

Las Gallinas Valley Sanitary District
Benefits Summary for OE3 Represented Employees
MOU July 1, 2023 through June 30, 2026

Benefits	Section	Summary
MOU Date	23	7/1/2023-6/30/2026
Stand By	3.6	2 hours straight time per workday evening and 3 hours straight time per weekend, holiday and paid out as earned. Physical response time is overtime with a minimum 2 hours for responding.
Multi-certification Stipend	3.7.7 3.7.8	\$450.00 for Dual Certification on approved certification list. \$450.00 for Triple Certification on approved certification list.
Additional Certifications	3.7.9	Grade III \$400 lump sum. Grade IV \$450 lump sum + one-time reimbursement for prep-course (Excluding Supervisory Positions). Grade V \$550 lump sum + one-time reimbursement for prep-course.
Longevity Pay	3.7.10	5% calculated on base pay at beginning of 7 th year for employees hired prior to 9/7/23. 3% calculated on base pay at the beginning of 11 th year for employees hired prior to 9/7/23. No longevity for employees hired after 9/7/23.
Probation Period	2.2 3.7.12	1 year for new hire 6 months for promotion
Salary Increase	3.8.1 3.8.2 3.8.3	On July 1, 2023 COLA increase of 5% On July 1, 2023 COLA increase of 3% On July 1, 2025 COLA increase of 3%
Out of Class Pay	3.9	Current salary range step in higher classification subject to max of two steps or 10%
Holidays	15.1	12 holidays per year and 1 floating holiday

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Maximum Vacation Accrual	15.2	272 Hours	
Vacation Time Awarded	15.2	Years 1-3	14 days
		Years 4-10	19 days
		Years 11-15	22 days
		16+ Years	24 days
		One-Time 5-day vacation bonus is given after 20 years of service	
Vacation Cash Out	15.3	Cash out of vacation hours with General Manager approval. 40 hours must remain after cash out. Vacation payout requests processed June 1 and December 1.	
Sick Leave	15.4	Eight hours awarded per month. At separation payout 50% of the balance based on average 3 highest years at termination after 3 years of employment.	
Bereavement Leave	15.4	3 days paid leave for specified family members	
Comp Time Accumulation Cap	15.11	Available for overtime awarded. Max accrual 140 hours	
Administrative Leave	15.12	Exempt employees shall receive 40 hours of Admin leave. Use-or-Lose and pro-rated based on start date.	
Recovery Rest Period	15.13	4-hours paid leave available for adequate rest after working overnight after-hours based on response time.	
Training Reimbursement	16	As approved to reimburse for registration fees, materials, meals, etc.	
Medical Cafeteria Plan	17.1/17.2	PERS Health Plan	
LGVSD Contribution EE Contribution		Kaiser family rate Excess monthly cost for plan over Kaiser plan	
Cash-In-Lieu	17.3	\$250.00 monthly payment in lieu of taking Medical Benefits. Must show proof of coverage under another medical plan.	

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Dental	17.4	Annual cap of \$3,000 per covered individual after applicable co-pay. Annual cap of \$4,000 effective January 1, 2024.
Vision LGVSD Contribution EE Contribution	17.5	VSP 50% of the cost 50% of the cost
Life/AD&D Insurance	17.7	1 x Salary up to \$100,000
Long-term Disability	17.11	66.67% of monthly salary up to \$10,000 of salary
Wellness Program	17.12	\$500 per calendar year reimbursement
CalPERS Employee Required Contribution	18.1	Classic Members - contribution shall be 8%. PEPRA Members contribution rate is currently 6.75%, with the employee paying an additional employee cost share to bring the contribution rate up to 8%.
PERS Retirement Plan	18.1	Classic Employees: 2.7% at 55 Miscellaneous, Single Highest Year. PEPRA Members: 2% at 62, Final 3 Years.
Deferred Compensation 457 and/or Roth IRA Plan	18.1	District to match employee contributions up to \$1,200 per calendar year.
Retiree Medical	18.2.2	Hired pre-1/1/03: State one party rate employee only; 5-year vesting. Hired post 1/1/03: State 100/90 plan EE, EE + sp, EE + dependents; 10 years PERS service 50% vested, 20 years PERS service 100% vested, 5 years with LGVSD.
	18.2.3	Hired after 7/1/2014: 10 years of District service, 50% vested, 100% vested at 20 years of District service. Employee only coverage based on the One-Party State Rate.
Boot Stipend	19	Annual: \$325.00 to be paid on first full pay period check in January
Prescription Safety Glasses	19	Every two years: \$305
District Vehicle	Policy	Use of District vehicle will be provided for employee on standby

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