS required contribution, for a total employee contribution of

2.0%.

4. District Monthly Contribution towards Health Insurance

- a) Upon adoption, effective May 24 through December 2018, the District's monthly contribution towards health insurance will increase to:
 - i. Employee Only – amount equal to ACWA JPIA's lowest cost employee-only plan
 - ii. Employee Plus 1 Dependent - \$1,150
 - iii. Employee Plus Family - \$1,375
- b) For the period of January 2019 through December 2019, the District's contribution towards
 - i. health insurance will increase to:
 - ii. Employee Only - amount equal to ACWA JPIA's lowest cost employee-only plan
 - iii. Employee Plus 1 Dependent - \$1,200
 - iv. Employee Plus Family - \$1,450
- c) For the period of January 2020 through December 2020, the District's contribution towards health insurance will increase to:
 - i. Employee Only - amount equal to ACWA JPIA's lowest cost employee-only plan
 - ii. Employee Plus 1 Dependent - \$1,250
 - iii. Employee Plus Family - \$1,525

5. Consumer Driven Health Plan

The parties agree no later than August 1, 2018, to form a committee to commence meeting, with representative from PEU and other bargaining groups, to review ACWA JPIA's Consumer Driven Health Plans for consideration as an additional health plan option offered by the District.

The committee will also review dental and vision plan options separate from ACWA JPIA for employees to purchase on their own.

6. Holidays

- a) Upon adoption by the Board, the District will provide to each employee one (1) additional eight (8) hour floating holiday on January 1st or upon hire for the calendar year. The additional floating holiday shall be taken in an eight-hour increment only and must be taken in the year received. There is no ability to "roll-over" or "cash-out" the additional floating holiday if it is unused in the calendar year received, i.e. "use-or-lose", and scheduled use of floating holiday is subject to supervisory approval. New employees shall receive the additional floating holiday starting with the year in which they begin employment, there will be no proration.

- b) The parties agree to a Christmas Eve Day and New Year's Eve Day as full-day District Holidays. (Christmas Eve Day and New Year's Eve Day are currently 4-hour holidays)
7. All other benefit package items and working conditions will be managed in a manner consistent with the negotiated agreement between the Solano Irrigation District and the Professionals Unit with the addition of the following exceptions:
- a) The vacation time 360 hour ceiling/cap outlined in Policy No. 2020.30.will increase to 480 hours.
 - b) The annual election to be paid for accrued vacation leave as outlined in Policy No. 2020.31 will increase from up to 40 hours of vacation leave to up to 80 hours of vacation leave and an unrepresented employee may elect to be paid up to 40 hours as of the first payday in June and up to 40 hours as of the first payday in December.

II. Existing Benefits Negotiated in Past Years But, Applicable Herein

1. All other benefit package items and working conditions will be managed in a manner consistent with the negotiated agreement between the Solano Irrigation District and the Professionals Unit with the continuation of the following exceptions:
- a) Unrepresented exempt employees will continue to receive 80 hours Administrative Leave annually outlined in Policy No. 2020.90. Administrative leave will be accrued as Vacation Leave and administered under Policy No. 2020.
 - b) The eligible Education Benefit outlined in Policy No. 2120.15 reimbursement will extend beyond tuition reimbursement to study materials and exam fees required to obtain professional certifications within their respective field.
 - c) The Exempt Administrative Leave for Employee Exempt from Overtime Provisions allocation of hours will be 60 hours annually.
2. The following will be managed in a manner consistent with the negotiated agreement between the Solano Irrigation District and the Supervisory group:
- a) If operational needs require such, the Water & Power Operations Manager will continue to be eligible to stand the Supervisors' Duty in accordance with the provisions of the Memorandum of Understanding, Section 9 – Supervisors' Duty.

BE IT FURTHER RESOLVED the Board of Directors approves the provisions therein and directs the President of the Board of Directors and the Secretary/Manager to execute the Agreement.

PASSED AND ADOPTED on the 19th day of June 2018, by the following vote:


AYES: Barrett, Porter, Kluge

NOES: None

ABSTAINING: None


ABSENT: Colla German

DATED: June 19, 2018



John D. Kluge, President of the
Board of Directors of the Solano Irrigation District

ATTEST: I hereby certify that the foregoing was duly made, seconded and adopted by the Board of Directors of the Solano Irrigation District at a regular meeting of this Board held June 19, 2018.



Cary Keaten,
Secretary to the Board of Directors of the
Solano Irrigation District