

**BOARD OF DIRECTORS  
SANTA CLARA VALLEY WATER DISTRICT**

**RESOLUTION NO. 18 -**

**APPROVING COMPENSATION PLAN FOR UNREPRESENTED  
EMPLOYEES IN THE EXECUTIVE SERVICE  
(JULY 1, 2018 THROUGH JUNE 30, 2022)**

WHEREAS, California Code Regulations (CCR), Title 2, Section 570. 5 was adopted by CalPERS to provide specific requirements on how public agencies should document pay rates for public employees; and

WHEREAS, at its regular meeting on March 21, 2018, the Board approved the terms of Memoranda of Understanding between the Santa Clara Valley Water District and each of its three bargaining units Employees Association AFSCME Local 101, Engineers Society – IFPTE Local 21, and Professional Managers Association – IFPTE Local 21, all for the period of January 1, 2018 through December 31, 2022 (MOUs); and

WHEREAS, each of the three MOUs set forth salary ranges for the represented classifications and included a 4% salary increase for each year of the MOUs starting the first full pay period in July 2018; and

WHEREAS, each of the three MOUs set forth the terms of employment benefits to be received by the represented classifications including, but not limited to, medical plan, vision care, dental, life and disability insurance, pension, retiree health benefits, deferred compensation, and paid leave; and

WHEREAS, attached as Exhibit-A is a Compensation Plan for Unrepresented Employees in the Executive Service (July 1, 2018 through June 30, 2022), which sets forth employment benefits for these Executive employees and sets forth annual 4.0% cost of living adjustments effective the first full pay period in July 2018, to mirror increases for classified employees, and to minimize future compaction issues; and

NOW, THEREFORE, BE IT RESOLVED that the Board of Directors of the Santa Clara Valley Water District does hereby approve and adopt the Compensation Plan for Unrepresented Employees In The Executive Service (July 1, 2018 through June 30, 2022), attached hereto as Exhibit "A". The District reserves the right to modify the terms of this Compensation Plan during its term through further resolution.

Approving Compensation Plan for Unrepresented Employees in the Executive Service  
(July 1, 2018 Through June 30, 2022)

Resolution No. 18-

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PASSED AND ADOPTED by the Board of Directors of Santa Clara Valley Water District by the following vote on March 21, 2018:

AYES: Directors

NOES: Directors

ABSENT: Directors

ABSTAIN: Directors

SANTA CLARA VALLEY WATER DISTRICT

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RICHARD P. SANTOS  
Chair/Board of Directors

ATTEST: MICHELE L. KING, CMC

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Clerk/Board of Directors

# **EXHIBIT A COVERSHEET**

**SANTA CLARA VALLEY WATER DISTRICT  
COMPENSATION PLAN FOR UNREPRESENTED EMPLOYEES IN THE  
EXECUTIVE SERVICE  
(JULY 1, 2018 THROUGH JUNE 30, 2022)**

No. of Pages: 9









**B. LIFE INSURANCE**

District provides life insurance benefits equal to the Employee’s annual salary up to a maximum benefit of \$100,000 with a five-year phase out in declining increments of \$10,000 per year starting with \$50,000 coverage upon retirement. The premium attributable to life insurance benefit exceeding \$50,000 is considered “imputed income” and must be reported as taxable earnings on the W-2 statement each year, as required by the IRS.

Optional supplemental life insurance available in amounts equal to 1, 2, 3 or 4 times annual salary to a maximum benefit of \$500,000 is available at Employee cost.

**C. DISABILITY INSURANCE**

District provides Short Term Disability (STD) equal to 66 2/3% of salary to a maximum weekly benefit of \$3,500 with a 14-day waiting period. STD may transition into Long Term Disability (LTD) after 180 days of disability and then provide 66 2/3% of salary to a maximum monthly benefit of \$15,000.

**III. RETIREMENT**

The District will continue to participate in the California Public Employees’ Retirement System (CalPERS) with benefits as currently provided at the 2.5% @ 55 Formula Benefit Level for Employees hired prior to March 19, 2012. Employees hired March 19, 2012 or thereafter, will participate in the California Public Employees’ Retirement System (CalPERS) with benefits provided in the contract with PERS at the 2% @ 60 formula Benefit Level. Employees hired January 1, 2013 or thereafter who qualify as “New Members” under the California Public Employees’ Pension Reform Act of 2013 (PEPRA) will be placed in the CalPERS formula of 2.0% @ 62 (2.5% @ 67). All pension benefits are subject to the provisions of the District’s contract with CalPERS, as amended from time to time, the items of which are incorporated by reference as if fully set forth herein.

**A. CLASSIC MEMBERS HIRED PRIOR TO 3/19/2012**

California Public Employees Retirement System (CalPERS) 2.5% at 55 retirement plan with final compensation of highest 12 consecutive months. Employees are required to pay the following contributions towards their pension benefits which includes the employee required contribution as well as an additional amount towards the employer’s contribution. These deductions will be pre-tax to the extent allowable by law;

Effective Date of Employee Contributions	Classic Employee Contribution Rate
Effective the first full pay period in July of 2018	9.5%
Effective the first full pay period in July of 2019	10.0%
Effective the first full pay period in July of 2020	10.5%
Effective the first full pay period in July of 2021	11.0%







**D. HOLIDAYS**

12 designated days per calendar year.

**E. BEREAVEMENT LEAVE**

3 days of bereavement leave for obligations arising from the death of a parent (including in-law), a grandparent, a spouse, a child (including grandchild), a sibling (including in-law), a registered domestic partner, or any member of the immediate household of the Employee. Additional time may be charged to sick leave for a total leave (3 days of bereavement leave plus sick leave) not to exceed 14 consecutive calendar days.

**F. CATASTROPHIC LEAVE**

A leave without pay may be granted by the Employee’s Appointing Authority for a period not to exceed six months, and such leave may be extended upon approval of the CEO for a further period not to exceed six months based upon unforeseen, catastrophic events that directly impact the Employee. Considerations for granting such leave shall include, but not be limited to: (1) the length of service rendered by the Employee; (2) the impact on District operations; and (3) the need for and availability of a temporary replacement.

**V. OTHER BENEFITS**

**A. DEFERRED COMPENSATION CONTRIBUTION**

A 457(b) Deferred Compensation plan is available. Annual District matching contributions is provided when enrolled in District’s 401(a) Defined Contribution Match Plan as follows: Executive Employees \$8,000.

**B. FLEXIBLE SPENDING ACCOUNTS (FSA)**

Health Care Spending Account – Maximum contribution up to the maximum amount allowed by law (\$2,650 in 2018) for eligible medical, dental, vision and prescription expenses.

Dependent Adult or Child Daycare – Maximum contribution as determined by the IRS (for 2018: \$5,000 per family or \$2,500 if Executive Employees file taxes “Married Filing Separately” per calendar year.)

**C. EMPLOYEE ASSISTANCE PLAN**

The District provides an Employee Assistance Program (EAP) to the Employees and their dependents with no monthly premium cost to Employees. This program is available 24 hours a day, 365 days a year and is staffed by licensed credentialed counselors and provides information, referrals and short-term counseling for personal issues affecting work or personal life. Supervisors and Managers may also utilize the EAP for assistance with their employee performance concerns.

**D. TUITION ASSISTANCE PROGRAM**

Executive Employees with six (6) or more months of continuous service, up to 100% reimbursement of tuition costs upon satisfactory completion of an approved college course(s) to a maximum of \$2,500 per fiscal year.

Upon prior written approval by their respective BAO, Executive Employees may also enroll in and receive full

