



**SOLANO IRRIGATION DISTRICT  
RESOLUTION NO. 21-19**

**ADOPTION OF AN UPDATED AWARD OF BENEFITS TO THE UNREPRESENTED  
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 18th day of May 2021, the following resolution was approved and adopted:

**WHEREAS**, the District has concluded informal discussions with the Unrepresented employees of the Solano Irrigation District; and,

**WHEREAS**, all parties have agreed to terms conditions regarding salary and benefits from January 1, 2021 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 (2) other employee groups, the Professionals Unit and the Supervisory Group to the Unrepresented employee group as follows:

**I. Benefits New to This Agreement**

**1. Cost of Living Increases:**

- Effective for the pay period beginning December 17, 2020 general wage increases of two percent (2%).
- Effective for the pay period beginning December 16, 2021 general wage increases of two percent (2%).
- Effective for the pay period beginning December 15, 2022 general wage increases of two percent (2%).

**2. District Monthly Contribution towards Health Insurance:**

- Upon adoption, effective for the pay period beginning December 17, 2020, the District's monthly contribution towards health insurance will increase to:
  - Employee Only—amount equal to ACWA JPIA's lowest cost employee-only plan
  - Employee Plus 1 Dependent - \$1,325
  - Employee Plus Family - \$1,700
- For the period of January 2022 through December 2022, the District's contribution towards health insurance will increase to:
  - Employee Only - amount equal to ACWA JPIA's lowest cost employee-only plan
  - Employee Plus 1 Dependent - \$1,400
  - Employee Plus Family - \$1,875
- For the period of January 2023 through December 2023, the District's contribution towards health insurance will increase to:
  - Employee Only - amount equal to ACWA JPIA's lowest cost employee-only plan

- Employee Plus 1 Dependent - \$1,475
- Employee Plus Family - \$2,050

3. 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 exception:
  - a. The June election to be paid for accrued vacation leave as outlined in Policy No. 2020.32 will increase from up to 40 hours of vacation leave to up to 80 hours of vacation leave. The December election remains unchanged at 40 hours of vacation leave.
4. Amend District Policy 2160, Section 2160.80 - Military Leave of Absence to provide up to 80 hours per calendar year of paid leave for employees who are required to participate in reserve training or military service.

## **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 18<sup>th</sup> day of May 2021, by the following vote:


AYES: Herich, Sanchez, Barrett, Lum, Kluge

NOES: None

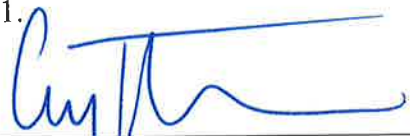
ABSTAINING: None

ABSENT: None

**DATED: May 18, 2021**

  
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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 May 18, 2021.

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