Sunnyslope County Water District

Benefit Summary – FY 2026/2027

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 moths 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**

STIPEND & INCENTIVE PAY (Union Agreement Section 36 and Resolution 597)

Stipends of $100 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, or Pesticide Applicator. District may limit the number of people who receive the stipend.

Incentive Pay is given for CWEA certification in Advanced Water Treatment, Collection, Electrical/Instrumentation, and Mechanical with a salary increase of 1% for each Grade 2, 2% for each Grade 3, and 3% for each Grade 4, not to exceed 9% increase.

ON CALL (Union Agreement Section 13):

On-Call compensation for each 7-day period is $300 with extra $50 for each holiday included in the period. If responding outside normal hours, a minimum of 2 hours pay is guaranteed. Weekend day on-call duties are paid 2.7 hours. Weekend callouts do not qualify for 2 hour minimum unless the 2.7 hours is first used.

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

½ day New Year's Eve	Independence Day	Day After Thanksgiving Day
New Year's Day	Labor Day	½ day Christmas Eve
Martin Luther King Jr. Day	Veterans Day	Christmas Day
President's Day	½ day Before Thanksgiving Day	3-Floating Days
Memorial Day	Thanksgiving Day	

Sunnyslope County Water District

Benefit Summary – FY 2026/2027

SICK LEAVE (Union Agreement Section 18 and EH 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.

VACATION (Union Agreement Section 17 and EH 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 (EH 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 employed).

LONGEVITY STEPS (Union Agreement Section 45 and EH 2013):

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

Years of Service	Additional Longevity Pay
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 EH 5021, 5022, and 5025):

Sunnyslope allots full-time employees a Cafeteria Plan Flex Credit of $2,031.43 for Health Insurance through PEMHCA program by CalPERS. The amount increases by the actual PEMHCA increase, not to exceed 10%. Employee-only premiums for dental and vision insurance are covered by the District, with the employee paying for any dependent coverage Any premiums in excess of the allotted total must be paid by the employee. Any surplus Flex Credits must be allocated to the employee's Flexible Spending Account or 457 Deferred Compensation Plan.

Employees who provide proof of other medical insurance coverage may "Opt. Out" of the District provided health insurance program. Such employees will be allocated $1,500 per month to their 457 Deferred Compensation Plan. The District will provide dental and vision coverage for such employees and their dependents at no cost to the employee. Employees hired after June 30, 2024 are not eligible for the Opt. Out payment.

Sunnyslope County Water District

Benefit Summary – FY 2026/2027

HEALTH REIMBURSEMENT ACCOUNT (HRA)

Sunnyslope offers all full-time employees 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.

TERM LIFE INSURANCE (Union Agreement Section 42 and EH 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 EH 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 EH 5024):

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

Classic employees:	CalPERS 2.7% @ 55; District pays 2% of the employee's 8% share with the employee contributing the remaining 6%.
PEPRA employees:	CalPERS 2% @ 62; Employee's share 7.750% fully paid by the employee.

POSTRETIREMENT HEALTH BENEFIT (Union Agreement Section 38 and EH 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 EH 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 EH 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 $50.00 per month.