

RESOLUTION NO. 1640

**RESOLUTION OF THE BOARD OF DIRECTORS OF THE
VALLECITOS WATER DISTRICT
APPROVING SALARIES, BENEFITS AND OTHER CONDITIONS OF EMPLOYMENT
FOR CONFIDENTIAL AND MANAGEMENT EMPLOYEES FOR FISCAL YEARS
2023/24, 2024/25, 2025/26, 2026/27;**

WHEREAS, pursuant to the provisions of the 2019 – 2023 Memorandum of Understanding (MOU) with the Vallecitos Water District Employee Association, Confidential and Management Employees were identified and excluded from Association membership; and

WHEREAS, the Board of Directors adopted the Memorandum of Understanding between the Vallecitos Water District and the Vallecitos Water District Employee's Association Covering the Employees' Unit of Representation for Fiscal Years 2023-24, 2024/25, 2025/26, and 2026/27; and

WHEREAS, the Board of Directors adopted Resolution 1555, setting the salaries and benefits of those unrepresented Confidential and Management employees, which does not include the General Manager whose compensation and benefits are set by Employment Agreement; and

WHEREAS, the Board of Directors now desires to modify the compensation and benefits for those unrepresented Confidential and Management employees, as described below.

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the Vallecitos Water District as follows:

SECTION 1: TERMS & CONDITIONS OF EMPLOYMENT. Confidential and Management Employees shall be subject to the same terms and conditions of employment set forth in the Employee Handbook and in the MOU for 2023-2027, unless modified herein.

SECTION 2: DEFERRED COMPENSATION MATCH. Management Employees shall receive \$4,500 per calendar year as a matching contribution to a District 457, beginning the first full pay period in July 2023. Managers must have completed the required introductory period. Management Employees with PEPRA retirement benefits will receive the match at the same rate as Management Employees with Classic retirement benefits.

SECTION 3: CAR ALLOWANCE. Management Employees will receive \$300 per month as a car allowance. Management Employees who provide proof of ownership of an electric vehicle will receive \$400 per month;

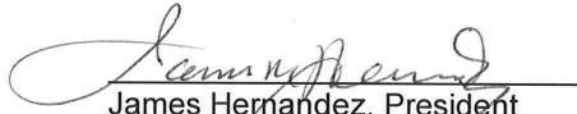
SECTION 4: HEALTH REIMBURSEMENT ARRANGEMENT. A retirement Health Reimbursement Arrangement shall be established, and will be funded by Management Employee vacation leave conversion, subject to applicable regulations and guidance issued by the Internal Revenue Service, and pending unanimous agreement by Managers on conversion terms.

SECTION 5: TERM


This Resolution shall be effective July 1, 2023, and shall remain in full force and effect until June 30, 2027.

PASSED, APPROVED AND ADOPTED by the Board of Directors of the Vallecitos Water District at a regular meeting held on the 17th day of May, 2023, by the following roll call vote:

AYES: BOYD-HODGSON, ELITHARP, GROSET, HERNANDEZ
NOES:
ABSTAIN:
ABSENT: PENNOCK


James Hernandez, President
Board of Directors
Vallecitos Water District

ATTEST:


Glenn Pruum, Secretary
Board of Directors
Vallecitos Water District