

RESOLUTION 05-2024

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE GROVELAND COMMUNITY SERVICES DISTRICT UPDATING SECTION 2.20 LONGEVITY PAY OF THE MEMORANDUM OF UNDERSTANDING BETWEEN GROVELAND COMMUNITY SERVICES DISTRICT AND THE OPERATING ENGINEERS LOCAL NO. 3 FOR THE MAINTENANCE AND OPERATIONS UNIT

WHEREAS, the Groveland Community Services District (herein referred to as District) is a local government agency formed and operating in accordance with Section §61000 et seq. of the California Government Code; and

WHEREAS, on October 8, 2024, the Board approved Resolution 32-2024, authorizing the Memorandum of Understanding (MOU) between the District and Operating Engineers Local No. 3, effective from October 18, 2024, through June 30, 2029; and

WHEREAS, the MOU introduces a new benefit under Section 2.20, Longevity Pay, which became effective upon ratification; and

WHEREAS, eligible employees will receive a 2.5% increase above their current base salary after ten (10) years of service, a 5% increase after fifteen (15) years, and every five (5) years thereafter, on their hire anniversary date; and

WHEREAS, longevity Pay is reportable to CalPERS as Special Compensation, the inclusion of performance evaluations in the criteria for eligibility is not compliant with California Code of Regulations 571(a) and 571.1(a); and

WHEREAS, the inclusion of performance and good standing requirements creates compliance issues, particularly regarding group or class classification; and

WHEREAS, to address this, District staff worked with CalPERS Employer Account Management Division to update the language, ensuring compliance as follows:

- The revised language clarifies the start date of Longevity Pay, specifies that it will be paid continuously, and removes the performance and good standing criteria.
- The one-time true-up payment is not eligible for reporting, as it would require retroactive payments to all previous employees who would have qualified for this benefit over the past ten years.

WHEREAS, the updated wording for Section 2.20 Longevity Pay has been approved by CalPERS and is approved by Operating Engineers Local No. 3.

NOW THEREFORE BE IT RESOLVED THAT THE BOARD OF DIRECTORS OF THE GROVELAND COMMUNITY SERVICES DISTRICT DOES HEREBY *adopt Resolution 05-2025 Updating Section 2.20 Longevity Pay of the Memorandum of Understanding between Groveland Community Services District and the Operating Engineers Local No. 3 for the Maintenance and Operations Unit. This approval is contingent upon Operating Engineers Local No. 3 executing Amendment #1 to the current Memorandum of Understanding.*

WHEREFORE, this Resolution is passed and adopted by the Board of Directors of the Groveland Community Services District on January 14, 2025 by the following vote:


AYES: Directors Swan, Armstrong, Edwards, and Kwiatkowski

NOES:

ABSTAIN:

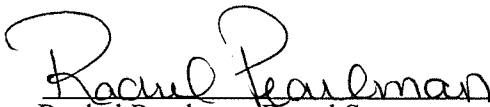
ABSENT: Director Mora

APPROVE:



Robert Swan, Board Chair

ATTEST:



Rachel Pearlman, Board Secretary

CERTIFICATE OF SECRETARY

I, Rachel Pearlman, the duly appointed and acting Secretary of the Board of Directors of the Groveland Community Services District, do hereby declare that the foregoing Resolution was duly passed and adopted at a Regular Meeting of the Board of Directors of the Groveland Community Services District, duly called and held on January 14, 2025.

DATED: 1/14/2025