

EMPLOYMENT AGREEMENT

Between Las Gallinas Valley Sanitary District

And

Greg Pease (Collection System/Safety/Maintenance Manager)

This EMPLOYMENT AGREEMENT (“Agreement”) is made and entered into this 8TH day of SEPTEMBER 2023, by and between the Las Gallinas Valley Sanitary District, a special district, (“District or Employer”) and Greg Pease, (“Employee”) both of whom understand as follows:

WITNESSETH

WHEREAS, Employer desires to employ the services of Greg Pease as Collection System/Safety/Maintenance Manager of the Las Gallinas Valley Sanitary District; and

WHEREAS, it is the desire of the District Board, (“Board”) to provide certain benefits, to establish certain conditions of employment, and to set working conditions of said Employee; and

WHEREAS, Employee desires to become employed as Collection System/Safety/Maintenance Manager of the Las Gallinas Valley Sanitary District;

WHEREAS, both Employer and Employee have read this Agreement and understand its contents fully;

NOW, THEREFORE, in consideration of these mutual covenants, the parties agree as follows:

TERMS

Section 1: Duties

A. Employer hereby agrees to employ Greg Pease as Collection System/Safety/Maintenance Manager to perform the functions and duties specified in the job description attached as Exhibit "A" and to perform other legally permissible and proper duties and functions as the Collection System/Safety/Maintenance Manager.

B. The Collection System/Safety/Maintenance Manager shall be in charge of and responsible for the operation and management of the Collection System, Pump Stations, Safety Program, Maintenance, and the general business and governmental affairs of Employer in accordance with the laws of the United States of America and the State of California governing special districts as directed by the General Manager and as outlined in the Collection System/Safety/Maintenance Manager job description. The Collection System/Safety/Maintenance Manager shall do and perform all services, acts, and functions necessary or advisable to manage and conduct the business and governmental affairs of Employer as determined by the General Manager.

C. Employee agrees that during the term of this Agreement, Employee shall devote Employee's full energies, interests, abilities, and productive time to the performance of the duties and responsibilities as set forth in this Agreement and shall not conduct any business or render services of any kind for compensation, or undertake other business, professional or commercial activity.

D. Employee shall perform all duties with due diligence and with the best interest of Employer in mind.

E. Due to the nature of his employment which requires close proximity to Employer's facilities, Employee agrees to maintain his permanent residence within a 45-minute automobile drive to the Employer's office during non-commute hours. Employee is entitled to an Emergency Response Stipend of \$300 per month as a benefit for being a Stand-by Emergency Response employee.

Section 2: Term

A. Employment pursuant to the terms of this Agreement is "at will". Specifically, Employee serves as Collection System/Safety/Maintenance Manager at the pleasure of the General Manager, and as an at-will employee, can be terminated at any time, either with or without cause.

B. The term of this Agreement shall commence on September 7, 2023 and end later on June 30, 2026, unless terminated before the expiration of the term in accordance with the provisions of this Agreement. In the event Employee continues employment with the District and the District has not completed contract negotiations with management employees by June 30, 2026, Employee's employment with the District shall still be covered by this Agreement.

C. Nothing in this Agreement shall prevent, limit or otherwise interfere with the right of the General Manager to terminate the services of Employee at any time, subject only to the provisions set forth in Section 7 of this Agreement.

D. Nothing in this Agreement shall prevent, limit or otherwise interfere with the right of the Employee to resign at any time from his position with Employer, subject only to the provisions set forth in Section 7 of this Agreement.

Section 3: Salary

A. Employer agrees to compensate Employee based on the appropriate salary step identified in the Collection System/Safety/Maintenance Manager Salary Pay Schedule attached as Exhibit "B" plus any appropriate longevity amounts.

B. Longevity Amounts

- i. Employee is entitled to receive a longevity step at the beginning of their 7th year of employment with the District. The longevity step shall be 5.0% of base salary.
- ii. Effective the first pay period in January 2015, employees in the "management bargaining unit" are eligible to receive a longevity step equal to five percent of base salary (3%) at the completion of 10 years of continuous employment with the District.
- iii. Effective the first pay period in January 2015, employees in the "management bargaining unit" are eligible to receive an additional longevity step equal to two percent of base salary (2%) at the completion of 15 years of continuous employment with the District.

C. Prior to or within one month of his/her anniversary date, the General Manager shall review the performance of Employee and, at his or her sole discretion, may increase Employee's salary in accordance with the Step Schedule described in Collection System/Safety/Maintenance Manager Salary Schedule.

D. Further salary increases during the term of this Agreement shall be based on District Salary Surveys or, in part, on a performance review with the percentage salary increase determined by the General Manager (see Section 4, below).

E. Effective the first pay period that encompasses July 1, 2023, the Employee's compensation will be \$19,263 per month (Step 6) as set forth in Exhibit "B", the pay scale as of July 1, 2023. The base monthly compensation excludes the granting of longevity pay in accordance with Section 3, paragraph B.

F. Effective July 1, 2024, the Employee shall be entitled to General Wage COLA increase of 3.0%.

G. Effective July 1, 2025, the Employee shall be entitled to General Wage COLA increase of 3.0%.

H. In the event the Employee is requested to be Acting General Manager for more than seven consecutive days, on the eighth day the Employee's pay will be increased by 5% until the Employee is no longer in the position of Acting General Manager

Section 4: Performance Evaluation

The General Manager shall review and evaluate the performance of the Employee at least once annually, beginning with their first anniversary date as Collection System/Safety/Maintenance Manager. Said review and evaluation shall be in accordance with specific criteria developed by Employer. The District and Employee may develop annual goals, objectives, and performance standards for Employee for the benefit of the District and in attainment of the District's policy objectives, and may further establish a priority among those goals, objectives, and performance standards. Additionally, the District may periodically establish goals and objectives regarding the Employee's performance of the duties of Collection System/Safety/Maintenance Manager.

Section 5: Management Benefits

A. Employee shall be entitled any benefits specified for the Unrepresented Bargaining Group in the attached Exhibit "C". However, a specific description of certain of those benefits follows and the specific description below controls the rights and obligations of Employee and Employer for that specific benefit.

B. Employee shall be entitled to a District vehicle. Employer shall pay for all expenses associated with this vehicle. Employee shall be permitted to use the vehicle for limited personal use only when Employee is either engaged in Employer activities or commuting to and from work. Reasonable personal use is allowable. If Employee ceases to be Collection System/Safety/Maintenance Manager but is otherwise employed by Employer this vehicle benefit shall end.

C. On July 1st of each year the Employee shall be granted a lump sum of 80 hours of Administrative leave. The allotment shall reset to 80 hours on July 1 of every year, regardless of the unused balance remaining from prior fiscal years.

D. Under the current defined benefit plan, pursuant to the Public Employees' Retirement Law (Government Code § 20000 et seq. ("PERL")), Employee is required to contribute 8% of the Employee's "compensation earnable and reportable" ("PERSable compensation") toward the costs of said benefit plan.

E. Employee can choose either a District supplied smartphone or can be reimbursed the median for a 6 GB plan of the following wireless carriers (AT&T, Sprint and Verizon). Employees can be reimbursed for the phone purchases once every 3 years up to \$295.16. The allowance will be based on Board approved General Wage COLA increase of each year. It is the

sole responsibility of the employee to maintain their Employee owned phone. Employee shall be on call and maintain their phone in good working condition and in close proximity to respond to District emergencies as necessary or directed by the General Manager. Should the Employee terminate their employment with the District within one year of receiving a reimbursement for a phone, the Employee shall reimburse the District 50% of the cost so reimbursed.

F. If Employee has outside health insurance coverage, the Employee may opt out of the District provided health insurance and receive an in-lieu payment of \$250 per month to offset the cost of the outside health insurance. The Employee must provide proof of health insurance coverage.

G. Employee, with the General Manager's consent, may purchase a tablet computer or laptop once in a four-year period and be reimbursed based on District policy. Should the Employee terminate employment within two years of receiving the reimbursement, the Employee shall return to the District 50% of the cost so reimbursed.

H. Vacation accrual shall be calculated based on years of CalPERS public sector service credit beginning the first pay period after this agreement is executed. For the purposes of calculating vacation accrual, public sector service means service with a CalPERS agency or an agency with CalPERS reciprocity.

I. Cash out of Vacation: The maximum amount of vacation time EMPLOYEE may accrue is 272 hours. EMPLOYEE shall be eligible to cash out up to 80 hours of vacation time twice a year. All vacation hours cashed out shall be compensated at the EMPLOYEE's current rate of pay and will be removed from the EMPLOYEE's accumulated vacation balance. In no event shall EMPLOYEE cash-outs result in a vacation balance of less than 40 hours. Such

requests for cash-out of vacation hours shall be submitted in writing by the employee to the General Manager, who will verify and approve the request. This cash-out will be subject to applicable Federal and State Payroll Tax Law.

Section 6: Professional Development

A. Employer agrees to budget for and to pay for publications and subscriptions for Employee necessary for his/her continuation and full participation in national, regional, state, and local associations and organizations necessary and desirable for his continued professional participation, growth, and advancement, and for the good of the Employer as determined solely by the General Manager.

B. Employer hereby agrees to budget for and to pay for reasonable travel and subsistence expenses of Employee for professional and office travel, meetings, and occasions necessary to continue the professional development of Employee as determined solely by the General Manager.

C. Employee shall obtain the General Manager's prior approval for any expenses in this Section which are not in the approved budget.

Section 7: Termination of Agreement and Severance Pay

A. The Agreement may be terminated at any time by either party in writing.

B. Both sides agree that it is preferable to provide thirty (30) days advance notice of termination, but such advance notice is not required.

C. “At Will” Employment: The parties to this Agreement expressly acknowledge that Employee is “at will” and serves at the pleasure of the General Manager. Employee may be terminated at any time with or without cause at the sole discretion of the District. The District recognizes the right of the Employee to terminate his employment at any time with or without reason.

D. Notwithstanding anything else contained in the Agreement, the terms and provisions of this Agreement shall terminate automatically and immediately upon the death or permanent disability of Employee.

E. In the event Employer wishes to terminate Employee without reference to cause, then Employee may be entitled to severance pay in a lump sum equal to three months of Employee’s current salary. The District shall only be obligated to pay this severance if the Employee agrees to execute a standard release agreement as prepared by the District that releases the District from any and all claims the Employee may have against the District. If the Employee refuses to sign this standard severance and release agreement, the Employee shall not be entitled to the severance pay. Notwithstanding any other provision in this Agreement, in accordance with Government Code § 53260, in the event this Agreement is terminated, the maximum cash settlement that Employee may receive shall be an amount equal to the monthly salary of Employee multiplied by the number of months left on the unexpired term of the Agreement. However, if the unexpired term of the contract is greater than 18 months, the maximum cash settlement shall be an amount equal to the monthly salary of the employee multiplied by 18.

F. In the event Employee is terminated, the Employee shall be paid out for accrued but unused vacation time and administrative leave. Accrued sick leave benefits shall be paid in accordance with District personnel policy.

G. If Employee resigns at the request of the General Manager, Employee shall be deemed terminated without cause and may be entitled to severance as set forth under Section 7.E.

Section 8: Notices

Notices pursuant to this agreement shall be given by deposit in the custody of the United States Postal Service, postage prepaid, addressed as follows:

Las Gallinas Valley Sanitary District
101 Lucas Valley Road, Suite 300
San Rafael, CA 94903

Greg Pease
767 Riesling Road
Petaluma, CA 94954

Alternatively, notices required pursuant to the agreement may be personally served in the same manner as is applicable to civil judicial practice. Notice shall be deemed given as of the date of personal service or as of the date of deposit of such written notice in the course of transmission in the United States Postal Service.

Section 9: General Provisions

A. The text herein shall constitute the entire agreement between the parties and supersedes any and all other agreements, either oral or in writing between the District and the Employee and contains all of the covenants and agreements between the parties with respect to

such employment in any manner whatsoever. Any prior agreements merge into this Agreement and specifically prior employment agreements merge into this agreement.

B. Each party to the Agreement acknowledges that no representations, inducements, promises, or agreements, orally or otherwise, have been made by any party, or anyone acting on behalf of any party, which are not embodied herein, and no other agreement, statement, or promise not contained in the Agreement shall be valid or binding. Any modification of the Agreement will be effective only if it is in writing and signed by both the General Manager and the Employee.

C. This Agreement shall be binding upon and inure to the benefit of the heirs of Employee.

D. If any provision, or any portion, contained in this Agreement is held unconstitutional, invalid or unenforceable, the remainder of this Agreement, or portion, shall be deemed severable, shall not be affected, and shall remain in full force and effect.

E. This Agreement shall be interpreted under the laws of the State of California. Venue for any action shall be in the Superior Court for the County of Marin.

F. Employee understands that the Board may, from time to time, revise the District's policies. Employee understands that Employee is subject to those policies and procedures when they are not in conflict with the contents of this Agreement.


G. The Employee may reopen negotiations with regards to this Employment Agreement if the District has not come to agreement with the union on a Memorandum of Understanding between the District and Operating Engineers Local 3 by June 30, 2026. Any increase in salary or benefits renegotiated will be retroactive to July 1, 2026.




H. Nothing in this agreement prevents the employee from discussing or disclosing information about unlawful acts in the workplace, such as harassment or discrimination or any other conduct that the employee has reason to believe is unlawful.

IN WITNESS WHEREOF, Las Gallinas Valley Sanitary District has caused this Agreement to be signed and executed on its behalf by the General Manager, and duly attested by its District Secretary, and the Employee has signed and executed this Agreement the day and year first above written.

Date: 09/08/2023


Curtis Paxton
General Manager
Las Gallinas Valley Sanitary District


Dated: 9/8/2023


Greg Pease

ATTEST:


Teresa L. Lerch
District Secretary

APPROVED AS TO FORM:


David Byers, Attorney for
Las Gallinas Valley Sanitary District
PATRICK M-K-RICHARDSON



LAS GALLINAS VALLEY SANITARY DISTRICT

February 2021

FLSA: EXEMPT

COLLECTION SYSTEM/MAINTENANCE/SAFETY MANAGER

DEFINITION

Under general direction of the General Manager, plans, organizes, coordinates and manages the work of field crews responsible for the construction, installation, inspection, cleaning, preventative and corrective maintenance and repair of the District's wastewater collection system; responsible for the maintenance of the treatment plant and related facilities and infrastructure; oversees the administration of the District safety program; ensures compliance with federal, state and local requirements; provides responsible and complex technical and operational assistance to the General Manager; and performs related work as required.

SUPERVISION RECEIVED AND EXERCISED

Receives general direction from the General Manager. Exercises direct supervision over assigned staff.

CLASS CHARACTERISTICS

This is a management classification responsible for planning, organizing and managing maintenance and collection system staff activities, projects and programs. The incumbent is responsible for performing diverse, specialized and complex work involving significant accountability and decision-making responsibilities, which include developing and implementing policies and procedures for assigned programs, reporting, compliance and program evaluation. The incumbent is accountable for accomplishing maintenance program goals and objectives and for furthering District goals and objectives within general policy guidelines.

EXAMPLES OF TYPICAL FUNCTIONS (Illustrative Only)

The following functions are typical for this classification. Incumbents may not perform all of the listed functions and/or may be required to perform additional or different functions from those set forth below to address business needs and changing business practices.

- Assumes managerial responsibility for the construction, installation, inspection, cleaning, preventative and corrective maintenance and repair of the District's wastewater collection systems, treatment plant, reclamation area, pump stations and related facilities, equipment and infrastructure.
- Manages and administers District Sewer Lateral Inspection program, including reviewing applications and videos, corresponding with customers and approving and generating certifications of compliance; may enforce actions for non-compliance.
- Participates in the development and implementation of goals, objectives, policies and priorities for the District; recommends, within District policy, appropriate service and staffing

- levels; recommends and administers policies and procedures while ensuring financial, regulatory and legal requirements are met.
- Selects, trains, motivates and directs assigned staff; evaluates and reviews work for acceptability and conformance with District standards; provides or coordinates staff training; works with employees to correct deficiencies; recommends discipline; responds to staff questions and concerns.
 - Contributes to the overall quality of District services by continuously monitoring and evaluating the efficiency and effectiveness of service delivery methods and procedures; assesses and monitors distribution of work, support systems and internal reporting relationships; identifies and recommends opportunities for improvements.
 - Manages and administers the department's budget; directs the forecast of additional funds needed for planned work, staffing, equipment and supplies; directs the monitoring of and approves expenditures; purchases supplies and equipment; maintains adequate inventory of supplies, tools and equipment to efficiently operate and maintain the District's facilities and equipment.
 - Manages computerized maintenance management system including creating and editing asset data and generating work orders and reviewing upon completion; reviews data to plan, schedule and ensure regular inspection and proper maintenance of the collection system, treatment plant, reclamation area, vehicles and related assets.
 - Investigates the cause of sewer overflows and acts to prevent future overflows; informs General Manager and Plant Manager of collection system problems.
 - Responds to emergency call-outs 24 hours per day, 7 days per week when coverage requires; serves as Legally Responsible Official responsible for the immediate reporting of Sanitary Sewer Overflow's (SSO's) to the Environmental Protection Agency (EPA) and State Regional Water Quality Board (SRWCB) and oversees the entire event to include notification, reporting and area of hazard posting.
 - Works with the District Engineer, other District departments and outside engineers and contractors to develop and review collection system projects.
 - Collaborates with consultants to manage the District's safety program; updates policies on a regular basis; ensures completion of required safety training; works with qualified personnel and consultants to ensure Occupational Safety and Health Administration (OSHA) requirements are met; assists with facilitating safety trainings and meetings; purchases required safety equipment and supplies.
 - Manages the tracking and general oversight of District's tool management system.
 - Manages utility marking and locating functions for the District pursuant to Underground Service Alert requirements and standards.
 - Coordinates maintenance activities with other districts and outside agencies regarding standards, ordinances, easements and leases as may be required.
 - Develops and manages requests for proposals for professional and/or contracted services; evaluates proposals and recommends award; prepares and negotiates contracts; administers contracts and oversees consultants and contractors to ensure compliance with District standards, contract specifications and service quality.
 - Prepares a variety of written correspondence, reports, procedures and other written materials; completes and submits reports to regulatory agencies.
 - Maintains and directs the maintenance of working and official departmental files.

- Monitors changes in laws, regulations and technology that may affect operations; implements policy and procedural changes as required.
- Attends Board of Director and committee meetings as required; prepares and presents staff reports and agenda items for consideration by the Board; serves as advisor to the General Manager and Board on District maintenance matters; assists the General Manager in carrying out directives of the Board of Directors.
- Occasionally performs the duties of wastewater collection system and maintenance staff.
- Observes safe work methods and makes appropriate use of related safety equipment as required.
- Performs related duties as assigned.

QUALIFICATIONS

Knowledge of:

- Administrative principles and practices, including goal setting, program development, implementation and evaluation, and supervision of staff, either directly or through subordinate levels of supervision.
- Principles and practices of traffic control and safe work practices.
- Principles and practices of the development, operations, maintenance and management of wastewater collection systems, pump stations, treatment plant and related facilities.
- Principles and practices of the safety training and program management.
- Principles and practices of project management, budgeting and contract administration.
- General principles of risk management related to the functions of the assigned area.
- Principles and practices of employee supervision, including work planning, assignment review and evaluation and the training of staff in work procedures.
- Organization and management practices as applied to the development, analysis and evaluation of programs, policies and operational needs of the assigned functional area.
- Applicable federal, state and local laws, regulatory codes, ordinances, policies and procedures relevant to assigned area of responsibility.
- Practices of researching issues, evaluating alternatives, making sound recommendations and preparing and presenting effective staff reports.
- Technical, legal, financial and public relations associated with the management of maintenance projects and programs.
- Techniques for providing a high level of customer service by effectively dealing with the public, vendors, contractors and District staff.
- The structure and content of the English language, including the meaning and spelling of words, rules of composition and grammar.
- Modern equipment and communication tools used for business functions and program, project and task coordination, including computers and software programs relevant to work performed.

Ability to:

- Develop and implement goals, objectives, policies, procedures and work standards.

- Plan, organize, administer, coordinate, review and evaluate a comprehensive construction, maintenance and repair program.
- Plan, organize, assign, review and evaluate the work of staff; train staff in work procedures.
- Evaluate and develop improvements in processes and procedures.
- Read and interpret plans, specifications and diagrams used in the design and construction of a wastewater collection systems, pump stations, treatment plant and related facilities.
- Interpret, apply, explain and ensure compliance with federal, state and local policies, procedures, laws and regulations.
- Effectively represent the District in meetings with governmental agencies, community groups, various businesses, professional and regulatory organizations and in meetings with individuals.
- Research, analyze and evaluate new service delivery methods, procedures and techniques.
- Prepare clear and concise reports, correspondence, procedures and other written materials.
- Establish and maintain a variety of filing, record-keeping and tracking systems.
- Organize and prioritize a variety of projects and multiple tasks in an effective and timely manner; organize own work, set priorities and meet critical time deadlines.
- Effectively use computer systems, software applications and modern business equipment to perform a variety of work tasks.
- Communicate clearly and concisely, both orally and in writing, using appropriate English grammar and syntax.
- Use tact, initiative, prudence and independent judgment within general policy, procedural and legal guidelines.
- Establish, maintain and foster positive and effective working relationships with those contacted in the course of work.

Education and Experience

Any combination of training and experience that would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be:

Equivalent to graduation from an accredited four-year college or university with major coursework in engineering, environmental science, business or public administration or a closely related field and five (5) years of increasingly responsible experience managing and/or supervising sewer line construction or maintenance.

Licenses and Certifications:

- Possession of a valid California Driver's License by time of appointment and satisfactory driving record consistent with requirements established by the District.
- Possession of a valid Grade I Collection System Maintenance certificate issued by the California Water Environment Association (CWEA).
- Ability to obtain a valid Grade III Collection System Maintenance certificate issued by CWEA within three (3) years of appointment to the classification.

PHYSICAL DEMANDS

Must possess mobility to work in a standard office setting and use standard office equipment, including a computer; to inspect various wastewater treatment facilities and systems and pump and lift station sites; to operate a motor vehicle and to visit various District and meeting sites; vision to read printed materials and a computer screen; and hearing and speech to communicate in person, before groups, and over the telephone. Finger dexterity is needed to access, enter and retrieve data using a computer keyboard or calculator and to operate standard office equipment. Positions in this classification bend, stoop, kneel, reach and climb to perform work and inspect work sites. Employees must possess the ability to lift, carry, push and pull materials and objects weighing 50 pounds, on average, or heavier weights with the use of proper equipment and assistance from other staff.

ENVIRONMENTAL ELEMENTS

Employees work in both a field and office environment; the office environment, comprises of moderate noise levels, controlled temperature conditions and no direct exposure to hazardous physical substances. When working in the field, employees are occasionally exposed to pollen, dust, loud noise levels, cold and hot temperatures, inclement weather conditions, road hazards, vehicle traffic, vibration, confining workspaces, mechanical and/or electrical hazards and hazardous chemical substances and fumes such as raw sewage.

OTHER REQUIREMENTS

Per California Government Code, Title 1, Division 4, Chapter 8, Section 3100, "all public employees are hereby declared to be disaster service workers subject to such disaster service activities as may be assigned to them by their superiors or by law."



Las Gallinas Valley Sanitary District
Salary Pay Schedule as of July 1, 2023
(Management and Unpresented Employee Group)

EXHIBIT B

Full Time Positions	Monthly Salary					
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Collection System/Maintenance/Safety Manager	15,093	15,848	16,640	17,472	18,346	19,263

Las Gallinas Valley Sanitary District EXHIBIT C
 Summary of Benefit Provisions for the Unrepresented Management and Employee Bargaining Group
 July 1, 2023 to June 30, 2026

In addition to the benefits specifically discussed in the employment contracts, the following benefits offered to the members of the OE3 bargaining unit will apply:

Benefits	Section (in MOU)	Summary
Holidays	15.1	12 holidays per year plus 1 floating holiday
Max Vacation Accrual	15.2	272 hours
Vacation Time Awarded	15.2	For Management Employees Only, accrual is based on years of CalPERS service credit
		Years 1-3 14 days
		Years 4 to 10 19 days
		Years 11 to 15 22 days
		Years 16+ 24 days
		A one-time 5-day vacation bonus is given after 20 years of service.
Vacation Cash-Out	Per contract	Cash-out hours twice-yearly, with a minimum balance remaining of 40 hours
Administrative Leave	Per Contract	Exempt Management Employees Only Lump sum of 80 hours reset each year on July 1st
Admin Leave – Safety Award		4 hours added to leave bi-annually if No Accidents in the Plant
Sick Leave	15.4	Accrue (1) 8-hr day a month – No Cap After 3 Years – If you Resign - 50% Cash Out After 3 Years – If you Retire – 50% Cash Out 50% CalPERS Service Credit
Bereavement Leave	15.4	3 days paid leave specified family members
Cell Phone	Per Contract	Reimburse for Cell purchase with Cap Reimburse one personal cell line monthly costs
Auto Allowance	Per Contract	Allowance Reimbursement or use of District Vehicle
Technology	Per Contract	Reimbursed for iPad or Laptop – Limit of \$1,347 per Administrative Policy A-03.
Longevity Pay	Per Contract	Employees Hired prior to 7/1/2016 Only After 6 years – 5% After 10 years – 3% After 15 years – 2%
Medical Cafeteria Plan	17.1/17.2	PERS Health Plan
LGVSD Contribution		Kaiser family rate
EE Contribution		Excess monthly cost for plan over Kaiser plan
Dental	17.3	Annual cap of \$3,000 per covered individual after applicable co-pay. Annual cap of \$4,000 effective January 1, 2024.

Note: This summary is for administrative convenience only. If there is a discrepancy between the information in the table and contract, the contract will apply.

Las Gallinas Valley Sanitary District

EXHIBIT C

Summary of Benefit Provisions for the Unrepresented Management and Employee Bargaining Group
July 1, 2023 to June 30, 2026

Vision	17.5	VSP
LGVSD Contribution		50% of the cost
EE Contribution		50% of the cost
Waive District Health Insurance	Per Contract	On proof of coverage, a \$250 reimbursement per month.
Life/AD&D Insurance	17.7	1 x Salary up to \$100,000
Long-term Disability	17.11	66.67% of monthly salary up to \$15,000 of salary
Wellness Program	17.12	\$500 per calendar year reimbursement
CalPERS Retirement	18.1	Classic Employees – 2.7% at 55, highest year, EE pays 8% pretax PEPRA Employees – 2% at 62, final 3 years of compensation; EE pays 8% pre-tax
Deferred Comp 457	18.1	District match up to \$1,200 per calendar year
Retiree Medical	18.2.2	Hired pre-1/1/03: State one party rate employee only; 5 year vesting Hired post 1/1/03 and pre-7/1/2014: State 100/90 plan EE, EE + sp, EE + dependents; 10 years PERS service 50% vested, 20 years PERS service 100% vested, 5 years with LGVSD
	18.2.3	Hired after 7/1/2014: 10 years of District service, 50% vested, 100% vested at 20 years of District service. Employee only coverage based on the One Party State Rate.
Boot Stipend	19	Annual \$325, to eligible employees to be paid on first full pay period check in January
Prescription Safety Glasses	19	Every two years \$305, as of 7/1/2021 to eligible employees

Note: Employees of the Unrepresented Bargaining Group do not have rights under the MOU as they pertain to discipline, discharge or employment status. Reference to the MOU sections in this document in terms of defining benefits offered to this group is for convenience only.

Note: This summary is for administrative convenience only. If there is a discrepancy between the information in the table and contract, the contract will apply.