

Sunnyslope County Water District

Compensation and Benefit Summary – FY 2021/2022

ANNUAL SALARIES BY POSITION AND STEP (Union Agreement Section 36 and Res. 557)

Position	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J
Account Technician [^]	\$53,837.56	\$56,529.45	\$59,355.93	\$62,323.69	\$65,439.90	\$68,711.84	\$72,147.42	\$75,754.81	\$73,548.36	\$79,542.53
Assistant Engineer *	\$63,318.10	\$66,484.01	\$69,808.21	\$73,298.62	\$76,963.55	\$80,811.72	\$84,852.31	\$89,094.93		
* OR * Associate Engineer *	\$86,718.24	\$91,054.20	\$95,606.88	\$100,387.20	\$105,406.56	\$110,676.84	\$116,210.64	\$122,021.16		
Billing/Public Relations Specialist [^]	\$53,837.56	\$53,837.56	\$56,529.45	\$59,355.93	\$62,323.69	\$65,439.90	\$68,711.84	\$72,147.42		
Executive Assist. – Confidential *	\$62,563.56	\$65,691.72	\$68,976.36	\$72,425.16	\$76,046.40	\$79,848.72				
Finance Mgr. *	\$103,578.72	\$108,757.68	\$114,195.60	\$119,905.44	\$125,900.76	\$132,195.84				
General Manager *	\$205,000.00									
Operations & Maint. Crew Chief *	\$97,718.76	\$102,604.68	\$107,734.92	\$113,121.72	\$118,777.80	\$124,716.72				
Plant Maint. Electrician/Instrument Tech. [^]	\$86,666.59	\$90,999.88	\$95,549.85	\$100,327.36	\$105,343.79					
Water/Wastewater Superintendent *	\$123,622.25	\$129,803.40	\$136,293.60	\$143,108.28	\$150,263.64					
Water Treatment Plant Operator [^]	\$95,292.39	\$100,057.04	\$105,059.88	\$110,312.88	\$115,828.53 (LEAD)					
Water/Wastewater Utility Maint. [^]	\$67,265.10	\$70,628.38	\$74,159.75	\$77,867.75	\$81,761.15	\$85,849.22	\$90,141.73	\$94,648.80	\$99,381.20	\$104,350.29 (LEAD)

The General Manager salary is determined by the Board of Directors

Yellow steps require at least 18 months at previous Step to be eligible for advancement to that Step.

* Management position, exempt from overtime, and eligible for Management Leave.

[^] Union positions receive 3% increase effective 7/1/23 (Union Agreement Section 36)

Adopted: 7/20/2021

Effective: 7/1/2021 for Union and 7/1/2022 for Management and 12/30/2022 for General Manager

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STEP ADVANCEMENTS (Union Agreement Section 47)

Step advancements are not guaranteed, but may be awarded based on the following criteria.

- Knowledge, skills, and abilities of the employee, including critical thinking, problem solving, and leadership abilities
- A supervisor's rating of the employee's knowledge, skills, and abilities compared to other employees in the same job classification
- A Supervisor's recommendation and General Manager approval for a Step advancement
- Steps shaded in yellow on the chart require at least 18 months service in the previous step before eligible for advancement to that step.
- LEAD positions for Water Treatment Plant Operator and Water/Wastewater Utility Maintenance can only be filled by ONE staff person and bear additional leadership and responsibility roles.

For the Water/Wastewater Utility Maintenance position the following minimum California Operator Licenses for Water Treatment (T#), Water Distribution (D#), and Wastewater Treatment (W#) are required to become eligible for step advancement.

Steps A – B **NONE**

Step C **ONE Grade 1** license required (T1 or D1 or W1)

Steps D – E **TWO Grade 1** licenses required (T1, D1 or T1, W1 or D1, W1)

Step F **ONE Grade 2 and TWO Grade 1** licenses (T2, D1, W1 or T1, D2, W1 or T1, D1, W2)

Steps G – H **TWO Grade 2 and ONE Grade 1** licenses (T2, D2, W1 or T2, D1, W2 or T1, D2, W2)

Step I **THREE Grade 2** licenses (T2, D2, W2)

Step J **T2, D3, W3**

OFF SALARY SCHEDULE PAY (Union Agreement Section 36 and Resolution 557)

Union employees receive an Off Salary Schedule payment of \$1,000 in July 2022.

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Stipends of \$60 per month are given to employees for certifications as a Notary, Spanish speaking/writing, Tyler Administration, P.O. Administration, Back-flow, Commercial Driver's license, Pesticide Applicator. District may limit the number of people who receive the stipend.

HOLIDAYS (Union Agreement Section 12 and Employee Handbook 5002):

½ day New Year's Eve	Labor Day	Day After Thanksgiving Day
New Year's Day	Veterans Day	½ day Christmas Eve
President's Day	½ day Before Thanksgiving Day	Christmas Day
Memorial Day	Thanksgiving Day	3-Floating Days
4 th of July		

SICK LEAVE (Union Agreement Section 18 and Employee Handbook 5005 & Appendix K):

Sick leave is earned at a rate of twelve days per year and can be used for appropriate medical issues as specified in the Union Agreement and Employee Handbook. At retirement and when certain conditions described in Employee Handbook Appendix K are met, a portion of sick leave can be converted to cash.

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VACATION (*Union Agreement Section 17 and Employee Handbook 5003*):

Paid vacation is earned at the following rate based on an employee's years of service with Sunnyslope Water District. Vacation must be approved at least 21 days in advance. Supervisors may approve or decline vacation requests in their reasonable discretion based on staffing schedule and needs.

- 1 to 5 years – 10 days per year
- 6 to 10 years – 15 days per year
- 11 to 15 years – 20 days per year
- 16 + years – 22 days per year

Maximum accrual of Vacation time is 240 hours.

Management positions are eligible to cash out up to 80 hours of vacation each year.

MANAGEMENT LEAVE (*Employee Handbook 5004*):

Management positions are eligible for Management Leave of up to 80 hours per year, upon approval by the General Manager. Management Leave will be "front loaded" as available each July 1 and any unused leave at June 15 the following year will be lost (i.e. is not eligible to be carried over to the next year, and is prorated in first/last year employeeed).

LONGEVITY STEPS (*Union Agreement Section 45 and Employee Handbook 2013*):

In recognition of years of service to the District, Longevity Steps are awarded as follows:

<u>Years of Service</u>	<u>Additional Longevity Pay</u>
15-19	2.0% over current Step
20-24	4.0% over current Step
25+	6.0% over current Step

The Longevity Step is added to the employee's base pay at their current position and Step. The longevity step is guaranteed for employees once they reach the required number of years of service.

HEALTH, DENTAL, & VISION INSURANCE (*Union Agreement Section 34 and Employee Handbook 5021, 5022, and 5025*):

The premium cost for employee coverage under the District's medical, dental, and vision insurance plans is provided for full-time employees at no cost to the employee. Sunnyslope allots employees a Cafeteria Plan total to "spend" equal to the premiums of the PERS Choice plan, dental, and vision insurance. Employees may "spend" this on self-coverage for medical, dental, and vision insurance by enrolling in any one, two, or all three plans. Any balance remaining of the allotted total must be used for dependent health premiums or be deposited in a Deferred Compensation Program account. Any premiums in excess of the allotted total must be paid by the employee.

Sunnyslope provides a \$500 benefit per month to full-time employees that can be used toward the cost of any dependent insurance coverage. If not used for dependent coverage, it must be deposited in the employee's Deferred Compensation Program account.

HEALTH REIMBURSEMENT ACCOUNT (HRA)

Sunnyslope offers all full-time employees with a Health Reimbursement Account and provides a \$15 per month contribution. Employees may charge qualified medical expenses to this account including medical insurance deductibles, dental and vision expenses, medicine, and more.

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TERM LIFE INSURANCE (Union Agreement Section 42 and Employee Handbook 5023):

Sunnyslope provides term life insurance of \$50,000 for Union employees and \$100,000 for Management employees. The premiums for this life insurance are fully paid by the District.

DEFERRED COMPENSATION PLAN MATCH (Union Agreement Section 39 and Employee Handbook 5026):

Sunnyslope offers a voluntary 457(b) Deferred Compensation Plan into which participating employees may contribute pre-tax for future retirement. District will contribute up to 30% of employee's contributed yearly deferred compensation to a maximum total of \$468.00 or the maximum allowed by current IRS law per year. Sunnyslope's contribution will be paid with the December payroll deductions.

CALPERS RETIREMENT BENEFIT (Union Agreement Section 37 and Employee Handbook 5024):

Classic employees were hired prior to Jan. 1, 2013 or qualify as "classic" members at the time of hire. PEPRAs employees were hired after Dec. 31, 2012 and do not qualify as "classic" members.

Classic employees: CalPERS 2.7% @ 55; District pays 3% of the employee's 8% share with the employee contributing the remaining 5%. Starting July 1, 2023 the District will pay 2% of the employee's 8% share with the employee contributing the remaining 6%.

PEPRA employees: CalPERS 2% @ 62; Employee's share 6.750% fully paid by the employee.

POSTRETIREMENT HEALTH BENEFIT (Union Agreement Section 38 and Employee Handbook 5023)

Sunnyslope offers CalPERS health plans and pays the minimum employer health premium contribution for eligible retirees and eligible surviving spouses. To be eligible, an active employee must be at least 50 years old and have a minimum of 5 years of service with Sunnyslope at the time of retirement.

EUCATIONAL ASSISTANCE AND LICENSES & CERTIFICATIONS

Sunnyslope will reimburse full-time employees for approved courses of study to a limit of \$1,500 in any fiscal year. District will pay for required Certificate applications, renewals, and tests.

BOOT & UNIFORM ALLOWANCE (Union Agreement Section 16 and Employee Handbook 3018):

Sunnyslope will pay up to \$250 per fiscal year for safety shoes purchased for eligible employees. Sunnyslope will pay up to \$100 per fiscal year for uniform tops/jackets for Office employees.

CELLULAR PHONE REIMBURSEMENT (Union Agreement Section 15 and Employee Handbook 4009):

Eligible employees will be reimbursed \$30 per month for business use of their personal cell phone. They are also eligible to be reimbursed up to \$30 for the purchase of a "hands-free" device upon submission of a receipt as proof of purchase up to one time in a two year period.

UNION DUES (See Chapter 1015):

Voluntary union dues are \$40.00 per month.