

**APPENDIX B - TABLE 1  
COLA/Salary Increase Information<sup>1</sup>**

<b>Survey Agency</b>	<b>Last COLA/Increase (Date)</b>	<b>Last COLA/Increase (Amount)</b>	<b>Next COLA/Increase (Date)</b>	<b>Net COLA/Increase (Amount)</b>
<i>Amador Water Agency</i>	<i>Employee Association 7/2018</i>	<i>Employee Association 2%</i>	<i>Employee Association 7/2019</i>	<i>Employee Association 2%</i>
	<i>Exempt 7/2018</i>	<i>Exempt 2%</i>	<i>Exempt 7/2019</i>	<i>Exempt 2%</i>
Calaveras County Water District	SEIU 7/2018	SEIU 2.5%	SEIU 7/2019	SEIU 2%
	Management 7/2017	Management 1%	Management TBD-in negotiations	Management TBD
	Contract 7/2017	Contract 1%	Contract Same as Management @ discretion of Board and based on satisfactory performance	Contract TBD
Elk Grove Water District	7/2018	2.77%	7/2019	TBD
Fair Oaks Water District	Do not offer COLAs	NA	Do not offer COLAs	NA
Sacramento Suburban Water District	2/2018	3%	3/2019	TBD by Board
San Juan Water District	7/2018	2.6%	TBD	TBD
South Tahoe Public Utility District	Local 39 6/2018	Local 39 2.5%	Local 39 6/2019	Local 39 2.5%
	Management 6/2018	Management 2.5%	Management 6/2019	Management 2.5%
Stockton East Water District	Represented 4/2018	Represented 2.5%	Represented 4/2019	Represented 2.5% to 6%
	Unrepresented 4/2018	Unrepresented 2.5%	Unrepresented 4/2019	Unrepresented 2.5% to 6%
Tuolumne Utility District	Local 1130	Local 1130	Local 1130	Local 1130

<sup>1</sup> Salary data is effective as of 7/1/2018

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Survey Agency	Last COLA/Increase (Date)	Last COLA/Increase (Amount)	Next COLA/Increase (Date)	Net COLA/Increase (Amount)
	7/2016	2%	7/2019	1.5%
	Unrepresented 7/2016	Unrepresented 2%	Unrepresented 7/2019	Unrepresented 1.5%

**APPENDIX B - TABLE 2  
Retirement Information  
New Hire-Classic Employee**

<b>Survey Agency</b>	<b>Retirement Agency</b>	<b>Retirement Benefit</b>	<b>Retirement Formula</b>	<b>18/19 Employer Contribution Normal Cost</b>
<i>Amador Water Agency</i>	<i>CalPERS</i>	<i>2% @ 60</i>	<i>Highest 3 Years</i>	<i>7.634%</i>
Calaveras County Water District	CalPERS	2% @ 60	Highest 3 Years	7.634%
Elk Grove Water District	CalPERS	2% @ 55	Highest 3 Years	8.892%
Fair Oaks Water District	CalPERS	2% @ 55	Highest 3 Years	8.892%
Sacramento Suburban Water District	CalPERS	2% @ 55	Highest 3 Years	9.635%
San Juan Water District	CalPERS	3% @ 60	Highest 3 Years	12.759%
South Tahoe Public Utility District	CalPERS	2.7% @ 55	Highest 3 Years	11.569%
Stockton East Water District	CalPERS	2% @ 55	Single Highest Year	11.154%
Tuolumne Utility District	CalPERS	2% @ 55	Single Highest Year	9.409%

**APPENDIX B - TABLE 3  
Education/Certification Pay**

Survey Agency	Education/Certification Monthly Pay
<i>Amador Water Agency</i>	<p align="center"><i>Employee Association</i></p> <p align="center"><i>The Agency shall pay a lump sum, one-time payment of \$250 to each member who achieves certification of one grade above their job required certification (i.e. employee is required to have a Grade I treatment license; if achieve a Grade III, employee would receive a one-time lump sum bonus of \$250) or for certification beyond their job requirements for a pre-approved certification that is a benefit to the Agency's operations. (Since 1x payment- not included in datasheets)</i></p> <p align="center"><i>Exempt</i> <i>None</i></p>
Calaveras County Water District	<p align="center">SEIU</p> <p align="center">For those employees who are eligible for additional pay for backhoe, commercial license, backflow, or chemical disbursement certifications according to the conditions of the Career Ladder, and who maintain those certifications/licenses shall receive a 2% of base pay stipend per certification (to a maximum of 4%) through the term of this agreement. (Distribution Worker, Construction Inspector, Meter Reader and Construction Worker are eligible)</p> <p align="center">Management None</p> <p align="center">Contract None</p>
Elk Grove Water District	None
Fair Oaks Water District	None
Sacramento Suburban Water District	None
San Juan Water District	None
South Tahoe Public Utility District	None
Stockton East Water District	<p align="center">Employees driving District vehicles within the ordinary course of their employment and in possession of a valid California Department of Motor Vehicle Class A License will receive a onetime salary increase of 2.5% or Class B License will receive a one-time salary increase of 1.5%. Certain reasonable expenses incurred to obtain Class A or B Driver's Licenses will be paid by the District with the advance written approval of the General Manager.</p>
Tuolumne Utility District	None

**APPENDIX B - TABLE 4**

**Vacation Leave**

**General/Supervisory (EE Association)**

<b>Agency</b>	<b>Year 1 (hours per year)</b>	<b>Year 2 (hours per year)</b>	<b>Year 5 (hours per year)</b>	<b>Year 8 (hours per year)</b>	<b>Year 11 (hours per year)</b>	<b>Year 14 (hours per year)</b>	<b>Year 15 (hours per year)</b>	<b>Max Accrual</b>
<b><i>Amador Water Agency</i></b>	<b><i>80</i></b>	<b><i>96</i></b>	<b><i>120</i></b>	<b><i>144</i></b>	<b><i>168</i></b>	<b><i>192</i></b>	<b><i>200</i></b>	<b><i>1.5x-General 2x- Supervisory</i></b>
Calaveras County Water District <sup>2</sup>	176	176	216	216	256	256	256	520 hours
Elk Grove Water District	40	80	120	120	160	160	200	320 hours
Fair Oaks Water District	80	80	120	160	160	160	160	2x
Sacramento Suburban Water District	96	96	96	120	120	144	152	400 hours (under age 55) Unlimited (over age 55)
San Juan Water District	96	96	120	144	168	168	168	240 hours
South Tahoe Public Utility District	80	80	120	120	160	160	160	2x
Stockton East Water District	80	120	120	160	160	160	200	360 hours
Tuolumne Utility District	80	80	120	120	160	160	160	360 hours

<sup>2</sup> Calaveras County Water District- Paid Time Off (combined vacation/sick leave)

**APPENDIX B - TABLE 5**  
**Sick Leave, Holidays, and Administrative Leave**  
**General/Supervisory (EE Association)**

<b>Agency</b>	<b>Sick Leave Annual Accrual (days/year)</b>	<b>Sick Leave Max Accrual</b>	<b>Fixed Holidays + Floating Holidays (number of holidays per year)</b>	<b>Administrative, Management Leave, Personal Leave (number of hours per year)</b>
<i>Amador Water Agency</i>	<b>12</b>	<b>Unlimited</b>	<b>12 + 1 = 13</b>	<b>0</b>
Calaveras County Water District	Included in Vacation	NA	12 + 1 = 13	0
Elk Grove Water District	12 (Personal Time Off)	320 hours	11 + 1 = 12	0
Fair Oaks Water District	10	Unlimited	10 + 1 = 11	0
Sacramento Suburban Water District	12	240 hours (under age 55) Unlimited (over age 55)	9 + 4 = 13	0
San Juan Water District	12	Unlimited	11 + 1 = 12	0
South Tahoe Public Utility District	12	Unlimited	11 + 1 = 12	0
Stockton East Water District	12	Unlimited	12 + 2 = 14	0
Tuolumne Utility District	12	Unlimited	12 + 1 = 13	36 hours (Admin Time Off) (only for FY 2018)

**APPENDIX B - TABLE 6**

**Vacation Leave  
Management (Exempt)**

<b>Agency</b>	<b>Year 1 (hours per year)</b>	<b>Year 2 (hours per year)</b>	<b>Year 5 (hours per year)</b>	<b>Year 8 (hours per year)</b>	<b>Year 11 (hours per year)</b>	<b>Year 14 (hours per year)</b>	<b>Year 15 (hours per year)</b>	<b>Max Accrual</b>
<b><i>Amador Water Agency</i></b>	<b>80</b>	<b>96</b>	<b>120</b>	<b>144</b>	<b>168</b>	<b>192</b>	<b>200</b>	<b>2x</b>
Calaveras County Water District <sup>3</sup>	176	176	216	216	256	256	256	520 hours
Elk Grove Water District	40	80	120	120	160	160	200	320 hours
Fair Oaks Water District	80	80	120	160	160	160	160	2x 400 hours- General Manager
Sacramento Suburban Water District	96	96	96	120	120	144	152	400 hours (under age 55) Unlimited (over age 55)
San Juan Water District	96	96	120	144	168	168	168	240 hours
South Tahoe Public Utility District	80	80	120	120	160	160	160	320 hours
Stockton East Water District	80	120	120	160	160	160	200	360 hours
Tuolumne Utility District	80	80	120	120	160	160	160	360 hours 440 hours- General Manager

<sup>3</sup> Calaveras County Water District- Paid Time Off (combined vacation/sick leave)

**APPENDIX B - TABLE 7**  
**Sick Leave, Holidays, and Administrative Leave**  
**Management (Exempt)**

<b>Agency</b>	<b>Sick Leave Annual Accrual (days/year)</b>	<b>Sick Leave Max Accrual</b>	<b>Fixed Holidays + Floating Holidays (number of holidays per year)</b>	<b>Administrative, Management Leave, Personal Leave (number of hours per year)</b>
<i>Amador Water Agency</i>	<b>12</b>	<b>Unlimited</b>	<b>12 + 1 = 13</b>	<b>40 hours- Managers 120 hours- General Manager</b>
Calaveras County Water District	Included in Vacation	NA	11 + 1 = 12	40 hours- Management 120 hours- General Manager
Elk Grove Water District	12 (Personal Time Off)	320 hours	11 + 1 = 12	80 hours if exempt
Fair Oaks Water District	10	Unlimited	10 + 1 = 11	64 hours- Management 104 hours- General Manager
Sacramento Suburban Water District	12	240 hours (under age 55) Unlimited (over age 55)	9 + 4 = 13	40 hours if exempt 104 hours- General Manager
San Juan Water District	12	Unlimited	11 + 1 = 12	40 hours- Management 80 hours- General Manager (40 Admin Leave + 40 General Mngt Leave)
South Tahoe Public Utility District	12	Unlimited	9 + 3 = 12	<b>DNA</b>
Stockton East Water District	12	Unlimited	12 + 2 = 14	0
Tuolumne Utility District	12	Unlimited	12 + 1 = 13	40 hours- Management 120 hours- General Manager Plus 36 hours (Admin Time Off) (only for FY 2018)



**APPENDIX B - TABLE 8**  
**Retiree Health**  
**(New Hires)**

<b>Agency</b>	<b>Agency Contribution to Retiree Health Savings</b>	<b>Agency Monthly Contribution for Retiree</b>	<b>Agency Monthly Contribution for Retiree + 1</b>	<b>Agency Monthly Contribution for Retiree + 2</b>	<b>Vesting</b>
<i>Amador Water Agency</i>	<b>\$100</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>NA</b>
Calaveras County Water District	\$0	10 years = 50%, plus 5% for each additional year; max of 100% with 20 years	10 years = 50%, plus 5% for each additional year; max of 100% with 20 years	10 years = 50%, plus 5% for each additional year; max of 100% with 20 years	10 years
Elk Grove Water District	\$0	100% (with 15 years)	100% (with 15 years)	No Additional Contribution	15 years
Fair Oaks Water District	\$0	\$0	\$0	\$0	NA
Sacramento Suburban Water District	\$0	10 years = 50%, plus 5% for each additional year; max of 100% with 20 years	10 years = 50%, plus 5% for each additional year; max of 100% with 20 years	10 years = 50%, plus 5% for each additional year; max of 100% with 20 years	10 years
San Juan Water District	\$0	10 years = 50%, plus 5% for each additional year; max of 100% with 20 years	10 years = 50%, plus 5% for each additional year; max of 100% with 20 years	10 years = 50%, plus 5% for each additional year; max of 100% with 20 years	10 years
South Tahoe Public Utility District	Local 39 \$112/month  Management 1.68%	\$0	\$0	\$0	NA
Stockton East Water District	\$0	\$0	\$0	\$0	NA
Tuolumne Utility District	\$0	PEMHCA Minimum \$133	No Additional Contribution	No Additional Contribution	5 years with Agency; 10 years with PERS