

RESOLUTION NO. OCSD 19-16

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE ORANGE COUNTY SANITATION DISTRICT APPROVING SALARY RANGE ADJUSTMENTS, A MINOR INCREASE IN DEVELOPMENT PAY, AND CONSIDERATION TO ESTABLISH A HEALTH RETIREMENT ACCOUNT FOR UNREPRESENTED NON-EXEMPT CONFIDENTIAL EMPLOYEES FOR FISCAL YEAR 2019/2020, FISCAL YEAR 2020/2021 & FISCAL YEAR 2021/2022

WHEREAS, there are seventeen (17) employees in the confidential employees job classifications at the Orange County Sanitation District ("OCSD") who, with authorized access, assist and act in a confidential capacity to and for persons who formulate, determine, and effectuate management policies with respect to labor relations; and

WHEREAS, there are two (2) confidential employees holding a non-exempt classification; and

WHEREAS, non-exempt confidential employees are unrepresented and meet directly with the General Manager about terms and conditions of employment; and

WHEREAS, the General Manager recently entered into discussions with the non-exempt confidential employees and completed negotiations in August 2019, which resulted in agreed upon proposed changes to wages and benefits that align with those agreed upon for represented employees.

NOW, THEREFORE, in consideration thereof, the Board of Directors of the Orange County Sanitation District, DOES HEREBY RESOLVE, DETERMINE, AND ORDER THE FOLLOWING:

1. That the Board of Directors hereby authorizes and approves the following changes to wage and benefits for non-exempt confidential employees, which shall become effective as noted:

a) Salaries

- To align with similarly situated represented employee classifications, non-exempt confidential employees' salaries shall be adjusted per the following:
 - Year 1 – 3.0% Salary Range Adjustment and corresponding salary increase, retroactive to the first pay period of July 2019.
 - Year 2 – 3.0% Salary Range Adjustment and corresponding salary increase, effective the first pay period of July 2020.
 - Year 3 – 3.0% Salary Range Adjustment and corresponding salary increase, effective the first pay period of July 2021.

- b) Benefits
 - Increase Development Pay for Certification/License for non-exempt confidential employees to \$15.24 per pay period per certificate or license with a maximum of three (3) certificates and/or licenses.

- c) Insurance
 - Conduct discussions to consider establishment of Health Retirement Account (HRA) for employees.

PASSED AND ADOPTED at a regular meeting of the Board of Directors held September 25, 2019.

David John Shawver
Board Chairman

ATTEST:

Kelly A. Lore, MMC
Clerk of the Board

STATE OF CALIFORNIA)
) ss
COUNTY OF ORANGE)

I, Kelly A. Lore, Clerk of the Board of Directors of the Orange County Sanitation District, do hereby certify that the foregoing Resolution No. OCSD 19-16 was passed and adopted at a regular meeting of said Board on the 25th day of September 2019, by the following vote, to wit:

AYES:

NOES:

ABSTENTIONS:

ABSENT:

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the official seal of Orange County Sanitation District this 25th day of September 2019.

Kelly A. Lore, MMC
Clerk of the Board of Directors
Orange County Sanitation District