



DATE 12-19-02

18966 Ferretti Road P.O. Box 350 Groveland, CA 95321-0350

IN THE OFFICE OF  
GROVELAND COMMUNITY  
SERVICES DISTRICT

RESOLUTION NO. 16-02

By Chad Carlson  
SECRETARY

**A RESOLUTION OF THE GROVELAND COMMUNITY  
SERVICES DISTRICT AMENDING AND ADOPTING THE SALARY PLAN  
AND EMPLOYEE BENEFITS**

WHEREAS, the District has reviewed the compensation of its employees;

WHEREAS, the General Manager has recommended an amendment to the salary range for the Maintenance Supervisor position;

WHEREAS, the District faces an increase in the costs of providing health insurance benefits at the existing level of coverage, but desires to provide that same level of coverage to its unrepresented employees; and

WHEREAS, the District recognizes the continuing efforts of its unrepresented employees and desires to reward them for their service;

NOW, THEREFORE, BE IT RESOLVED, by the Board of Directors of the Groveland Community Services District, that

**Maintenance Supervisor**

1. Effective October 2, 2002, the salary range for the Maintenance supervisor position will be 57, as indicated in the Position Classifications attached hereto as Exhibit 1 and incorporated herein.

**Health Benefits**

2. Effective January 1, 2003, unrepresented employees will continue to receive the same level of coverage, based on the following conditions, as indicated in the Summary of Employee Benefits, attached hereto as Exhibit 2 and incorporated herein:
  - a. Each employee must contribute ten percent (10%) of any medical insurance premium increases effective July 1, 2003.
  - b. Dependent Coverage: Each employee must contribute ten percent (10%) of any dependent premium. For reference purposes only, a guideline for dependent premium costs is attached hereto as Exhibit 3.

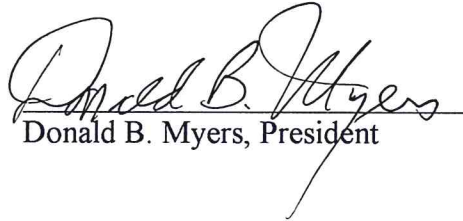
- c. Prescription Drug Coverage: Each employee must pay a \$10 co-pay for generic drugs and a \$25 co-pay for name-brand drugs.

Retirement Benefits – PERS Pick-Up

3. Effective January 1, 2003, the District will pay for 2% of the unrepresented employee's contribution to participate in the Public Employees' Retirement System.
4. Effective July 1, 2003, the District will pay an additional 1.5% of the employee's contribution to participate in the Public Employees' Retirement System.
5. Effective July 1, 2004, the District will pay an additional 1.5% of the employee's contribution to participate in the Public Employees' Retirement System.

PASSED AND ADOPTED by the Board of Directors of the Groveland Community Services District, this 9<sup>th</sup> day of December 2002, by the following vote:

AYES: DIRECTORS: Myers, Maxwell, Moore, Henderson  
NOES: DIRECTORS: None  
ABSENT: DIRECTORS: Norris

  
Donald B. Myers, President

ATTEST:


  
Carol A. Carlson, Secretary

EXHIBIT 1 TO RESOLUTION NO. 16-02

POSITION CLASSIFICATIONS

<u>POSITION DESCRIPTION</u>	<u>RANGE</u>
General Manager	Contract
District Engineer	65
Secretary/Administrative Assistant	
Personnel Manager	50
Fire Chief/Ambulance Administrator	Contract
Fire Engineer	44
Firefighter	38
Water/Wastewater Supervisor	59
Water/Wastewater Operator III	50
Water/Wastewater Operator II	44
Water/Wastewater Operator I	38
Water/Wastewater Operator Trainee	38
Finance Officer	55
Fiscal Assistant III (unbudgeted)	44
Fiscal Assistant II	41
Fiscal Assistant I	37
System Manger	63
Maintenance Supervisor	<del>55</del> <u>57</u> (effective October 2, 2002)
SCADA/Collection Systems Maintenance Officer	48
Maintenance Worker III	48
Maintenance Worker I	42
Maintenance Worker I	38
Equipment Mechanic	48

EXHIBIT 3 TO RESOLUTION NO. 16-02

EXHIBIT 1, SUMMARY OF EMPLOYEE BENEFITS

LIFE INSURANCE

Blue Cross-Wellpoint Life Insurance

	<u>Employee</u>	<u>Dependants</u>
Life	\$15,000	\$5,000 on Spouse \$5,000 on child 6 months to 21 years (23 if full time student) \$500 on child under 6 months
Accidental Death and Dismemberment (Optional employee-paid coverage available)	\$15,000	In same amounts as above

HEALTH INSURANCE

By implementation of a Blue Cross of California high deductible E.P.O. plan for medical treatment and prescription drug, the District will pay up to the annual deductible as set forth by the insurance carrier so that an employee's individual contribution will be zero percent (0%) for in-network providers' services, as determined by the insurance carrier.

Employees must contribute to a 125 medical savings plan, as a condition of this coverage, whereby twenty-five dollars and thirty-eight cents (\$25.38) of pre-tax dollars are deducted from each biweekly paycheck.

- A. Individual Coverage  
Each employees must contribute to a 125 medical savings plan, as a condition of this coverage, whereby twenty-five dollars and thirty-eight cents (\$25.38) of pre-tax dollars are deducted from each bi-weekly paycheck. After June 30, 2003, each employee also must contribute ten percent (10%) of any medical insurance premium increases effective July 1, 2003.
- B. Dependent Coverage  
Beginning January 1, 2003, employees also must contribute ten percent (10%) of any dependent premium costs as calculated by the insurance carrier and as a condition of dependent coverage, whereby this amount is deducted from each biweekly paycheck.
- C. Prescription Drug Coverage  
Employees are required to pay a ten dollar (\$10.00) co-payment for generic drugs and a twenty-five dollar (\$25.00) co-payment for

*name-brand drugs for each thirty day supply obtained at retail or mail-order pharmacies.*

If on unpaid leave status for up to six (6) months, an employee must continue to contribute to this medical savings plan to maintain the benefits under this section.

The above-referenced plan is subject to the exact terms and conditions set forth in the Blue Cross of California insurance policy. Each employee should refer to the policy for exact specifications and requirements. Additional information regarding services may be obtained directly from Blue Cross of California by contacting member services at 1-800-628-8791 or [www.bluecrossca.com](http://www.bluecrossca.com).

Blue Cross Dental

As administered and determined by Blue Cross Dental, each employee and his/her eligible dependents may receive the following benefits, up to an annual maximum of one thousand five hundred dollars (\$1,500), under the following terms and conditions:

1. 50% of covered expense on major oral surgery.
2. 80% of covered expense on restorative and preventive services.
3. 80% of covered expense on root canal therapy.
4. A specified percentage of coverage for orthodontia for members under nineteen (19) years of age.

The above-reference plan is subject to the exact terms and conditions set forth in the Blue Cross Dental insurance policy. Each employee should refer to the policy for exact specifications and requirements. Additional information regarding services may be obtained directly from Blue Cross Dental by contacting member services at 1-800-627-0004 or [www.bluecrossca.com](http://www.bluecrossca.com).

Blue Cross Prescription Drugs

As covered by the medical plan description above.

Vision Service Plan

As administered and determined by Vision Service Plan, each employee and his/her eligible dependents may receive the following services during the indicated time period, after the employee makes a ten dollar (\$10) co-payment:

1. Eye examination once each twelve (12) month period.
2. Prescription lenses once each twelve (12) month period.
3. Eyeglass frames once each twenty-four (24) month period.

4. Contact lenses may be covered or specified medical conditions.

The above-referenced plan is subject to the exact terms and conditions set forth in the Vision Service Plan insurance policy. Each employee should refer to the policy for exact specifications and requirements. Additional information regarding services may be obtained directly from Vision Service Plan by contacting member services at 1-800-877-7195 or [www.vsp.com](http://www.vsp.com).

#### CALIFORNIA UNEMPLOYMENT (SUI)

Unemployment benefits are available to all District employees. Eligibility and determination is through the Employment Development Department.

#### WORKERS COMPENSATION INSURANCE

All District employees are covered for on-the-job injuries by the California Special District Workers' Compensation Authority.

#### LONG TERM DISABILITY (LTD)

In the event you are unable to work due to a disability caused by an accident or illness (job related or non-job related), this LTD insurance would be payable until you recover from the disability or until age 65, whichever comes first:

- Benefits begin after a 30-day waiting period
- Plan includes a partial disability benefit
- 2 year "own occupation" definition of disability
- Cost-of-living increases
- No restriction for alcohol or drug-related disabilities
- Maximum monthly benefit: \$5,000
- Maximum benefit period: To age 65

LTD Benefit Amount Calculation: 66.7% of the first 7,500 of monthly earnings, reduced by other deductible income (other disability insurance or disability benefits).

#### LONG TERM CARE (PERS) (Paid for by Employee)

Three basic plan options: PERS Comprehensive Plan, PERS Nursing Home/Assisted-Living Facility Care, PERS Partnership Plan:

PERS Comprehensive Plan – Includes provision for care at home, in assisted-living facilities, in an adult day-care center or nursing home. The plan provides up to \$120 per day for nursing home care and \$1,800 per month for home care; there is a one-time, 90-day deductible. Optional inflation protection available.

PERS Nursing Home/Assisted-Living Facility Care Only Plan – This is a more affordable plan option, providing protection from the catastrophic cost of nursing home stays and assisted living facilities. This plan provides up to \$120 per day for nursing home care, \$60 per day for assisted-living facility care, with a one-time 90-day deductible optional inflation protection available.

PERS Partnership Plan – This offers moderate-income members special protection from MediCal “spend-down” rules. The plan provides up to \$100 per day for nursing home care and \$1,500 per month for home care, with a one-time 30-day deductible and built-in inflation protection.

#### STATE DISABILITY INSURANCE (SDI) (Paid for by Employee)

If you become unable to work due to a non-occupation accident or illness, you are covered under this insurance.

#### DEFERRED COMPENSATION PLANS

Employee-paid tax-deferred contributions to retirement plans; employee has choice of plan.

457 Deferred Compensation is an employer-sponsored retirement plan, available only to public employees. This plan let the employee set aside pre-tax income for retirement while increasing spendable income (lower taxes).

#### RETIREMENT INCOME BENEFITS – PERS

All employees are covered by the Public Employees’ Retirement System (PERS). GCSD pays a determined percentage of the employee’s salary, while Miscellaneous employees pay a portion of 7% and Safety Personnel pay a portion of 9% of their salary to PERS, according to schedules specified in the applicable labor agreement or Board resolution. Specifically, the District picks-up the entire employee’s contribution for its at-will management-level employees and will pick-up a percentage of the employee’s contribution for its unrepresented employees according to the following schedule: 2% effective January 1, 2003; an additional 1.5% effective July 1, 2003, and an additional 1.5% effective July 1, 2004.

Employee contributions are deducted prior to deferral and state with holding, which lowers taxable income (tax deferred income). PERS is supplemented by FEDERAL SOCIAL SECURITY and MEDICARE coverage, with these costs split between employer and employee (50% each).

Local Safety employees (Firefighters) are covered under the “2% at age 50” plan. Local Miscellaneous (all other) employees are covered under the “2% at age 55” plan.

RETIREMENT – SOCIAL SECURITY – MEDICARE

All District employees contribute to Federal Social Security and Medicare at an annual set rate and maximum wage limit (no wage limit on Medicare deduction). Employer contributes for each employee according to same annual set rate.

RETIREE MEDICAL BENEFITS

Groveland Community Services District employees who have filed and obtained a Public Employees' Retirement System pension will be eligible for medical benefits under terms and conditions as follows:

1. Service with Groveland Community Services District:
  - a. A retiree must complete 15 years minimum service with the District, exclusive of any PERS credit for military service.
  - b. The Groveland Community Services District must be the retiree's last PERS employer and the retiree must have filed and obtained a PERS pension to be eligible for medical benefits.

2. An employee meeting the criteria above will be entitled to medical plan benefits for the retiree and spouse, based on service with the District as follows:

a.	<u>Retiree Years of Service</u>	<u>Percent Paid by GCSD</u>	<u>Percent of Spouse Cost Paid by GCSD</u>
	15	100%	0%
	20	100%	25%
	25	100%	50%
	30	100%	75%

- b. For retirees under the age of 65, coverage will be under the regular employee's medical plan. For qualified retirees over age 65, the District will enroll the retiree in the Blue Cross Prudent Buyer Plan J or the District will reimburse the retiree, up to the cost of the Prudent Buyer Supplement Plan, for premiums paid by retiree to their own medicare supplement program.

3. Medical plans in effect at GCSD or approved for Medicare supplement in November 2001 are as follows:

- a. The Blue Cross High Deductible EPO medical insurance plan is in effect for active employees and is approved for retirees under age 65.



- b. The Blue Cross Prudent Buyer Plan J is the Medicare Supplement plan proposed for retirees over age 65.

VACATION

The Groveland Community Services District shall grant vacation credits to all regular employees at the following rates:

<u>Months of Continuous Service</u>	<u>Vacation Hours Per Pay Period (Bi-Weekly)</u>
0-59	3.08
60-131	4.62
132 +	6.15

No vacation leave may be granted until an employee has completed at least six months of service with the District. Maximum accrual of vacation is 320 hours.

EXHIBIT 4 TO RESOLUTION NO. 16-02

EMPLOYEE AND SPOUSE	AGE RANGES	Basic PPO	Saver PPO	PPO \$40 Copay	PPO \$30 Copay	Premier No Deductible PPO \$20 Copay	Premier No Deductible PPO \$10 Copay	* Monthly High Deductible EPD
EMPLOYEE AND SPOUSE	UNDER 30	\$54	\$82	\$110	\$127	\$171	\$203	\$99
	30-39	88	104	138	157	217	258	133
	40-49	92	141	187	212	287	338	182
	50-54	123	188	250	284	385	457	233
	55-59	140	227	305	349	472	559	299
	60-64	184	295	398	448	612	718	370
	65+ PRIMARY	247	380	578	644	784	860	481
	65+ SECONDARY	74	112	170	170	242	280	208
	UNDER 30	\$169	\$243	\$322	\$368	\$400	\$581	\$181
	30-39	184	283	380	431	586	882	242
EMPLOYEE AND CHILDREN	40-49	188	294	378	429	585	873	348
	50-54	252	384	512	598	790	920	426
	55-59	310	470	636	720	988	1,146	538
	60-64	380	582	780	888	1,205	1,388	864
	65+ PRIMARY	671	874	1,187	1,335	1,809	2,005	818
	65+ SECONDARY	197	301	408	484	630	704	362
	UNDER 30	\$110	\$180	\$240	\$275	\$372	\$443	\$158
	30-39	131	200	284	302	410	488	203
	40-49	131	201	271	308	420	482	263
	50-54	155	238	318	386	488	580	281
FAMILY	55-59	184	282	379	433	588	701	333
	60-64	230	353	489	537	728	858	386
	65+ PRIMARY	283	433	578	682	800	1,000	601
	65+ SECONDARY	82	124	171	193	264	288	242
	UNDER 30	\$177	\$272	\$383	\$412	\$582	\$688	\$248
	30-39	208	316	420	477	648	772	330
	40-49	227	347	492	629	718	848	422
	50-54	288	409	548	625	848	1,007	439
	55-59	323	493	684	759	1,029	1,218	657
	60-64	400	624	840	958	1,288	1,528	858
Spouse & Children	65+ PRIMARY	578	881	1,180	1,344	1,828	2,024	824
	65+ SECONDARY	188	304	411	498	639	713	374

June 1st effective

65+ PRIMARY - BLUE CROSS IS PRIMARY TO MEDICARE  
 65+ SECONDARY - BLUE CROSS IS SECONDARY TO MEDICARE

\* Rates rounded to whole dollars

*replaced*

**RESOLUTION NO. 16-02**

**A RESOLUTION OF THE GROVELAND COMMUNITY SERVICES DISTRICT AMENDING AND ADOPTING THE SALARY PLAN AND EMPLOYEE BENEFITS**

WHEREAS, the District has reviewed the compensation of its employees;

WHEREAS, the General Manager has recommended an amendment to the salary range for the Maintenance Supervisor position;

WHEREAS, the District faces an increase in the costs of providing health insurance benefits at the existing level of coverage, but desires to provide that same level of coverage to its unrepresented employees; and

WHEREAS, the District recognizes the continuing efforts of its unrepresented employees and desires to reward them for their service;

NOW, THEREFORE, BE IT RESOLVED, by the Board of Directors of the Groveland Community Services District, that

Maintenance Supervisor

1. Effective October 2, 2002, the salary range for the Maintenance Supervisor position will be 57, as indicated in the Position Classifications attached hereto as Exhibit 1 and incorporated herein.
2. ~~Effective April 1, 2003, the salary range for the Maintenance Supervisor position will be 58, as indicated in the Position Classifications attached hereto as Exhibit 2 and incorporated herein.~~

Health Benefits

3. Effective January 1, 2003, unrepresented employees will continue to receive the same level of coverage, based on the following conditions, as indicated in the Summary of Employee Benefits, attached hereto as Exhibit 3 and incorporated herein:

A. Individual Coverage

Each employee must contribute ten percent (10%) of any medical insurance premium increases effective July 1, 2003.

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6. Effective July 1, 2004, the District will pay an additional 1.5% of the employee's contribution to participate in the Public Employees' Retirement System.

PASSED AND ADOPTED by the Board of Directors of the Groveland Community Services District, this 9<sup>th</sup> day of December 2002, by the following vote:

AYES:	DIRECTORS: <b>Myers, Maxwell, Moore, Henderson</b>
NOES:	DIRECTORS: <b>None</b>
ABSENT:	DIRECTORS: <b>Norris</b>

  
\_\_\_\_\_  
Donald B. Myers, President

ATTEST:

\_\_\_\_\_  
Carol A. Carlson, Secretary