

# EL DORADO HILLS COUNTY WATER DISTRICT

## EIGHT HUNDRED SEVENTY FOURTH MEETING OF THE BOARD OF DIRECTORS

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**Wednesday, August 30, 2023, 9:00 a.m.**

District Office, 1050 Wilson Boulevard, El Dorado Hills, CA 95762

### **I. CALL TO ORDER**

President Girardo called the meeting to order at 9:00 a.m. Directors in attendance: Bennett, Durante, Girardo, and White. Staff in attendance: Chief Johnson and Director of Finance Braddock. Counsel Cook was also in attendance.

### **II. CLOSED SESSION ITEMS**

- A. Closed Session pursuant to Government Code Section 54957.6; Conference with Labor Negotiators; items under negotiation: Memorandum of Understanding with the El Dorado Hills Professional Firefighters pertaining to wages and benefits; Agency Designated Representatives: Finance Committee, Directors Girardo and White, Chief Johnson; Employee Organization: El Dorado Hills Professional Firefighters, Local 3604**
- B. Closed Session pursuant to Government Code Section 54957.6, conference with labor negotiators; items under negotiation: Contracts with unrepresented employees pertaining to wages and benefits; District negotiator is Chief Johnson**

The Board adjourned to closed session at 9:00 a.m.

The Board reconvened the meeting at 9:31 a.m. No action was taken in Closed Session.

### **III. FINANCE COMMITTEE (Directors Girardo and White)**

- A. Review Staff Memo summarizing the proposed Memorandum of Understanding for Local 3604 and the Unrepresented Safety Management, Non-Safety Management, and Non-Safety Administrative Support Employee Salary and Benefits – Director of Human Resources Hall outlined the negotiated changes to the Local 3604 MOU and Unrepresented Administrative Support Employee Salary and Benefits as outlined below.**

1. The term of the MOU will be from July 1, 2023, through June 30, 2025.
2. Cost of Living Adjustments
  - Effective the first full pay period in July 2023, employees shall receive a 5% increase to base salary.
  - Effective the first full pay period on or after October 1, 2023, a one percent (1%) increase to base salary shall be awarded to employees if growth in the El Dorado Hills County Water District property tax revenue for fiscal year 2023- 24 meets or exceeds seven percent (7%). For the salary adjustment, the change in property tax revenue will be calculated using the actual property tax revenue for fiscal year 2022-23 and the property tax revenue estimate provided by El Dorado County for fiscal year 2023-24.

- Effective the first full pay period on or after July 1, 2024, employees shall receive a two percent (2%) increase to base salary.
- If *cumulative growth* in the El Dorado Hills County Water District property tax revenue for fiscal years 2023-24 and 2024-25 meets or exceeds twelve percent (12%), then effective the first full pay period on or after October 1, 2024, either:
  - (1) A one percent (1%) increase to base salary shall be awarded to employees if property tax revenue for fiscal year 2023-24 met or exceeded seven percent (7%); or
  - (2) A two percent (2%) increase to base salary shall be awarded to employees if property tax revenue for fiscal year 2023-24 did not meet or exceed seven percent (7%).

3. Education Incentive

Eligible employees will receive \$300 per month for an AA/AS degree, \$600 per month for a BA/BS degree, or \$900 per month for an MA/MS. Eligible employees will also receive \$300 per month for a Company Officer Certificate or \$600 per month for a Chief Fire Officer Certificate.

4. 457 Deferred Compensation (Retirement Savings Plan)

Beginning the first full pay period in July 2024, for CalPERS “new members”, as defined by PEPRA, who participate in a departmental 457 deferred compensation plan, the Department shall contribute a matching amount of up to one hundred dollars (\$100) per month towards the employees elected 457 deferred compensation plan.

5. Uniform Allowance

Uniform allowance will now be paid bi-weekly, as it’s currently payable bi-annually.

6. Longevity

Eligible employees shall receive an increase in longevity pay. Employees will be paid \$3,000 per year beginning at 10 years of service and will max out at \$5,000 per year at 30 years of service.

Proposed Longevity Schedule

Upon Completion of Years of Service	Annual Pay
10	\$3,000
15	\$3,500
20	\$4,000
25	\$4,500
30	\$5,000

UNREPRESENTED EMPLOYEES

The only items that are proposed to be different for unrepresented employees are as follows:

#### Unrepresented Safety Management

Employees will be eligible to receive an Executive Chief Fire Officer or Fire Marshal certification incentive. The certification incentives are non-stackable but one may be paid in addition to an education incentive. Certifications and monthly incentive amounts are as follows:

- Executive Chief Fire Officer: \$900 per month
- Fire Marshal: \$900 per month

#### Unrepresented Non-Safety Management

- Employees will have a vacation accrual of two hundred twenty-four (224) per year, which would match the rest of the Executive Management team.
- Employees will have a six (6) month severance clause should they be terminated without cause.

#### Unrepresented Administrative Support

- Employees will be eligible to receive forty (40) hours of discretionary personal time off per calendar year; currently they are eligible for twenty-four (24) hours.
- Employees in the positions of Fire Inspector II and Fire Prevention Specialist will be eligible for State Fire Marshal Certification incentive pay. The certification incentives are non-stackable but one may be paid in addition to an education incentive. Certifications and monthly incentive amounts are as follows:
  - Fire Inspector II: \$300 per month
  - Plans Examiner: \$600 per month

### **B. Review and approve Resolution 2023-08 approving the El Dorado Hills Professional Firefighters Memorandum of Understanding**

*Director White made a motion approve Resolution 2023-08 approving the El Dorado Hills Professional Firefighters Memorandum of Understanding, seconded by Director Bennett and unanimously carried. (Roll Call: Ayes: 4; Noes: 0; Vacant Position: 1)*

### **C. Review and approve Resolution 2023-09 approving Salary and Benefits for Unrepresented Safety Management, Non-Safety Management and Non-Safety Administrative Support employees**

*Director Durante made a motion approve Resolution 2023-09 approving Salary and Benefits for Unrepresented Safety Management, Non-Safety Management and Non-Safety Administrative Support employees, seconded by Director White and unanimously carried. (Roll Call: Ayes: 4; Noes: 0; Vacant Position: 1)*

## **IV. NEW BUSINESS**

### **A. Review and approve Public Salary Schedule effective 7/11/23 – Director of Finance Braddock presented the Public Salary Schedule effective 7/11/23 reflecting all of the changes approved in Resolutions 2023-08 and 2023-09.**

*Director White made a motion to approve the Public Salary Schedule effective 7/11/23, seconded by Director Durante and unanimously carried.*

- B. Review and approve ALS ambulance contract amendment** – Chief Johnson stated that Staff is recommending an amendment to the contract with the JPA allowing the District the option to staff the ambulance with either Paramedics or Firefighter/Paramedics if Local 3604 and the Board choose to do so.

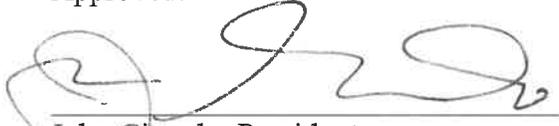
*Director White made a motion approving the ALS ambulance contract amendment, seconded by Director Bennett and unanimously carried.*

The Board discussed the process of moving forward with filling the vacant Board seat.

**V. ADJOURNMENT**

The meeting adjourned at 10:09 a.m.

Approved:

  
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John Giraud, President

  
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Jessica Braddock, Board Secretary

*This is a summary of the meeting. Board Meetings are recorded, and anyone wanting to listen to the full meeting recording should contact the main office at 916-933-6623 or [inquiries@edhfire.com](mailto:inquiries@edhfire.com).*