

RESOLUTION NO. 2023-017

RESOLUTION OF THE WATER BOARD OF THE CITY OF SAN BERNARDINO, CALIFORNIA, ESTABLISHING A COMPENSATION AND BENEFITS PLAN FOR THE WATER DEPARTMENT EXECUTIVE EMPLOYEES

WHEREAS, in accordance with Section 603 of the City Charter, the Water Board is responsible for oversight and management of the City's water supply, recycled water, wastewater collection and treatment functions; and

WHEREAS, it is necessary to document the compensation and benefits granted to Executives, an unrepresented group of employees of the Water Department; and

WHEREAS, services provided by Executives shall be subject to the terms and conditions as set forth herein.

BE IT RESOLVED BY THE WATER BOARD OF THE CITY OF SAN BERNARDINO AS FOLLOWS:

SECTION 1.

The above recitals are true and correct and are incorporated herein by this reference.

SECTION 2.

The Water Board hereby establishes an Executive Employee Compensation and Benefits Plan which defines the wages and benefits of those employees whose positions are a part of the Executive employee group, defined as follows:

A. Executive Employee/Executive. For the purpose of this Resolution, means an employee having responsibility for formulating, administering, and/or managing the implementation of Department policies or programs.

B. Term. The Executive Employee Compensation and Benefits Plan "Plan" shall be in effect from July 1, 2023, through June 30, 2028.

C. At-will/Unclassified. In accordance with Chapter 2.040.030 of the San Bernardino Municipal Code, Executive employees are not included in the classified service of the Department and shall serve at the will and pleasure of the General Manager. They may be appointed, controlled, ordered, and directed by the General Manager in any manner which is in compliance with applicable law, and may be disciplined or removed from Department employment by the General Manager without proof of cause or other justification and without the right of appeal.

D. Classifications. The following classifications are recognized as at-will unclassified Executives:

- Deputy General Manager
- Director of Finance
- Director of Water Utility
- Director of Water Reclamation
- Director of Environmental and Regulatory Compliance

E. Personnel Rules. Executive employees shall be subject to the City's Personnel Rules unless such provisions conflict with at-will status.

SECTION 3. SALARY SCHEDULES.

A. The salary ranges effective July 1, 2023, have been adjusted by 7.5% for Director classifications and five percent (5%) for the Deputy General Manager classification. Effective July 1, 2023, Executive employees will receive a five percent (5%) pay adjustment. The salary schedule [Exhibit 1] shall be used for the purpose of assigning range and salary from July 1, 2023, through June 30, 2028.

B. Executive Employees' salary advancements within the salary schedule shall be based upon satisfactory work performance and a positive recommendation for advancement submitted by the General Manager. Executive employees shall be eligible for annual merit increases. The General Manager has the authority to grant up to a five percent (5%) merit increase for Executive performance evaluations, provided the range is not exceeded, and to set goals and objectives for Executives to achieve during their performance period.

C. Executive employees who are at the top of their salary range are eligible to receive a one-time performance incentive of up to 3.5%. The General Manager, or designee, approves all performance incentives prior to payout.

SECTION 4. LEAVE.

A. Holiday Leave:

1. Any Executive employee required to work on a designated holiday as part of the Executive employee's regularly assigned work period will be credited with holiday leave hours to their holiday bank for all or any portion of the designated holiday actually worked.

2. An Executive employee in a non-pay status the day before or the day after a designated holiday will not be entitled to holiday compensation.

3. If the Department closes operations on an Executive employee's scheduled workday and the Executive employee is precluded by the Department from reporting to work, thereby causing the Executive employee to be in a non-pay status the day before or the day after a designated holiday, the Executive employee shall be entitled to holiday pay for the day so designated.

4. If a designated holiday falls on an Executive employee's scheduled 9/80 or 4/10 day off, the Executive employee's holiday bank will be credited with eight (8) hours for each designated holiday that falls on the Executive employee's 9/80 or 4/10 day off.

5. These are Department designated holidays:

Independence Day	July 4 th
Labor Day	First Monday in September
Veteran's Day	November 11 th
Thanksgiving Day	Fourth Thursday in November
Day after Thanksgiving	Fourth Friday in November
Christmas Eve	December 24 th
Christmas Day	December 25 th
New Year's Eve	December 31 st
New Year's Day	January 1 st
Martin Luther King Day	Third Monday in January
President's Day	Third Monday in February
Memorial Day	Last Monday in May
Juneteenth	June 19 th

If Christmas Day falls on a Monday, Christmas Day and Christmas Eve holidays will be observed on Monday and Tuesday. If New Year's Day falls on a Monday, New Year's Day and New Year's Eve will be observed on Monday and Tuesday.

If Christmas Day falls on a Saturday, Christmas Day and Christmas Eve holidays will be observed on Thursday and Friday. If New Year's Day falls on a Saturday, New Year's Eve and New Year's Day holidays will be observed on Thursday and Friday.

If a designated holiday falls on a Sunday, it will be observed on the following Monday. If a designated holiday falls on a Saturday, it will be observed on the preceding Friday.

6. Each Executive employee will have a holiday bank. At the beginning of the Department's fiscal year, which is currently July 1, each Executive employee will be credited with twenty-seven (27) hours of holiday leave. Additionally, the Executive employee will be paid for eight (8) hours at his/her regular hourly rate of pay for each designated holiday.

7. In addition to these hours, an Executive employee may also add in hours accumulated pursuant to Section 4, Paragraph A1 and 4.

8. Each Executive employee may, in his/her holiday bank, carry over a maximum of eighteen (18) holiday hours from one fiscal year to the next.

9. Holiday accruals up to a maximum of eighteen (18) hours are eligible for cash out on termination of employment or retirement.

10. Holiday leave may be taken with the General Manager's approval.

11. The Department reserves the right to assign work on any of the holidays designated above, provided that any Executive employee required to work on a holiday shall be paid in accordance with the terms of this Resolution.

12. An Executive employee may take holiday leave in increments of fifteen (15) minutes.

B. Administrative Leave: Executive employees will be granted eighty (80) hours administrative leave per fiscal year. New hires shall have their eighty (80) hours prorated (to the nearest hour) on a monthly basis for the first fiscal year. These administrative leave hours cannot be accumulated and must be taken prior to the end of each fiscal year. Administrative leave must receive advance approval and can be taken in fifteen (15) minute increments.

C. Executive Leave: Executives shall be provided 220 hours of Executive Leave on July 1, 2023, and shall accrue Executive Leave at the rate of 8.46 hours per pay period (220 hours or 5.5 weeks annually). Upon completion of three (3) years continuous service, Executive Leave is eligible for sellback. Balances in excess of 660 hours may be cashed in at thirty percent (30%) of value with the remaining seventy percent (70%) value to a 457(b) plan, 401(a) plan, Retiree Health Reimbursement Account (RHRA), or if such Plan is not available, to an account of the Executive employee's choice. Maximum accrual shall not exceed a total of 880 hours.

Upon completion of three (3) years of continuous service and assuming proper notice is given in accordance with Section 11. VOLUNTARY SEPARATION FROM DEPARTMENT SERVICE, or if an Executive is terminated without cause in accordance with Section 9. TERMINATION/SEVERANCE, the Executive employee shall be eligible to cash out the Executive Leave bank in its entirety, subject to the seventy percent (70%) restriction for amounts in excess of 660 hours to be placed in a tax deferred account.

D. Sick Leave:

1. Sick leave is defined as, and leave will be granted for the following reasons illness or injury, medical or dental appointments, physical therapy appointments, and any other medically-related treatment supported by documentation of the necessity for treatment, subject to CA Labor Code 233 provisions of the Executive employee, a child (natural, step-, grand, foster or in loco parentis), a spouse or domestic partner, a parent (natural, step-, grand, foster, in-law, or in loco parentis), a sibling (natural or step), a designated person (a designated person is defined as any individual related by blood or whose association with the employee is the equivalent of a family relationship. An employee is limited to one designated person in a 12-month period and shall identify the designated person at the time the employee requests paid sick leave); an Executive employee's injury resulting from domestic violence, sexual assault, or stalking or to obtain psychological counseling, obtain services from a domestic violence shelter, program, or rape crisis center, to participate in safety planning or take other actions to increase

safety related to an experience of domestic violence, sexual assault, or stalking, with appropriate documentation; and in conjunction with bereavement leave as specified in 4E.

2. Leave that places the Executive employee in Family Medical Leave Act (FMLA), Pregnancy Disability Leave (PDL), or California Family Rights Act (CFRA) status will be administered in accordance with those laws and the Department's policy.

3. On completion of ninety (90) days of continuous, full-time employment, an Executive employee will be credited with sick leave accrued at a rate of 3.69 hours per pay period.

4. If an Executive employee remains in a non-pay status for fifty percent (50%) or more of the total normal work hours in the pay period, sick leave credit will not be earned for the entire pay period. Otherwise, an Executive employee who is compelled to be absent from work due to illness or injury shall be entitled to receive full compensation for all hours of accrued sick leave used.

5. Authorized vacation, sick leave, holidays, FMLA time, or for the duration of a compensated disability leave resulting from a work-related injury or other compensated time off shall be considered as time worked for the purpose of computing accrued sick leave. Executive employees shall not accrue sick leave during the period of an authorized leave of absence (Section 4, Paragraph H).

6. The accrual of sick leave will be unlimited, with no maximum allowance.

7. Sick leave under this Article taken on account of a child, spouse or domestic partner, designated person, or parent is limited to a cumulative total of eighty (80) hours per calendar year.

8. Sick leave under this Article taken on account of a sibling in a calendar year is limited to one-half of the employee's annual accrual (48 hours).

9. In order to receive sick leave compensation, the Executive employee must notify his/her supervisor prior to or within thirty (30) minutes after the time set for the beginning of a workday. In case of an accident or emergency, the Executive employee or his/her representative should contact the immediate supervisor at the earliest possible time and explain the circumstances requiring the Executive employee's absence.

10. Where there is reason to believe that an Executive employee has abused any paid leave, the Department may require that the Executive employee submit a doctor's certificate, affidavit, or other documentation on forms prescribed by the Department, as substantiation of the absence, subject to CA Labor Code 233 provisions. A failure to provide the required documentation will result in the deduction of salary for the days of absence and may result in disciplinary action.

11. Sick leave abuse will be a subjective assessment made by the Executive employee's supervisor based on excessive sick leave usage and/or usage in conjunction with holidays, vacations, weekends, 9/80 or 4/10 days or other types of usage patterns or failure to

provide requested documentation to substantiate an absence, subject to Ca Labor Code 233 provisions. Other than sick leave abuse, no reference will be made to, or penalty assessed against, an Executive employee who uses sick leave, including in Executive employee evaluations.

12. After an Executive employee completes one (1) year of regular employment and if the Executive employee uses twenty-seven (27) hours of sick leave or less in any fiscal year, the Executive employee will be credited with eight (8) hours to his/her vacation bank. This section will be administered at the end of the Department's fiscal year.

13. Executive employees who have used forty (40) hours or less of accrued sick leave in the previous twenty-six (26) pay periods may be eligible to participate in the Department's sick leave buy-back program. The Department will buy back up to forty (40) hours of sick leave each thirteen (13) pay periods provided that the Executive employee maintains a minimum of 160 hours in their sick leave bank after the buy-back and submits the appropriate request form. Once a payout of sick leave buy-back has been made, the Executive employee must wait at least thirteen (13) pay periods to make another request. Sick leave hours cashed out as a result of participation in the sick leave buy-back program will not be accounted in the twenty-seven (27) hours (refer to Section 4, Paragraph D12) for the purpose of obtaining the eight (8) hour vacation leave bonus.

14. The Department agrees that on resignation of an Executive employee with five (5) years of service in an Executive position and a minimum of four hundred eighty (480) hours of accrued sick leave, twenty-five percent (25%) of accrued sick leave will be paid to the Executive employee. No accrued sick leave will be paid to an Executive employee terminated by the Department or whose resignation is accepted with prejudice.

15. The Department agrees that on retirement at age 55 or older with a minimum of ten (10) years of service, or death of an Executive employee, fifty percent (50%) of accrued sick leave will be paid to the Executive employee or the Executive employee's beneficiary. Payment for unused sick leave shall be made, provided that in no event shall such compensation exceed one hundred and forty-four (144) working days of such leave.

16. Sick leave may be used in increments of fifteen (15) minutes.

17. Sick leave may be used to supplement designated holidays and floating holiday leave. Sick leave used as Holiday Supplement will not be accounted in the twenty-seven (27) hours (refer to Section 4, Paragraph D12) for the purposes of obtaining the eight (8) hour vacation leave bonus. See Section 4, Paragraph M for further information about evaluations and sick leave as holiday supplement.

E. Bereavement Leave:

1. Upon request, an Executive employee who has been employed at least thirty (30) days before bereavement leave is to commence is entitled to up to five (5) days of bereavement leave for the death of a covered family member or a miscarriage (including the spouse or partner of the person who miscarried).

2. A covered family member is defined as: spouse, domestic partner, son, daughter, grandmother, grandfather, grandchildren, mother, father, sister, brother, mother-in-law, father-in-law, sister-in-law, brother-in-law, son-in-law, daughter-in-law and step in-laws, grandparents-in-law, stepfather, stepmother, stepson, and stepdaughter. Additional days for bereavement may be used and charged to the Executive employee's sick, vacation, holiday, administrative, or executive leave banks.

3. Bereavement leave does not need to be taken consecutively and must be completed within three (3) months of the date of the death or miscarriage. The Department may request documentation such as death certificate, obituary, funeral service notice, etc.

F. Workers' Compensation Leave:

1. If an Executive employee sustains an injury during the course of his/her work performance which results in that Executive employee's absence from work, compensation shall be provided in accordance with the Worker's Compensation Insurance and Safety Act of California.

2. During the first twenty-five (25) calendar days of the Executive employee's disability or injury under workers' compensation, the Executive employee shall receive one hundred percent (100%) of the Executive employee's regular salary. If the Executive employee has not returned to work by the twenty-sixth (26th) day following the date of injury, disability compensation will be implemented. Upon the Executive employee's request, accrued sick leave, vacation leave, holiday, administrative leave, and/or Executive leave, in that order, may be utilized to supplement the workers' compensation temporary disability benefits to the extent that total compensation received will equal the amount of the Executive employee's regular salary. Utilization of accrued sick or vacation leave for supplemental payment will cease with the termination of workers' compensation temporary disability benefits or when the Executive employee's accrued sick, holiday, administrative, Executive, and vacation leaves have been exhausted.

G. Vacation Leave:

1. Full-time Executive employees shall accumulate vacation leave in accordance with the following schedule:

VACATION SCHEDULE

UPON COMPLETION OF YEARS	HOURS <u>PER YEAR</u>	BIWEEKLY ACCRUAL RATE (HOURS)
1 - 4	80	3.08
5 - 9	120	4.62
10 -14	160	6.15
15+	200	7.69

2. Executive employees shall accrue a maximum of two hundred (200) hours per year [see Vacation Schedule above].

3. Vacation accrual balance may accumulate to a maximum of six hundred (600) hours.

4. Executive employees shall have the option of receiving payment at their regular rate of pay for up to eighty (80) hours for their vacation time in any six (6) month period, provided that they have accumulated a minimum of three (3) weeks of vacation accrual and maintain a minimum balance of eighty (80) hours after the sell back.

5. If an authorized holiday occurs within an Executive employee's vacation period, that Executive employee will not be charged vacation time for that holiday.

6. When an Executive employee leaves the service of the Department, and has not used earned vacation, the Executive employee will be paid for any accrued, unused vacation accumulated up to the date of termination or resignation. In all cases the payment will be calculated based on the Executive employee's base salary.

7. If an Executive employee remains on a non-pay status for fifty percent (50%) or more of the total normal work hours in the pay period, vacation credit will not be earned for the entire pay period. Authorized vacation, sick leave, holidays, or other compensated time off shall be considered as time worked for the purpose of computing accrued vacation. Executive employees will not accrue vacation leave during the period of an authorized leave of absence, for the duration of leave taken under the FMLA (non-pay), or for the duration of a compensated disability leave under workers' compensation or for the duration of leave with paid disability benefits through the insurance provided per Section 5, Paragraphs E and F.

8. Vacation may be taken for any reason, with the approval of the General Manager, provided that the leave does not disrupt the operations of the Department. The determination of disruption to the Department's operations shall be at the sole discretion of the General Manager.

9. Vacation leave may be used in increments of fifteen (15) minutes.

10. Vacation shall be available for use on the first day following the pay period in which it was accrued.

H. Leave of Absence (non-FMLA) : Under certain circumstances (and when not otherwise eligible for FMLA or CFRA leave), an Executive employee may be granted leave of absence. In order to receive consideration of leave of absence, a written request must be submitted to Human Resources stating the specific reasons for the leave of absence and the proposed duration of the leave of absence. This request will be submitted to the General Manager for consideration. If a leave of absence is granted, the Executive employee may remain absent from work in a non-pay status for the approved period of time. Depending on the reason for the need for leave, the Executive employee may have the option of using accumulated sick leave and/or vacation leave in its entirety prior to a leave of absence or during the leave of absence. Any extension to an approved leave of absence must be submitted to Human Resources

at least two (2) weeks before expiration of the prior leave period.

During an authorized leave of absence under this subsection, vacation, sick leave, and retirement credits will not accrue. Upon the Executive employee's return to service, the accrual of vacation, sick leave and retirement accruals will resume. The Executive employee will not be eligible to participate in Department sponsored medical, dental, vision, or life insurance plans for the duration of this leave and will be offered COBRA continuation coverage for medical, dental, and vision coverage. The Executive employee will be responsible for payment of premiums for any coverage elected through COBRA. The Executive employee may continue life insurance policies during the period of leave of absence by contacting the current provider and will be responsible for payment of premiums to the provider.

I. Military Duty: In the event that an Executive employee requests a leave of absence for active military duty, leave will be granted in accordance with applicable state and Federal law.

J. Jury Duty:

1. Every Executive employee of the Department who is officially called to serve as a juror shall be entitled to be absent from their duties, as implemented in accordance with this section, during the period of such jury duty.

2. If an Executive employee who is assigned to a regular daytime work period is called to serve jury duty that day, and such jury duty does not exceed six (6) hours, it shall be the responsibility of the Executive employee to report to work within a reasonable time after being released from jury duty on that day. Executive employees may be required to report to work on the first day of jury duty if their normal start time is one (1) hour or more before the time they are to report for jury duty.

3. If an Executive employee's work period is other than a regular daytime period and that Executive employee has served in excess of six (6) hours jury duty during the day prior to the commencement of the work period, that Executive employee shall not be required to report for work at the commencement of his/her regularly scheduled work period. If the Executive employee has served less than six (6) hours jury duty, he/she shall report for work at the scheduled time.

4. If jury duty is at a location other than San Bernardino Superior Court, San Bernardino, the General Manager, or designee, may approve an adjustment based on the location of jury service.

5. When called for jury duty, the Executive employee shall promptly notify the General Manager of the possibility for absence from work. If an Executive employee fails to promptly report notification of jury duty, or is absent without proper notification, the Executive employee may be considered absent without leave, in a non-pay status.

6. While serving on jury duty, an Executive employee will be compensated at his/her regular rate of pay, provided that all fees paid to the Executive employee for jury duty are surrendered to the Department. Mileage and meal reimbursements from the court are exempt from this requirement.

K. Leave for Child Related Activities: An Executive employee who is the parent or legal guardian of one or more children of the age to attend kindergarten or grades 1 through 12, or of a child attending a licensed day care facility, may be granted up to forty (40) hours (a maximum of eight (8) hours per month) of time off to participate in activities of the school or licensed day care facility, or for emergencies (e.g., closure of or unexpected unavailability of the school or childcare provider, or planned absence, with reasonable notice and appropriate documentation, to find, enroll or re-enroll a child in school or with a licensed childcare provider, for requests to pick up a child for behavior/discipline issues or due to natural disasters. The Executive employee may use accrued vacation, holiday, administrative, and executive leave, in that order. If both parents are employed at the same worksite, only the parent who first gives notice for the same event is eligible for time off.

L. Leave for Victims of Domestic Violence, Sexual Assault, or Stalking: An Executive employee who is a victim of domestic violence, sexual assault, or stalking may request leave for non-medical reasons such as to obtain a Temporary Restraining Order (TRO), obtain a Restraining Order (RO), obtain other court assistance, and/or to testify in court.

The Executive employee must provide reasonable advance notice, if foreseeable, or as soon as practicable under the circumstances. The Executive employee may utilize accrued vacation, holiday, administrative, and executive leave, in that order.

Refer to the Sick Leave Article (4D) for leave to obtain psychological counseling or seek medical attention for injuries caused by domestic violence, sexual assault, or stalking.

M. Executive Employee Evaluations: Any leave, with the exception of leave taken under the FMLA, CFRA, PDL, Uniformed Services Employment and Reemployment Rights Act (USERRA), leave for child related activities, leave for victims of domestic violence, sexual assault, or stalking, vacation leave, administrative leave, executive leave, holiday leave and holiday supplemental, will be taken into account by the General Manager in evaluating the Executive employee's performance if improper leave usage or leave abuse is indicated. The General Manager and the Department may exercise ultimate discretion in determining whether these leave usages have adversely affected an Executive employee's performance.

N. Non-Pay Usage: The use of non-pay hours shall be capped at eighty (80) hours per calendar year if the Executive employee has available accrued leave appropriate for the reason for the leave.

SECTION 5. BENEFITS.

A. Group Insurance Plans:

1. The Department shall maintain a program of medical health, dental, vision, life and accidental death and dismemberment insurance in force for the benefit of all full-

time Executive employees. The Department will continue to provide a choice by the Executive employee of a prepaid health care medical plan (HMO) or an indemnity-type group health plan. Executive employees will have available to them amounts listed herein to utilize for Department approved benefit plans. Purchase of health insurance for dependent(s) is required in order to have access to the Department's contribution for dependent(s).

Department contributions not utilized on these plans are not usable in any other way except as defined in Subsection 7.

2. The Contribution rates paid by the Department effective January 1, 2023, through December 31, 2023, are as follows:

Employee only	\$766
Employee + 1 dependent	\$1,409
Employee + 2 or more dependents	\$1,815

3. Effective January 1, 2024, and each January 1 thereafter, contribution rates to be used toward payment for Department provided benefit plans will be adjusted automatically by a maximum of 10% based on the new premiums provided to the Department. The Department will calculate the automatic adjustment as follows:

a. The Department will calculate the contribution rate adjustment by taking the increases, if any, to both the Kaiser Plan premium and the other Department sponsored HMO plan premium and adding those increases together. That number will then be divided by 2, to obtain the average premium increase. If the average HMO premium increase is 10% or greater, the contribution rates will be increased by 10%. If the average HMO premium increase is less than 10%, the contribution rates will be increased by the actual percentage of the average HMO premium increase, up to 10%. In the event that the average HMO premium increase is 0, or the average premium decreases, there will be no adjustment to the contribution rates for that year. Employees will be responsible for paying any premium amounts over the established contribution rates.

b. The increase will apply to contribution rates for eligible retirees using the Kaiser Plan premium and the other Department sponsored HMO plan premium for early retirees and retirees 65+ without Medicare.

4. Cafeteria options shall include a cash contribution to the Executive employee in lieu of a medical plan for those Executive employees showing proof of coverage by another group medical insurance plan. Executive employees who waive Department sponsored medical coverage must show proof of other group medical coverage each plan year. Proof of coverage includes a certified medical/health plan enrollment form from another employer, or a health care provider document showing a medical plan number and proof of insurance for the employee and a written statement from the employee confirming that all tax dependents are enrolled in the other coverage. The amount of the cash contribution shall be \$400 monthly for all Executive employees who opt-out. Any dental, vision, or supplemental coverage selected will be deducted

from this amount. Discontinuance of this option and enrolling in coverage must be in accordance with the requirements of the Department and Internal Revenue Service (IRS) regulations.

5. Cafeteria monies may be redesignated, or a change of plans may be made annually during the open enrollment period only. Plan additions and drops are permitted during open enrollment only, except for new dependents or the loss of dependents through divorce, death, or maximum age of child in accordance with applicable Internal Revenue Service IRS regulations.

6. It is incumbent upon the Executive employee to complete the appropriate plan enrollment form(s), available from the Department, or enroll online as applicable, in order to receive benefits. Enrollment forms completed, or enrollments completed online, as applicable, will be processed with the payroll for full-month implementation only. Executive employees who do not enroll in the cafeteria plan will not receive the benefit of same.

7. Any funds left over after covering medical, dental and vision insurances are treated as income. An Executive employee must participate in a medical benefit plan to receive unused funds as income. Any monies remaining after participating in a medical plan will be considered as: 1) Taxable Income on your paycheck, 2) listed as extra income on your paycheck stub, and 3) will appear on your W-2 Form for Income Tax Filing purposes.

8. Executive employees who are on an approved leave, absence pursuant to FMLA, PDL and/or CFRA and are in a non-pay status will continue to receive the benefits of this section in accordance with applicable law. If an employee is no longer eligible for health, dental, and/or vision coverage and, therefore, the medical contribution, the employee will have the option of enrolling in COBRA continuation coverage.

B. Life Insurance: The Department shall maintain, in full force and effect, term life insurance coverage for full-time Executive employees in the amount of \$50,000.00.

C. Accidental Death and Dismemberment (AD&D) Insurance: The Department shall maintain, in full force and effect, AD&D insurance coverage on full-time Executive employees in the amount of \$50,000.

D. Health Coverage - Retirement:

1. Executive employees hired prior to July 1, 2019:

a. Executive employees who retire may continue to participate in the health care plan, as outlined, provided the Executive employee makes the arrangements for premiums to be paid through the retirement program. This benefit is dependent upon the continued approval of the insurance carrier. In the event that the Department re-enters the California Public Employee Retirement System (PERS) provided pursuant to the State Employees' Medical and Hospital Care Act, the Department agrees to pay the then-applicable monthly minimum contribution rate established by the contract between the City/Department and PERS.

b. When an Executive employee retires with a minimum of ten (10) years of service and is at least the age of fifty-five (55), the Department agrees to pay a monthly contribution to be calculated as outlined in Section 5, Paragraph A3b toward the cost of medical coverage premiums for an eligible retired unit member and spouse for a Department sponsored group health insurance plan. Retirees will be responsible for paying any premium amounts over the established contribution rate.

c. If a retired Executive employee dies, and a spouse was otherwise eligible for the monthly contribution (i.e., the retired Executive employee was eligible at retirement and the retired Executive employee and spouse participated in a health plan through the Department), the spouse will continue to receive a monthly contribution up to the maximum monthly contribution for their medical coverage premiums, provided the spouse does not remarry and remains in the Department's health plan.

If a retired Executive employee was not eligible to receive the monthly contribution and was enrolled in a Department group health insurance plan as of July 1, 2003, that retired Executive employee (and spouse, if applicable) will continue to receive an amount that is equivalent to the then-current PERS minimum eligibility amount. In order to receive this amount, the retired Executive employee (and spouse, if applicable) must participate in the Department's health plan. If the retiree dies or has died, the spouse will continue to receive this amount, provided that the spouse does not re-marry and continues to participate in the Department's health plan.

d. The provision of retirement at age fifty-five (55) took effect on April 1, 1988. Any Executive employee who retired prior to April 1, 1988, must have been at least age sixty (60) at the time of retirement. Department health insurance contributions for eligible retirees over age sixty-five (65) took effect April 1, 1990, for qualified Executive employees who retire after April 1, 1990.

e. Department health insurance contributions for eligible retirees over age sixty-five (65) who do not qualify for Medicare, took effect for qualified Executive employees who retire after April 5, 1992. Executive employees must show proof of application to Social Security and a written decision regarding their qualification for Medicare when qualified to receive the written decision.

2. Executive employees hired on or after July 1, 2019, are not eligible for participation in retiree health coverage.

D. Personal Safety Items: Upon Executive and Safety section approval, the Department agrees to reimburse the purchase of prescription safety glasses or computer glasses for those Executive employees working in classifications/work assignments designated by the General Manager and the Safety Manager to require such glasses. Reimbursement for the purchase of safety glasses or computer glasses shall be limited to one (1) pair every two (2) years. The Department will reimburse for the cost of the glasses with required prescription and base frame up to \$250, provided the Executive employee presents a proper purchase receipt approved by the General Manager or Deputy General Manager. Any upgrade to the glasses that is non-prescription or non-work related will be at the cost of the employee.

E. Long Term Disability (LTD): Fully paid long-term disability plan for extended illness or disability is provided. The plan will provide 66.67% of salary benefit, until age at which the Executive employee would normally be entitled to unreduced Social Security Benefits based on the Social Security Amendments of 1983. There is a ninety (90) day waiting period prior to start of payments or until all sick leave is utilized at the option of the employee, prior to the start of LTD payments. Executive employees may supplement the remaining 33.33% of regular pay with accrued leave balances in the following order: sick leave, vacation leave, holiday leave, comp time, administrative leave, and executive leave. The LTD plan covers the Executive employee's own covered illness/injury.

F. Short-Term Disability (STD) Insurance: The Department will provide a fully paid STD plan for extended illness or disability. The plan will provide 66.67% of salary benefit beginning on the 15th calendar day and ending on the 90th day of covered illness. Executive employees may supplement the remaining 33.33% of regular pay with accrued leave balances in the following order: sick leave, vacation leave, holiday leave, comp time, administrative leave, and executive leave. The STD plan covers the Executive employee's own covered illness/injury only.

G. Annual Medical Physical Examination: Executive employees will be provided \$75.00 toward the cost of an annual physical examination if at least \$100.00 of the examination cost is paid for by the employee and not covered by an insurance plan. The employee must show verification of the examination and payment made in order to be reimbursed.

H. Professional Association Memberships: The Department may sponsor applicable professional organization membership for any Executive employee of the Department who desires such membership. Upon approval of the Deputy General Manager, the Department shall pay the initial application fee and subsequent annual dues.

I. Certificates: The Department agrees to pay all applicable testing, application, and renewal fees for professional certificates or licenses for Executive employees who have successfully completed probation and have passed the test for which reimbursement is to be made, as approved by the General Manager. The Department further agrees that Executive employees who take work-related certification or licensing tests that are conducted during the scheduled work hours shall be granted the time to take the examination without requiring the employee to utilize accrued leave.

Reimbursement requests for testing and/or application fees must be submitted within six (6) months of passing the test, receiving the certificate, or the beginning date of the membership.

J. Mileage Allowance: Executive employees who are required to drive their personal vehicle in the performance of work duties will receive a mileage allowance to be reimbursed at the prevailing IRS allowance rate per mile of authorized Department travel.

K. Public Employees Retirement System: Executive employees are provided retirement benefits under the California Public Employees' Retirement System (CalPERS) as follows:

Classic CalPERS Members:

Tier A: 2.7% @ 55 Benefit Formula for employees hired on or before October 3, 2011. The current established Employee Contribution for this formula is 8%. Final compensation retirement calculation shall be based upon the employee's single highest year of compensation earnable as provided under Section 20042 of the California Government Code.

Tier B: 2% @ 55 Benefit Formula for employees hired on October 4, 2011, and thereafter who do not meet the definition of a "new member" as determined by CalPERS. The current established Employee Contribution for this formula is 7%. Final compensation retirement calculation shall be based upon the employee's single highest year of compensation earnable as provided under Section 20042 of the California Government Code.

PEPRA Members:

Tier C: 2% @ 62 Benefit Formula for employees hired on or after January 1, 2013, who meet the definition of "new member" under the Public Employees' Pension Reform Act (PEPRA). The Employee Contribution for this formula is 50% of "Normal Cost" and is 7.75% at the time of approval of this compensation plan. Final compensation retirement calculation shall be an average of the highest three (3) consecutive years of compensation earnable.

Executive employees who are Classic CalPERS members will share the "Normal Cost" with the Department as follows:

Tier A Employees (2.7% @ 55):

Executive employees in this tier are currently paying the employee's share of the retirement contribution, 8% of their salary, and sharing the "Normal Cost" with the Department by contributing an additional 5% of their salary toward the "Normal Cost", for a total contribution of 13% as negotiated in the previous Resolution.

Beginning July 1, 2023, employees shall pay the employee's share of the retirement contribution, 8% of their salary, and the additional 5% of their salary going toward the "Normal Cost" will be reduced to 3% for a total contribution of 11% of salary.

Beginning July 1, 2024, employees shall pay the employee's share of the retirement contribution, 8% of their salary, and the additional 3% of their salary going toward the "Normal Cost" effective July 1, 2023, will be reduced to 1% for a total contribution of 9%.

Beginning July 1, 2025, employees shall pay the employee's share of the retirement contribution, 8% of their salary, and the additional 1% of their salary going toward the "Normal Cost" effective July 1, 2024 will be reduced to 0% for a total contribution of 8%.

Beginning July 1, 2026, for the remainder of this Resolution employees shall pay the employee's share of the retirement contribution, 8% of their salary.

Tier B Employees (2% @ 55):

Executive employees in this tier are currently paying the employee's share of the retirement contribution, 7% of their salary, and sharing the "Normal Cost" with the Department by contributing an additional 5% of their salary toward the "Normal Cost", for a total contribution of 12% as negotiated in the previous resolution.

Beginning July 1, 2023, employees shall pay the employee's share of the retirement contribution, 7% of their salary, and the additional 5% of their salary going toward the "Normal Cost" will be reduced to 3% of their salary for a total contribution of 10%.

Beginning July 1, 2024, employees shall pay the employee's share of the retirement contribution, 7% of their salary, and the additional 3% of their salary going toward the "Normal Cost" effective July 1, 2023, will be reduced to 1% for a total contribution of 8%.

Beginning July 1, 2025, employees shall pay the employee's share of the retirement contribution, 7% of their salary, and the additional 1% of their salary going toward the "Normal Cost" effective July 1, 2024, will be reduced to 0% for a total contribution of 7%.

Beginning July 1, 2026, for the remainder of this Resolution, employees shall pay the employee's share of the retirement contribution, 7% of their salary.

Newly hired employees who are "classic members" as determined by CalPERS will pay the cost sharing percentage in effect at the time of hire and follow the percentage decreases thereafter.

Executive employees who are "classic members" and withdraw their contributions from CalPERS in lieu of retirement will only be able to withdraw the employee share of the retirement contribution (8% for 2.7% @ 55 and 7% for 2% @ 55).

Tier C Employees (PEPRA – 2% @ 62):

Effective January 1, 2013, and thereafter, all Tier C employees shall pay the employee contribution required by PEPRA, calculated at 50% of the employer "Normal Cost" which is 7.75% of salary effective July 1, 2023.

The Department and the Executive employees acknowledge that the PEPRA laws and regulations shall govern a determination of whether employees are hired as "new members" or "classic or legacy" members.

The CalPERS reportable annual compensation limit for classic members for 2023 is \$330,000. Any compensation over this amount is not considered pensionable income. Employees with member dates prior to July 1, 1996, are not impacted by this limit.

The CalPERS reportable annual compensation limit for Non-Social Security new members for 2023 is \$175,250. Any compensation over this amount is not considered pensionable income.

These limits are updated by CalPERS annually. The Department will provide the revised annual limits to Executive employees once published by CalPERS upon request, and post on the Department's Intranet site.

L. Pre-Tax Child Care Incentive Program: The Department shall provide for the administration of a Dependent Care Tax Incentive Program, as provided for by the Internal Revenue Code (IRC) Section 129. The program shall provide an income tax benefit to those Executive employees paying for dependent care and shall be administered in accordance with IRC Section 129.

M. Deferred Compensation: The Department will provide a 50% match to an Executive employee's deferred compensation contribution up to \$150 per pay period. To maximize the benefit, an Executive employee would need to contribute at least \$300 per pay period to deferred compensation to receive the entire \$150 Department match.

N. Education Tuition Assistance:

1. Purpose

a. To encourage the Executive employees of the Department to take college courses and special training courses which will better enable them to perform their present duties and prepare them for increased responsibilities.

b. To provide financial assistance to eligible Executive employees for education and training.

c. To establish eligibility requirements, conditions, and procedures whereby such assistance may be provided.

d. To provide for continuing education for the purpose of obtaining mandated certificates.

2. Eligibility

a. Applications for tuition or continuing education reimbursement will be considered only from full-time, permanent Executive employees who have completed probation.

b. Reimbursement is not authorized for courses for which the Executive employee is receiving financial assistance from other sources such as the GI Bill, Scholarships, etc.

c. Applications will be approved for courses related to the Executive employee's job or to a promotional position within the Department or related to the operations/functions of the Department.

d. Courses not ostensibly related to the above, but which are required to qualify for a related degree may be reimbursable with documentation indicating these courses are necessary for the degree being pursued.

e. Prior to receiving tuition reimbursement, Executive employees must submit documentary proof of having received a grade of not less than "C" for the course. If objective ratings are not rendered for a specific course, then a certificate or other applicable documentation must be submitted.

f. Approval will be limited to courses given by accredited colleges, universities, or city colleges. Workshops, seminars, conferences, and similar activities not identifiable as a formal course of instruction or continuing education do not fall within the purview of this program but may be authorized and funded by the interested Division upon approval of the Deputy General Manager.

g. When an Executive employee is required by the General Manager to attend a particular course or seminar, the expense shall be borne entirely by the Department.

3. Reimbursement

a. Reimbursement will be for the cost of tuition or registration fees, mandatory fees such as student fees, health fees, etc., and the required texts and related material for each course. Additional expenses such as meals and parking fees are not reimbursable.

b. Copies of receipts of required materials purchased must be submitted for reimbursement.

c. Ninety percent (90%) of tuition or registration fees and the required text and related material for each course are reimbursable up to a maximum of \$5,000 annually (calendar year). To maximize this benefit, an Executive employee will need to have a total of \$5,556 in eligible expenses.

4. Procedures

a. An Executive employee who desires to seek tuition reimbursement under the provisions of this Article must complete an application for educational reimbursement form as prescribed by the Department and submit it the General Manager for advance approval.

b. The General Manager, or designee, will recommend approval or disapproval and forward the form to Human Resources to approve/disapprove and forward to the Deputy General Manager for final action.

c. Human Resources will return a copy of the approved/disapproved application to the Executive employee. The Executive employee must complete the entire approval process prior to the inception of the course.

d. The Executive employee will submit a copy of the approved application to Human Resources for reimbursement within three (3) months after completion of the course and final grade has been received in the case of college course work. The Executive employee must submit official verification of final grade(s) with appropriate receipts for tuition and textbook costs. These will be returned to the Executive employee upon request. Approved applications not submitted to Human Resources within three (3) months following completion of

the course will not be reimbursed.

O. Flexible Spending Account (FSA): The Department shall provide for the administration of a medical FSA as provided for in the Internal Revenue Code (IRC) Section 125. This program shall provide an income tax benefit to those Executive employees paying out of pocket medical, dental and/or vision expenses by allowing employees to have monies deducted from their paycheck before taxes to pay for eligible expenses.

P. Temporary Telecommuting Assignment Expense Reimbursement: This applies to Executive employees who are required to temporarily work from home (telecommute) in accordance with Policy 32.110 Temporary Telecommuting Assignment. Employees temporarily telecommuting for any portion of a month using personal internet and/or personal cellphone to perform assigned duties will be reimbursed as follows:

Personal internet – flat monthly reimbursement of \$15

Personal cellphone – flat monthly reimbursement of \$10

Q. Separation: Separated employees shall be paid in accordance with the normal payroll processing schedule and will receive their final paycheck approximately two (2) weeks after the end date of the pay period in which they separated.

Executive employees who separate shall be required to turn in any Department issued equipment, including but not limited to, ID badge, uniforms, keys, gate openers, phones, laptops, etc., to the General Manager, or designee, at the time of separation. Department issued equipment is to be returned in good condition and in working order. The cost of any Department issued items that are returned with negligent damage or are not returned will deducted from the employee's final paycheck, subject to Fair Labor Standards Act (FLSA) regulations.

SECTION 6. SAVINGS CLAUSE.

Should any section of this Resolution, or any application thereof, be unlawful by virtue of any Federal, State, or local laws and regulations, or by court decision, such shall be effective and implemented only to the extent permitted by such law, regulation, or court decision.

SECTION 7. DISCRIMINATION.

A. There shall be no discrimination on the part of the Department because of the race, religious creed (including religious dress and grooming practices), gender, gender expression, gender identity, color, national origin (including language use and undocumented immigrants who hold special "AB-60" driver's licenses), ancestry, genetic information, age (40 and above), sex (including pregnancy, childbirth, breastfeeding, and/or related medical conditions), marital status, disability (physical and mental, including HIV and AIDS), medical condition (genetic characteristics, cancer, or a record or history of cancer), sexual orientation, military or veteran status, , or any other classification protected by law. This provision is intended to mirror the protected classes that are specified in Government Code Section 12840, as subsequently amended.

B. Whenever the masculine form of any word is used in this Resolution, it also includes the feminine gender unless the context clearly indicates a contrary intent.

SECTION 8. REDUCTION IN FORCE.

Executive employees are "at will" employees and may be laid off at any time; such layoffs are not subject to Personnel Rules.

SECTION 9. TERMINATION/SEVERANCE.

If the General Manager desires to terminate employment without cause, during which time the Executive employee is willing and able to perform the functions and duties set forth in the respective job classification, then the General Manager agrees to provide the Executive employee with severance pay representing six (6) months base salary or the monthly base salary multiplied by the number of months remaining on the Executive employee's term of employment, whichever is less. This severance payment shall be the only form of severance available to such Executives. Receipt of any severance payment is conditioned upon the Executive employee executing a release and waiver of any and all potential claims against the City in a form prescribed by the Department.

SECTION 10. SEPARATION FOR CAUSE.

As "at will" employees, nothing within this resolution can be construed to create a property interest in the respective positions. Executive employees will be disqualified from receiving Severance Pay if: (1) The Executive employee refuses or fails to act in accordance with any specific direction or lawful order of the General Manager; (2) The Executive commits an illegal act; or (3) The Executive commits an act involving moral turpitude.

SECTION 11. VOLUNTARY SEPARATION FROM DEPARTMENT SERVICE.

Executive employees may voluntarily resign from their positions after: (1) Giving the General Manager at least thirty (30) days written notice prior to the effective date of such resignation; or (2) The Executive employee provides at least ninety (90) days written notice prior to the effective date of resignation to qualify for any portion of the Executive Leave at separation from Department service; and (3) In the event of resignation, the Executive employee shall not be entitled to any Severance Pay.

SECTION 12.

The adoption of this Resolution is concurrent with the following resolutions being superseded:

RESOLUTION NO. 928: A RESOLUTION OF THE WATER BOARD OF THE CITY OF SAN BERNARDINO ADOPTING A COMPENSATION AND BENEFITS PLAN FOR THE WATER DEPARTMENT MANAGEMENT AND CONFIDENTIAL EMPLOYEES EFFECTIVE JULY 1, 2018, AND SUPERSEDING RESOLUTION NO. 779.

RESOLUTION NO. 931: A RESOLUTION OF THE WATER BOARD OF THE CITY OF SAN BERNARDINO APPROVING THE FIRST AMENDMENT TO RESOLUTION NO. 928 WITH THE WATER DEPARTMENT MANAGEMENT AND CONFIDENTIAL EMPLOYEES DATED JULY 1, 2018, AMENDING SECTION 2 – SALARY SCHEDULES AND ADDING EXHIBIT 1-A.

RESOLUTION NO. 947: A RESOLUTION OF THE WATER BOAR OF THE CITY OF SAN BERNARDINO APPROVING THE SECOND AMENDMENT TO RESOLUTION NO. 928 WITH THE WATER DEPARTMENT MANAGEMENT AND CONFIDENTIAL EMPLOYEES DATED JULY 1, 2018, AMENDING SECTION 3 – LEAVE, F VACATION LEAVE AND SECTION 4 – BENEFITS, D HEALTH COVERAGE – RETIREMENT.

RESOLUTION NO. 951: A RESOLUTION OF THE WATER BOARD OF THE CITY O SAN BERNARDINO APPROVING THE THIRD AMENDMENT TO RESOLUTION NO. 928 WITH THE WATER DEPARTMENT MANAGEMENT AND CONFIDENTIAL EMPLOYEES DATED JULY 1, 2018, AMENDING SECTION 2 – SALARY SCHEDULES AND ADDING EXHIBIT 1-C.

RESOLUTION NO. 977: A RESOLUTION OF THE WATER BOARD OF THE CITY OF SAN BERNARDINO APPROVING THE FOURTH AMENDMENT TO RESOLUTION NO. 928 WITH THE WATER DEPARTMENT MANAGEMENT AND CONFIDENTIAL EMPLOYEES DATED JULY 1, 2018, AMENDING SECTION 2 – SALARY SCHEDULES AND ADDING EXHIBIT 1-D.

RESOLUTION NO. 982: RESOLUTION OF THE WATER BOARD OF THE CITY OF SAN BERNARDINO, CALIFORNIA APPROVING THE FIFTH AMENDMENT TO RESOLUTION NO. 928 ESTABLISHING A COMPENSATION AND BENEFITS PLAN FOR WATER DEPARTMENT MANAEMENT AND CONFIDENTIAL EMPLOYEES DATED JULY 1, 2018, AMENDING SECTION 4 – BENEFITS, ADDING Q. TEMPROARY TELECOMMUTING ASSIGNMENT EXPENSE REIMBURSEMENT.

RESOLUTION NO. 2021-0004: RESOLUTION OF THE WATER BOARD OF THE CITY OF SAN BERNARDINO, CALIFORNIA, APPROVING THE SIXTH AMENDMENT TO RESOLUTION NO. 928 WITH THE WATER DEPARTMENT MANAGEMENT AND CONFIDENTIAL EMPLOYEES DATED JULY 1, 2018, AMENDING SECTION 2 – SALARY SCHEDULES.

RESOLUTION 2022-025: RESOLUTION OF THE WATER BOARD OF THE CITY OF SAN BERNARDINO, CALIFORNIA, APPROVING THE SEVENTH AMENDMENT TO RESOLUTION NO. 928 WITH THE WATER DEPARTMENT MANAGEMENT AND CONFIDENTIAL EMPLOYEES DATED JULY 1, 2018, AMENDING SECTION 2 – SALARY SCHEDULES.

SECTION 13.

The Water Board of the San Bernardino Municipal Water Department hereby approves Resolution No. 2023-XX adopting a compensation and benefits plan for the Water Department Executive employees effective July 1, 2023 and superseding Resolution No. 928.

SECTION 14. CEQA.

The Water Board finds this Resolution is not subject to the California Environmental Quality Act (CEQA) in that activity is covered by the general rule that CEQA applies only to project which have the potential for causing a significant effect on the environment. Where it can be seen with certainty, as in this case, there is no possibility that the activity in question may have a significant effect on the environment, the activity is not subject to CEQA.

SECTION 15. SEVERABILITY.

If any provision of this Resolution or the application thereof to any person or circumstance is held invalid, such invalidity shall not affect other provisions or applications, and to this end the provisions of this Resolution are declared to be severable.

SECTION 16. EFFECTIVE DATE.

This Resolution shall become effective July 1, 2023.

APPROVED and **ADOPTED** by the Water Board and signed by the President of the Water Board and attested by the Deputy City Clerk & Ex Officio Secretary of the Water Board this 13th day of June, 2023.



Toni Callicott, President
City of San Bernardino Water Board

Attest:



Robin L. Ohama (Jun 13, 2023 13:01 PDT)

Robin Ohama
Deputy City Clerk & Ex Officio Secretary of the Water Board

CERTIFICATION

STATE OF CALIFORNIA)
COUNTY OF SAN BERNARDINO) ss
CITY OF SAN BERNARDINO)

I, Robin Ohama, Deputy City Clerk & Ex Officio Secretary of the Water Board, hereby certify that the attached is a true copy of Resolution No. 2023-XX adopted at a regular meeting held on the 13th day of June, 2023, by the following vote:

<u>Water Board:</u>	<u>AYES</u>	<u>NAYS</u>	<u>ABSTAIN</u>	<u>ABSENT</u>
CALLICOTT	<u>X</u>	<u> </u>	<u> </u>	<u> </u>
HENDRIX	<u>X</u>	<u> </u>	<u> </u>	<u> </u>
MLYNARSKI	<u>X</u>	<u> </u>	<u> </u>	<u> </u>
BRICKLEY	<u>X</u>	<u> </u>	<u> </u>	<u> </u>
JOHNSON	<u>X</u>	<u> </u>	<u> </u>	<u> </u>

WITNESS my hand and official seal of the City of San Bernardino this 13th day of June, 2023.

Robin L Ohama

Robin L Ohama (Jun 13, 2023 13:01 PDT)

Robin Ohama
Deputy City Clerk & Ex Officio Secretary
of the Water Board

EXHIBIT 1

San Bernardino Municipal Water Department EXECUTIVE SALARY SCHEDULE EFFECTIVE JULY 1, 2023

Range	Unit	Position
402	E	Deputy General Manager
400	E	Director of Finance
400	E	Director of Water Utility
400	E	Director of Water Reclamation
400	E	Director of Environmental and Regulatory Compliance

RANGE	MINIMUM			MAXIMUM		
	\$/HOUR	\$/MONTH	\$/YEAR	\$/HOUR	\$/MONTH	\$/YEAR
EXECUTIVE						
400	\$80.7708	\$14,000.27	\$168,003.26	\$114.6867	\$19,879.02	\$238,548.25
401	\$82.7901	\$14,350.28	\$172,203.35	\$117.5538	\$20,376.00	\$244,511.96
402	\$84.8598	\$14,709.04	\$176,508.43	\$120.4927	\$20,885.40	\$250,624.76
403	\$86.9813	\$15,076.76	\$180,921.14	\$123.5050	\$21,407.53	\$256,890.38
404	\$89.1559	\$15,453.68	\$185,444.17	\$126.5926	\$21,942.72	\$263,312.63
405	\$91.3847	\$15,840.02	\$190,080.27	\$129.7574	\$22,491.29	\$269,895.45
406	\$93.6694	\$16,236.02	\$194,832.28	\$133.0014	\$23,053.57	\$276,642.84
407	\$96.0111	\$16,641.92	\$199,703.09	\$136.3264	\$23,629.91	\$283,558.91
408	\$98.4114	\$17,057.97	\$204,695.66	\$139.7346	\$24,220.66	\$290,647.88
409	\$100.8717	\$17,484.42	\$209,813.06	\$143.2279	\$24,826.17	\$297,914.08
410	\$103.3935	\$17,921.53	\$215,058.38	\$146.8086	\$25,446.83	\$305,361.93

Salary Schedule Exhibit 1 reflects renumbering of the ranges and a 7.5% range adjustment for Directors and a 5% range adjustment for DGM over schedule 1-H dated 7/1/2022 and a 5% adjustment to GM Contract.