

NON-ADMINISTRATIVE NON-CONFIDENTIAL EMPLOYEE COMPENSATION & REIMBURSEMENT PACKAGE

EFFECTIVE FOR FISCAL YEARS 2021/22 and 2022/2023

The terms of this package unanimously approved by the Board of Trustees on April 14, 2021. This package will be reviewed at a minimum on an annual basis and may be modified by the Napa County Mosquito Abatement District Board of Trustees.

Cost of Living Salary Increase (COLA)

A 2.0 % increase to be effective the first pay period of the new fiscal year beginning July 2021 and July 2022. An additional 0.5% may be added to the July 2022 COLA if medical, dental and life premium increases, collectively, are less than 9%. The additional 0.5% would take effect on the first pay period after the District receives information from the insurance providers confirming actual premium rates and is not retroactive.

Health Insurance

The District shall cover the full benefit amount and any increases to health insurance premiums through fiscal year 2022/2023 for employee and dependents.

Dental Insurance

The District shall cover the full benefit amount and any increases to dental insurance premiums through fiscal year 2022/2023 for employee and dependents.

Life Insurance (\$25,000)

The District shall cover the full benefit amount and any increases to life insurance premiums through fiscal year 2022/2023.

Boot Allowance

Each employee may receive up to a maximum of \$240.00 per fiscal year.

Continuing Education

Each employee to attend up to two MVCAC Coastal Region CDPH approved continuing education workshops per year. The District shall cover the current total cost of \$90.00 per year and any increases.

State Certification Card Renewal Fee

Each applicable employee to maintain a California State CDPH Vector Control Certification Card for mosquito, invertebrate and vertebrate vector control. The District shall cover the current cost of \$148.00 per year and any increases.

Education and Training Reimbursement/Supplemental Certifications

Each employee may receive up to \$300/year towards the cost of off duty job related classes and/or to maintain job related supplemental certifications.

Wellness Program

Each employee may be reimbursed up to a maximum of \$700.00 per fiscal year for health club membership.

Vacation

10 days /year (years 1-5 with District); 15 days per year (years 6-10 with District); one additional day added for each year until reach 20 days/year at year 15 (years 11-15); unused rolls over to next year with 40 days the maximum amount that can be banked.

Sick Leave

Earn 120 hours per year, unused rolls over to next year, and no limit on earned sick leave that can be banked. Unused sick leave may be converted to service credit with CalPERS at time of retirement.

Bereavement Leave

5 days paid leave per fiscal year, unused leave is not paid out and cannot be banked.

Paid Holidays

15 paid holidays (New Years, Martin Luther King, President Lincoln's Birthday, President Washington's Birthday, Cesar Chavez Day, Memorial Day, Independence Day, Labor Day, California State Admissions Day, Columbus Day, Veterans Day, Thanksgiving (2 days – Thursday and Friday), Christmas Eve, Christmas Day).

Longevity Pay

- a) one (1) percent upon attainment of ten (10) years of service;
- b) an additional one (1) percent at fifteen (15) years of service;
- c) an additional one and one-half (1 ½) percent at twenty (20) years of service;
- d) an additional one and one-half (1 ½) percent at twenty-five (25) years of service; and
- e) an additional two (2) percent at thirty (30) years of service. Longevity pay will be capped at seven (7) percent at thirty (30) years of service.

Longevity pay will be a percentage increase in the employee's current base pay rate. Longevity pay is capped at seven (7) percent at thirty (30) years of full-time continuous service.

Night Time ULV Differential Pay

Receive \$12.50/hour above base pay for ULV work performed between the hours of 11PM and 9AM.