

RESOLUTION NO. 717

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE
IDYLLWILD WATER DISTRICT
APPROVING CERTAIN EMPLOYEE BENEFITS

WHEREAS, the Idyllwild Water District Board of Directors established Personnel Policy Benefits pursuant to a Minute Order on January 16, 2013; and

WHEREAS, the Idyllwild Water District Board of Directors adopted Resolution #698 approving certain employee benefits in December 2014 and which requires the employee benefit package be updated; and

WHEREAS, the Department of Labor has determined the increase in CPI for the year 2015 is 0.5%; and

WHEREAS, the Idyllwild Water District Board of Directors adopted job descriptions for each position in the organization; and

THEREFORE, The Board of Directors of the **Idyllwild Water District** hereby resolves as follows:

Section 1. Employee Benefits. For Calendar Year 2016, employees of the Idyllwild Water District may participate in the health insurance, life and catastrophic insurance and retirement programs more particularly described on Exhibit A to this Resolution. The change reflects a 0.25% adjustment for a medical insurance CPI for calendar year 2015.

Section 2. Pension Plans. District employees hired prior to January 1, 2014 may participate in the "Idyllwild Water District Money Purchase Pension Plan" (401A). A detailed description of the Pension Plan may be obtained from the General Manager. District employees hired after January 1, 2014 may participate in a 457b Pension Plan per Minute Order on January 16, 2013. There is no change proposed this year.

Section 3. Retiree Health Benefits. District retirees may participate in the District's Retiree Health Benefits Program. There is no change proposed this year.

Section 4. Job Descriptions/Salary Schedule. The Salary ranges will be adjusted to reflect the CPI increase for calendar year 2015 in the amount of 0.25%.

Section 5. Annual Review of Benefits Programs. The Board of Directors shall annually review and re-authorize employee and retiree benefits programs during each fiscal year budget cycle, and such programs are subject to revision.


Section 6. Authorization. The General Manager is hereby authorized to take such appropriate and necessary steps to implement the intent of this Resolution, and is directed to bring this Resolution back the Board of Directors at the end of each Calendar Year for Board review and further action.

Section 7. Expiration. This Resolution expires annually, unless extended by the Board of Directors.

MOVED, PASSED AND ADOPTED at the regular meeting of the Board of Directors on December 16, 2015.

IDYLLWILD WATER DISTRICT

By  _____
President, Board of Directors

By  _____
Secretary of the Board

Idyllwild Water District

PERSONNEL POLICY BENEFITS – EXHIBIT A

HEALTH CARE BENEFITS – Open enrollment for insurance begins November 1st each year. Each employee will be responsible for the cost of any plan that exceeds the listed amounts below. These rates will also apply to those persons who retire between the ages of 55 and regular retirement. Each year the District's healthcare benefits will be reviewed by the Directors at a Board meeting and discussed with the employees.

Total Cost Single Employee	\$706.76
Total Cost Employee +1	\$1393.48
Total Cost Employee +2	\$1834.58

ALLSTATE RIDER - \$30.00 additional insurance coverage for employees is offered. Employees can choose accident, cancer, term life or critical illness policies. Adopted by Minute Order 11/15/2005

RETIREMENT- The District shall contribute 21.5% towards retirement on straight time (on-call and overtime hours are not calculated) for employees hired prior to December 31, 2013. The District will contribute 10% and will match up to 5% for a total IWD contribution of 15% to a 457 plan for employees hired on and after January 1, 2014. Employees will need to decide their contribution annually.