

Las Gallinas Valley Sanitary District
Summary of MOU Provisions with OE3
July 1, 2014 through June 30, 2019

Benefits	Section	Summary
MOU Date	23	7/1/2014-6/30/2019
Comp Time Accumulation Cap	15.11	Available for overtime awarded. Allowed to maintain balance in excess of 220 hours that is on hand at July 1, 2014. July 1, 2014 Max 220 hours July 1, 2015 Max 200 hours July 1, 2016 Max 180 hours July 1, 2017 Max 160 hours July 1, 2018 Max 140 hours
Stand By	3.6	2 hours straight time per day and paid out as earned. Physical response time is overtime with a minimum 2 hours for responding. Electronic response policy to be developed.
Certification Pay	3.7.8	Specified for 2 year period July 1 st Dual Certification 5% Triple Certification 5%
Additional Certification	3.7.9	Grade IV \$400 lump sum (operators, line and lab) Grade V \$500 lump sum
Longevity Pay	3.7.10	5% at beginning of 7 th year of employment except for excluded positions.
Probation Period	2.2 3.7.12	1 year for new hire 6 months for promotion
Salary Increase	3.8.1 3.8.2 3.8.3 3.8.4 3.8.5	Each July 1 st beginning 7/1/14 and ending 7/1/2018: COLA minimum 1.0% and max of 2.5%
Supplemental Wage Increase	3.9 3.9.1 3.9.2 3.9.3 3.9.4	Each July 1 st beginning 7/1/14 and ending 7/1/2018: 0.75%
Out of Class Pay	3.11	Current salary range step in higher classification subject to max of two steps or 10%
District Vehicles	Policy	District provided vehicle for stand by person
Holidays	15.1	9 days per year
Maximum Vacation Accrual	15.2	272 hours

Note: This summary is for administrative convenience only, if there is a discrepancy between the information in the table and MOU dated June 2014 the MOU will prevail.

Las Gallinas Valley Sanitary District
 Summary of MOU Provisions with OE3
 July 1, 2014 through June 30, 2019

BENEFITS	Section	Summary		
Vacation Time Awarded	15.2	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		
Personal Days	15.3	Eliminated after July 1, 2014 hours awarded. Balance at that date allowed to be paid out or added to vacation time balance.		
Sick Leave	15.4	Eight hours awarded per month. At separation payout 50% of the balance based on average 3 highest years at termination after 3 years of employment.		
Bereavement Leave	15.4	3 days for specified family members		
Tuition Reimbursement / Training	16	As needed to maintain professional license/certification		
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 \$2,000 per covered individual after applicable co-pay		
Vision	17.4	VSP		
LGVSD Contribution		50% of the cost		
EE Contribution		50% of the cost		
Life/AD&D Insurance	17.6	1 x Salary up to \$50,000		
Long-term Disability	17.10	66.67% of monthly salary up to \$15,000 of salary		
CalPERS Employee Required Contribution	18.1	Effective July 1, 2015 through June 30, 2019: Classic Employees: 8% of eligible wages, shared as follows:		
		Effective Date	LGVS	Employee
		July 1, 2014	3%	5%
		July 1, 2015	2%	6%
		July 1, 2016	1%	7%
		July 1, 2017	0%	8%
		PEPRA "New Members" shall pay 50% of the normal cost or the employee's contribution rate per above, whichever is higher.		

Note: This summary is for administrative convenience only, if there is a discrepancy between the information in the table and MOU dated June 2014 the MOU will prevail.

Las Gallinas Valley Sanitary District
 Summary of MOU Provisions with OE3
 July 1, 2014 through June 30, 2019

BENEFITS	Section	OE 3
PERS Retirement Plan	18.1	Classic Employees: 2.7% at 55 Miscellaneous, Single Highest Year. New Members: 2% at 62, Final 3 Years.
Deferred Com 457	18.1	Voluntary – Employee pays
Retiree Medical	18.2.2	Hired pre-1/1/03: State one party rate employee only; 5 year vesting. Hired post 1/1/03: 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.
	18.3	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 Allowance	19	Annual: 2014 \$270
Prescription Safety Glasses	19	Every two years: 2014 \$305

Note: This summary is for administrative convenience only, if there is a discrepancy between the information in the table and MOU dated June 2014 the MOU will prevail.