

EMPLOYEE COMPENSATION & REIMBURSEMENT PACKAGE

EFFECTIVE FOR FISCAL YEARS 2013/14, 2014/15, 2015/16, 2016/17 & 2017/18

The terms of the approved package stated below will be reviewed annually, and may be re-negotiated by the Napa County Mosquito Abatement District Board of Trustees.

Cost of Living Salary Increase (COLA)

A 2.5% increase to be effective the first pay period of July 2013, July 2014, July 2015, July 2016 and July 2017.

Health Insurance

The District will cover the full benefit amount and any increases to health insurance premiums through fiscal year 2017/18.

Dental Insurance

The District will cover the full benefit amount and any increases to dental insurance premiums through fiscal year 2017/18.

Life Insurance

The District will cover the full benefit amount and any increases to life insurance premiums through fiscal year 2017/18.

Boot Allowance

Each employee (excluding admin staff) can receive up to a maximum of \$180.00 per fiscal year.

Cell Phone Reimbursement

Each employee (excluding admin staff) can receive up to a maximum of \$540.00 per fiscal year.

Continuing Education

Each employee attends two workshops per year at a cost of \$80.00 per year.

State Certification Card Renewal Fee

Each applicable employee maintains a California Vector Control Certification Card at a cost of \$120.00 per year.

Wellness Program

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

PERS 1959 Survivor Benefit Level 4 (Maximum Level)

The District paid \$384.00 in fiscal year 2012/13. The District will cover the full benefit amount and any increases through fiscal year 2017/18. The latest information projects no increase in cost.

PERS Retirement Contribution

Each employee pays 8% of their salary to PERS as their share of the retirement cost. The rate for the District in fiscal year 2013/14 is 16.707% (as of September 1, 2013). The District will continue to cover the full cost above 8%, exclusive of any changes in retirement law, for fiscal year 2013/14 thru fiscal year 2017/18.

Other Post Employment Benefit (OPEB - GASB45)

Each retired employee currently receives some level of medical insurance paid by the District. GASB45 required \$34,857.00 be deposited into a dedicated trust fund in addition to retiree medical premiums paid by the District for fiscal year 2012/13. Future OPEB contributions to be determined by actuarial analysis.

Ayes: Cabral, Johnson, Lamb, Rosa, Valentine

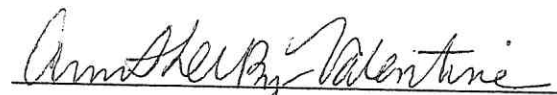
Noes: -0- Absent: -0- Abstain: Carbone

Signed:

Attest:




President, Board of Trustees




Secretary, Board of Trustees

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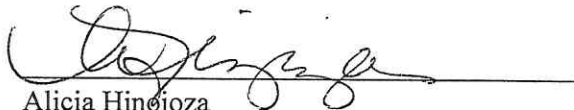
Agreed to on October 31, 2013 by:



Christopher Azevedo




Ann Donohue



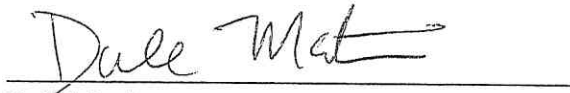
Alicia Hinejoza



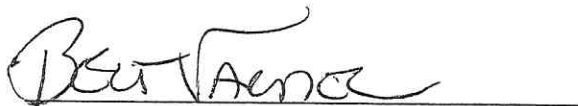
James Mac Lellan



Wesley Maffei



Dale Martin



Bert Varner



Mike Vierra