

RESOLUTION 26-36

A RESOLUTION OF THE BOARD OF DIRECTORS OF BEAR VALLEY COMMUNITY SERVICES DISTRICT ESTABLISHING THE BENEFITS PROVIDED TO UNREPRESENTED EMPLOYEES EFFECTIVE JULY 1, 2026

On May 9, 2024, the Board of Directors adopted Resolution 23/24-52 ratifying the collective bargaining agreement between the District and the California Federation of Public Service Employees. The collective bargaining agreement outlined the wages, benefits, and terms and conditions of employment for the represented members.

On June 13, 2024, the District adopted Resolution 23/24-54 ratifying the collective bargaining agreement between the District and the Police Officers Research Association of California, which was later amended to reflect the name correction to the Bear Valley Police Officers Association. The collective bargaining agreement outlined the wages, benefits, and terms and conditions of employment for the represented members.

On February 13, 2025, the District adopted Resolution 24/25-24 approving the employment agreement between the District and the General Manager. The employment agreement outlined the wages, benefits, and terms and conditions of employment.

On May 8, 2025, the District adopted Resolution 24/25-53 approving the employment agreement between the District and the Chief of Police. The employment agreement outlined the wages, benefits, and terms and conditions of employment.

Staff has been unable to locate a resolution establishing the benefits provided to District employees not represented by collective bargaining agreements or individual employment agreements.

THE BOARD OF DIRECTORS OF THE BEAR VALLEY COMMUNITY SERVICES DISTRICT resolves that employees that are not represented by collective bargaining agreements (unrepresented employees) or individual employment agreements shall be provided with the benefits described in Exhibit 1 attached to this resolution.

PASSED, APPROVED AND ADOPTED on May 28, 2026, by the following vote:

AYES: Lewis, Hernandez, Tabor
NOES: None
ABSENT: Frevert, Paparella
ABSTAIN: None



Paul Paparella, President
Bear Valley Community Services District

ATTEST:

I hereby certify that the above Resolution No. 26-36 was duly introduced, read, and adopted by the District at a regularly noticed meeting held on May 28, 2026.

A handwritten signature in blue ink, reading "Denise Jelleschitz", is written over a horizontal line.

Denise Jelleschitz,
Secretary of the Board of Directors



BEAR VALLEY COMMUNITY SERVICES DISTRICT

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UNREPRESENTED EMPLOYEES' BENEFITS EFFECTIVE JULY 1, 2026

1. Applicability

The benefits outlined in this document apply to the following positions unless otherwise stated.

Administrative Services Director
Assistant General Manager
Assistant to the General Manager/Secretary to the Board
Finance Director
Finance Manager
Human Resources Administrator
Public Works Director
Public Works Manager
Public Works Project Manager

2. Health Insurance

Base Plan

The District pays 100% of the employees' premiums up to the base plan. The current base plan is the Kaiser Silver HMO 1900/65. The District will pay 90% of the portion of the premiums for the employees' dependents. The employee's contribution of 10% of the dependents' premium will be deducted through payroll each pay period.

Alternate Plans

Employees may choose to select one of the alternate plans offered by the District. If an employee selects one of the alternate plans, they must pay the amount above the District's contribution for the Base Plan.

3. Dental

The District pays 100% of the employees' premiums for District's selected dental plan. The District will pay 90% of the portion of the premiums for the employees' dependents.

4. Vision

The District offers a vision plan. Employees may participate in this optional plan and pay for the premiums through payroll deduction.

5. CalPERS Retirement

The District contracts with CalPERS for retirement for all employees. The retirement formula is based on qualifying as a Classic or PEPRA member as defined by CalPERS. Employees are responsible for the employee portion of contributions.

Miscellaneous (Classic Member)	2% @ 55
Miscellaneous (PEPRA)	2% @ 62
Public Safety (Classic Member)	2% @ 50
Public Safety (PEPRA)	2.7% @ 57

6. CalPERS Supplemental Income 457 Plan (Deferred Compensation)

The District will pay 50% of the annual IRS defined limit (excluding catch-up provisions) in equal quarterly contributions each calendar year for the following positions.

- Administrative Services Director
- Assistant General Manager
- Finance Director
- Public Works Director

Eligibility begins the next quarterly payment after hire or promotion into the position. The contribution will be made at the beginning of each quarter of the calendar year and will be deemed earned for that quarter upon payment.

Voluntary

Employees not receiving contributions into the 457 Plan may voluntarily make contributions to the 457 Plan.

7. Life Insurance

Base Plan

The District pays 100% of the premiums for life insurance coverage for the employees described below.

Life	\$75,000
Accidental Death & Dismemberment	\$75,000
Long Term Disability	60% up to \$10,000 per month

Additional Coverage

Employees may choose to increase their coverage or purchase voluntary life insurance and AD&D at their own expense through payroll deduction.

8. Vacation Leave

Employees will accrue Vacation Leave based upon years of full-time public-sector experience, as determined by the General Manager. Vacation Leave accruals will be capped at 320 hours.

Years of Service	Months of Service	Biweekly Accrual Rate
Less than 6	0-72	3.08 hours
6-15	73-180	4.62 hours
16-20	192-240	6.15 hours
21+	241+	7.69 hours

Employees who separate from the District will be paid for the full balance of their accrued but unused Vacation Leave. Upon the death of an employee, the employee's estate will be paid the Vacation Leave balance.

9. Holidays

The District recognizes and pays employees for the following holidays.

New Year's Day	January 1
Martin Luther King, Jr.'s Birthday	3 rd Monday in January
President's Day	3 rd Monday in February
Farmworkers' Day	March 31
Memorial Day	Last Monday in May
Independence Day	July 4
Labor Day	1 st Monday in September
Veteran's Day	November 11
Thanksgiving Day	4 th Thursday of November
Native American Heritage Day	Day after Thanksgiving
Christmas Day	December 25

In addition to the District recognized holidays, employees will be credited with 16 hours of Personal Holiday each calendar year. If these hours are not used by December 31, they will be forfeited. If an employee separates from the District, they will not be paid for unused personal holiday hours.

10. Administrative Leave

The following positions will accrue 3.69 hours per pay period and accruals are capped at 56 hours. Employees who separate from the District will be paid for the full balance of their accrued but unused Administrative Leave. Upon the death of an employee, the employee's estate will be paid the Administrative Leave balance.

11. Sick Leave

Employees will accrue 4.31 hours of Sick Leave per pay period and accruals are capped at 480 hours.

Employees with five or more years of service with the District who separate from the District in good standing will be paid 50% of the balance of their accrued but unused Sick Leave. Employees with 10 or more years of service with the District who separate from the District in good standing will be paid 100% of the balance of their accrued but unused Sick Leave. Upon the death of an employee, the

employee's estate will be paid the applicable Sick Leave balance.

12. Personal Leave / Safety Day

Personal Leave

Employees will be credited with 24 hours of Personal Leave on July 1 each year. Employees hired or promoted into an unrepresented position will be credited on a pro-rated basis of two hours per month for each full month remaining in the fiscal year at the time of hire or promotion.

Safety Day

Employees will be granted eight additional hours of Personal Leave upon one full fiscal year without a safety violation.

Personal Leave hours are credited the first full payroll following July 1 each year and may accrue up to a maximum of 32 hours. Employees who separate from the District will be paid for the full balance of their accrued but unused Personal Leave. Upon the death of an employee, the employee's estate will be paid the Personal Leave balance.

13. Longevity Pay

Employees receiving a standard or better annual performance evaluation are eligible for Longevity Pay on top of their base pay based on years of service.

Years of Service	Months of Service	Longevity Pay Rate
10-15	120-180	5%
15-20	181-240	10%
20-25	241-300	15%
25+	301+	20%

14. Education Reimbursement

The District will reimburse employees for up to 50% of tuition and course materials upon completion and proof of grade of C or better for pre- approved course of study. Master's or Doctorate level courses require a grade of B or better.