

NOVATO SANITARY DISTRICT

Special Meeting Date: July 16, 2018

The Board of Directors of Novato Sanitary District will hold a **SPECIAL** meeting at 5:30 p.m., Monday, July 16, 2018, at the District Offices, 500 Davidson Street, Novato.

Materials related to items on this agenda that are public records, are available for public inspection in the District Office, 500 Davidson Street, Novato, during normal business hours. They are also available on the District's website: www.novatosan.com. Note: All times and order of consideration for agenda items are for reference only. The Board of Directors may consider item(s) in a different order than set forth herein.

AGENDA

1. **PLEDGE OF ALLEGIANCE:**
2. **AGENDA APPROVAL:**
3. **PUBLIC COMMENT (PLEASE OBSERVE A THREE-MINUTE TIME LIMIT):**

This item is to allow anyone present to comment on any subject not on the agenda, or to request consideration to place an item on a future agenda. Individuals will be limited to a three-minute presentation. No action will be taken by the Board at this time as a result of any public comments made.

4. **PERSONNEL:**
 - a. Receive recommendations of Ad-Hoc Labor Relations Committee, ratify attached Tentative Agreement (TA) with represented employee group, International Brotherhood of Teamsters, IBT Local 315, and direct the General Manager-Chief Engineer to finalize a Memorandum of Understanding (MoU), for the period of July 1, 2018 through June 30, 2023 with IBT Local 315.
5. **BOARD MEMBER REPORTS AND REQUESTS:**
6. **GENERAL MANAGER'S REPORT AND ANNOUNCEMENTS:**
7. **ADJOURNMENT:**

Next Resolution No. 3125.

Next regular meeting date: Monday, August 27, 2018, 5:30 PM, at the Novato Sanitary District office, 500 Davidson Street, Novato, CA.

In compliance with the Americans with Disabilities Act, if you need special assistance to participate in this meeting, please contact the District at (415) 892-1694 at least 24 hours prior to the meeting. Notification prior to the meeting will enable the District to make reasonable accommodation to help ensure accessibility to this meeting.

TENTATIVE AGREEMENT
Between NSD and Local 315 IBT
July 10, 2018

1. Wage increases

Effective July 1, 2018 an across-the-board wage increase of three point four (3.4%) percent the first day of the pay period closest to July 1, 2018.

Effective July 1, 2019, and July 1, 2020, and July 1, 2021, and July 1, 2022 the District will provide a Cost-of-Living Adjustment (COLA) for each District classification covered by this Memorandum of Understanding (MoU), as follows:

Effective the first day of the pay period closest to July 1, 2019, an across-the-board wage increase of three percent (3.0%).

Effective the first day of the pay period closest to July 1, 2020, an across-the-board wage increase of three percent (3.0%).

Effective the first day of the pay period closest to July 1, 2021, an across-the-board wage increase of three percent (3.0%).

Effective the first day of the pay period closest to July 1, 2022, an across-the-board wage increase of three percent (3.0%).

2. Excise Tax under the Affordable Care Act (ACA)

The Affordable Care Act (ACA) imposes a forty percent (40%) Excise Tax on high-cost group health plans (also known as the “Cadillac” tax). In the event the District determines that it will be subject to the Excise Tax under the ACA, the District will so notify Teamsters (IBT) Local 315. The parties will then meet and confer as to alternate Medical Care coverage for each District classification covered by this Memorandum of Understanding (MoU), such that the District will not be subject to the Excise Tax.

3. Vacation Schedule

Effective July 1, 2018 the following vacation schedule will be implemented in the Memorandum of Understanding (MoU).

Years of Cumulative Service	Vacation Accrual	Maximum Cap on Accrual
Up to 3 years' service	80 hours	240 hours
After 3 years' service	96 hours	240 hours
After 5 years' service	120 hours	240 hours
After 10 years' service	136 hours	240 hours
After 13 years' service	144 hours	320 hours
After 15 years' service	160 hours	320 hours
After 20 years' service	184 hours	320 hours
After 25 years' service	200 hours	320 hours

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4. Compensatory Time

Effective July 1, 2018 Compensatory Time will be administered similar to Vacation in that compensatory time can be accumulated providing the maximum accumulation of 80 hours will not be exceeded at any time.

5. Standby Pay

Table III of the Salary Schedule Rates of Pay for Special Duties, II Stand by Duty Pay, will be adjusted as provided for in Item 1. above.

6. Article 21 Benefits B. Health Care, 3. c,

Language will be updated to reflect the current Medical Care Component Language in the formula. The District shall provide the lesser of either:

- (a) The Kaiser Bay Area rate for employee, employee plus dependent or employee plus dependents, or
- (b) The 2018 Kaiser Bay Area Rate adjusted by the April-to-April movement of the Consumer Price Index (CPI), (Medical Care in U.S. city average, all urban consumers, base period 1982-84 =100), and the April-to-April movement of the CPI (San Francisco-Oakland-Hayward, CA, base period 1982-84=100, Urban Wage Earners and Clerical Workers).

7. NSD will develop an administrative policy for mitigating extraordinary hours of work in an emergency.

8. Term of the MoU to be Five Years effective July 1, 2018 through June 30, 2023.