



**BOARD OF DIRECTORS WORKSHOP –
WAGES, BENEFITS & INSURANCE
MONDAY, MAY 22, 2023 – 2:00 P.M.**

PUBLIC PARTICIPATION

Public participation is welcome and encouraged. You may participate in the May 22, 2023, meeting of the San Bernardino Valley Municipal Water District online and by telephone as follows:

Dial-in Info: (877) 853 5247 US Toll-free

Meeting ID: 884 0864 5606

PASSCODE: 3802020

<https://sbvmwd.zoom.us/j/88408645606>

If you are unable to participate online or by telephone, you may also submit your comments and questions in writing for the District’s consideration by sending them to comments@sbvmwd.com with the subject line “Public Comment Item #” (insert the agenda item number relevant to your comment) or “Public Comment Non-Agenda Item”. Submit your written comments by 6:00 p.m. on Sunday, May 21, 2023. All public comments will be provided to the President and may be read into the record or compiled as part of the record.

IMPORTANT PRIVACY NOTE: Participation in the meeting via the Zoom app is strongly encouraged. Online participants MUST log in with a Zoom account. The Zoom app is a free download. Please keep in mind: (1) This is a public meeting; as such, the virtual meeting information is published on the World Wide Web and available to everyone. (2) Should you participate remotely via telephone, your telephone number will be your “identifier” during the meeting and available to all meeting participants; there is no way to protect your privacy if you elect to call in to the meeting.



A REGIONAL WATER AGENCY
SINCE 1954

SAN BERNARDINO VALLEY MUNICIPAL WATER DISTRICT

380 E. Vanderbilt Way, San Bernardino, CA 92408

BOARD OF DIRECTORS' WORKSHOP - WAGES, BENEFITS AND INSURANCE

AGENDA

2:00 PM Monday, May 22, 2023

CALL TO ORDER

1) INTRODUCTIONS

2) PUBLIC COMMENT

Members of the public may address the Board regarding any item within the subject matter jurisdiction of the Board; however, no action may be taken on off-agenda items except as authorized by law. Each speaker is limited to a maximum of three (3) minutes.

3) DISCUSSION ITEMS

3.1 Approve Revised Job Position and Salary Range Table(15 min) - Page 3

[Staff Report - Approve Revised Job Positions and Salary Ranges](#)
[Proposed Revisions to March 1, 2023 Job Position and Salary Range Table](#)
[Proposed Organizational Chart May 2023](#)

3.2 Consider Cost of Living Adjustment for Fiscal Year 2023-2024 (20 min) - Page 10

[Staff Report - Cost of Living Adjustment for Fiscal Year 2023-2024](#)
[Bureau of Labor Statistics Consumer Price Index 12 month change March 2022 to March 2023 - Urban Wage Earners and Clerical Workers - Riverside, San Bernardino, Ontario, California](#)
[Approved Job Position and Salary Range Table effective March 1, 2023](#)
[Approved Salary Schedule effective March 1, 2023](#)

3.3 Consider Dental Plan Enhancement(15 min) - Page 20

[Staff Report - Consider Dental Plan Enhancement](#)
[2023 Dental Plans & Rates](#)

3.4 Review Draft Resolution Paying Employer Paid Member Contributions for Employees Hired on or After July 1, 2011(15 min) - Page 23

[Staff Report - Review Draft Resolution Paying Employer Paid Member Contributions for](#)

Employees Hired on or After July 1, 2011
Draft Resolution Paying EPMC - Employees Hired on or After July 1 2011 for FY 2023-2024

- 3.5 Long-Term Care Insurance Pending Legislation (15 min) - Page 27
[Staff Report - Long-Term Care Insurance Pending Legislation](#)
- 3.6 Review Director Daily Per Diem (15 min) - Page 29
[Staff Report - Review Director Daily Per Diem](#)
[Ordinance 78 - Confirming Compensation of Directors](#)

4) ADJOURNMENT

PLEASE NOTE:

Materials related to an item on this Agenda submitted to the Board after distribution of the agenda packet are available for public inspection in the District's office located at 380 E. Vanderbilt Way, San Bernardino, during normal business hours. Also, such documents are available on the District's website at www.sbymwd.com subject to staff's ability to post the documents before the meeting. The District recognizes its obligation to provide equal access to those individuals with disabilities. Please contact Melissa Zoba at (909) 387-9228 two working days prior to the meeting with any special requests for reasonable accommodation.

DATE: May 22, 2023

TO: Board of Directors' - Wages, Benefits & Insurance

FROM: Heather Dyer, CEO/General Manager
Karen Resendez, Human Resources/Risk Manager

SUBJECT: Approve Revised Job Position and Salary Range Table

Staff Recommendation

Staff recommends approving the Revised March 1, 2023, Job Position and Salary Range Table with the following revisions:

Retitle the following positions while maintaining the same pay range:

Current Title	Proposed New Title Change
Administrative Services Manager/Chief of Staff/Clerk of the Board	Chief of Staff/Clerk of the Board
Water Conservation Program Manager	Engagement & Conservation Program Manager *

*This title change will now report to the Business Information Services Department

Approve adding new position titles to career series to demonstrate a clear career path within our agency:

Water Systems Operator Series – Add new position title:

- Water Systems Operator Trainee – Pay Range 9

Engineering Series – Add new position titles:

- Senior Engineer – Pay Range 28A
- Principal Engineer – Pay Range 31A

Background and Discussion

San Bernardino Valley has historically maintained a relatively small staff as compared to its geographic size and responsibilities. Effective March 1, 2023, two (2) new positions were added, bringing the total authorized full-time employee count to thirty-five (35).

San Bernardino Valley's Strategic Plan was adopted on March 15, 2022, and on September 13, 2022, the associated Goals and Objectives were approved. Strategy 5 – Attract and support top talent and promote a rewarding culture of growth and opportunity – requires adjustments to and/or additions to available agency classifications. Supporting this strategy includes promoting a career growth-oriented culture and rewarding career trajectory and developing a succession plan.

No new full-time employee (FTE) authorization is requested with these changes; the total FTE authorized remains at 35. However, an update to the Job Position and Salary Range Table as described in staff recommendations is necessary to support Strategy 5 and the associated goals, objectives and actions.

1. Retitle of the Chief of Staff/Clerk of the Board position. This change is intended to streamline this job title to reflect the primary areas of responsibility. This role will continue to supervise the administrative services function for the agency. The assigned pay range remains the same.
2. Retitle of the Engagement & Conservation Program Manager position. This position will report to Business Information Services department. This role has evolved since its creation in 2020 and the new title more accurately reflects the breadth of responsibility as well as the importance of engagement with our retailers and the community on water conservation programming but also many other initiatives undertaken by our agency. With our shift towards a Demand Management program, providing an incentive for each retail agency to build their own water use efficiency programs, this position is now much more focused on engagement, communications, and high-level support for the retail coordinators rather than implementation of specific rebates, etc. Therefore, we believe this role is better positioned to support our Strategic Communications and Outreach goals while also supporting the water resources and watershed resilience efforts underway. This position will report to Business Information Services to ensure integration with strategic

communications and partnering with all functional areas of the agency. The assigned pay range remains the same.

3. The following job title additions create clear career paths through our agency using a methodical and intentional approach. Career pathing is critical to employee growth and development, improves employee engagement and job satisfaction, and provides flexibility to management to promote employees who achieve career milestones or to hire at varying levels when vacancies occur.
 - a. Expand the Water Systems Operator Series by adding the **Water Systems Operator Trainee** classification. Our current operator series consists of the following approved job titles:
 - Water Systems Operator I (WSO I)
 - Water Systems Operator II (WSO II)

Existing classifications within this series require experience to qualify for the role. The WSO Trainee creates flexibility to hire at a true entry level into the Water Systems Operator series. Trainees will work under close supervision in a training/learning capacity and may be considered for advancement to Water Systems Operator I based on a combination of demonstrated proficiency in learning areas, length of experience, certifications, education and demonstration of effective performance in all San Bernardino Valley core competencies.

- b. Expand the Engineer Series by adding **Senior Engineer** and **Principal Engineer** classifications. The current Engineer Series consists of the following approved job titles:
 - Assistant Engineer - the entry-level into the engineer series and requires a bachelor's degree in civil engineering or a related field and possession of or ability to obtain an Engineer-In-Training (EIT) Certification.
 - Associate Engineer - the next level in the engineering series, requires an EIT Certification, some engineering experience and performing more

complex professional engineering functions, under the supervision of a Professional Engineer.

The next level in our current structure is the Assistant Chief Engineer, a management level engineer. With the current structure, an internal candidate may feel the need to leave San Bernardino Valley upon obtaining the Professional Engineer (PE) registration as the agency classification list does not include a fully qualified journey-level engineer with a PE registration.

Adding additional levels within the Engineer series provides flexibility to promote staff within the series as career milestones are achieved and provides a career path by which staff can continue to grow within the agency. The following additions to the Engineer series would also provide the framework for succession into management roles.

- **Senior Engineer** - journey-level classification performing a high level of complex duties, requiring possession of a PE registration and progressively responsible engineering experience.
- **Principal Engineer** - advanced journey-level classification performing complex engineering work involving significant accountability and decision-making, requiring possession of a PE registration and some post registration experience.

The General Manager has the authority to promote employees within a job series and any promotions would be administered in accordance with the approved guidelines set forth in the San Bernardino Valley Employee Handbook.

District Strategic Plan Application

San Bernardino Valley Strategy #5 - Attracting and supporting top talent. Promoting a growth-oriented culture and rewarding career trajectory and succession planning are key to this strategy.

Fiscal Impact

No fiscal impact to the actions requested. No additional FTEs are requested for this item. Should additional full-time positions be requested, they would be brought to the Board for approval.

Attachments

- 1) Proposed Revisions to March 1, 2023 Job Position and Salary Range Table
- 2) Proposed Organizational Chart May 2023



San Bernardino Valley Municipal Water District

Job Position and Salary Range Table

Effective Date: July 1, 2022

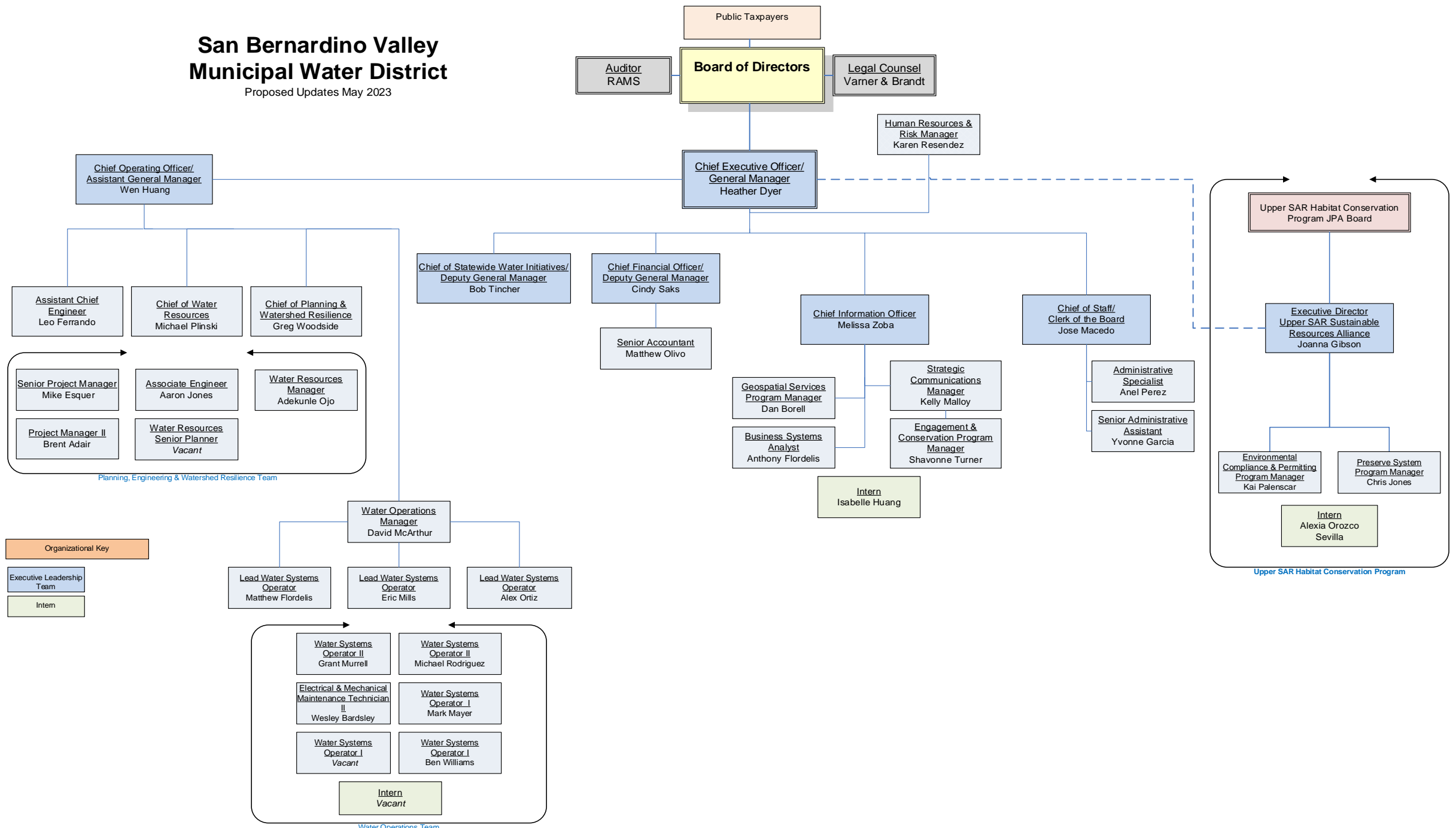
Revised Date: March 1, 2023

Proposed Revisions for 5/22/23 Board Workshop

Job Position	Salary Range	Salary Range		# of FTE's	# of FTE's Filled
		amount per Month		Authorized	
		Low	High	Positions	
Administrative Specialist	14	6,186	8,374	1	1
Assistant Chief Engineer	34A	15,696	21,451	1	1
Assistant Engineer	21A	8,674	11,796	-	-
Associate Engineer	24A	9,880	13,462	1	1
Business System Analyst	22	8,918	12,134	1	1
Chief Executive Officer/General Manager	Flat	27,380	27,380	1	1
Chief Financial Officer/Deputy General Manager	39A	19,823	27,125	1	1
Chief Information Officer	37	17,664	24,156	1	1
Chief Operating Officer/Assistant General Manager	41A	21,874	29,935	1	1
Chief of Planning and Watershed Resilience	37	17,664	24,156	1	1
Administrative Services Manager/Chief of Staff/Clerk of the Board	30	12,775	17,428	1	1
Chief of Statewide Water Initiatives/Deputy General Manager	39A	19,823	27,125	1	1
Chief of Water Resources	37	17,664	24,156	1	1
Electrical and Mechanical Maintenance Technician I	16	6,770	9,180	-	-
Electrical and Mechanical Maintenance Technician II	19A	7,899	10,744	1	1
Water Conservation Program Manager					
Engagement & Conservation Program Manager	30	12,775	17,428	1	1
Environmental Compliance and Permitting Program Manager	30	12,775	17,428	1	1
Executive Director, Upper SAR Sustainable Resources Alliance	34A	15,696	21,451	1	1
Geospatial Services Program Manager	30A	13,072	17,837	1	1
Human Resources / Risk Manager	30	12,775	17,428	1	1
Lead Electrical and Mechanical Maintenance Technician	23A	9,475	12,895	-	-
Lead Water Systems Operator	21A	8,674	11,796	3	3
Manager of Water Resources	33	14,664	20,031	1	1
Preserve System Program Manager	30	12,775	17,428	1	1
Principal Engineer	31A	13,644	18,626	-	-
Project Manager II	27A	11,335	15,453	1	1
Senior Accountant	24	9,650	13,142	1	1
Senior Administrative Assistant	12	5,737	7,790	1	1
Senior Engineer	28A	11,892	16,213	-	-
Senior Project Manager	30A	13,072	17,837	1	1
Strategic Communications Manager	31A	13,644	18,626	1	1
Water Operations Manager	31A	13,644	18,626	1	1
Water Resources Senior Planner	30	12,775	17,428	1	-
Water Systems Operator Trainee	9	4,928	6,749	-	-
Water Systems Operator I	13A	6,118	8,286	3	2
Water Systems Operator II	18A	7,598	10,319	2	2
Total FTE Count				35	33
Effective Date: July 1, 2022					
Cost of Living Adjustment effective date: July 1, 2022 = 6.0%					
Presented and Adopted by the Board on June 21, 2022					
Cost of Living Adjustment effective date: March 1, 2023 = 6.7%					
Presented and Adopted by the Board on February 9, 2023					
<i>Revised with updated titles and new classes: 1) Chief Engineer- Deputy General Manager to Assistant General Manager/Chief Operating Officer; 2) Retitle Chief Water Resources - Deputy General Manager to Deputy General Manager/Chief of Statewide Water Initiatives; 3) Chief of Water Resources to range 37; 4) Added Chief of Planning & Watershed Resilience at range 37.</i>					
<i>Revision presented and adopted by the Board on February 9, 2023</i>					

San Bernardino Valley Municipal Water District

Proposed Updates May 2023



Organizational Key

- Executive Leadership Team
- Intern

DATE: May 22, 2023

TO: Board of Directors' - Wages, Benefits & Insurance

FROM: Heather Dyer, CEO/General Manager
Cindy Saks, CFO/Deputy General Manager
Karen Resendez, Human Resources/Risk Manager

SUBJECT: Consider Cost of Living Adjustment for Fiscal Year 2023/2024

Staff Recommendation

In anticipation of the 2023-2024 fiscal year budget process and release of the 12-month change in the Consumer Price Index – for Urban and Clerical Workers (CPI) in the Riverside-San Bernardino-Ontario area as of March 31, 2023, staff is recommending the following:

1. 1.2% COLA effective July 1, 2023.
2. Adjust the Job Position and Salary Range Table for all full-time positions to reflect a COLA of 1.2% in compliance with California Code of Regulations (CCR), Section 570.5.

Background and Discussion

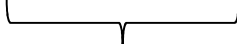
Historically, the San Bernardino Valley Board of Directors has reviewed the CPI from March to March each year as a basis for any potential COLA applied to the Agency Salary Schedule for the upcoming fiscal year. The Board approved a COLA of 6% effective [July 1, 2022](#), and requested a mid-year update due to the historic inflationary pressures.

The Board received an update from staff on [February 9, 2023](#), for the year-to-year CPI change as of November 30, 2022; the date of the last data released for the Riverside-San Bernardino-Ontario area prior to the update. A 6.7% COLA was approved, effective March 1, 2023, for all positions listed on the Job Position and Salary Range Table. This increase offset past inflationary pressures up to November 30, 2022. Staff advised the Board that further analysis on the CPI as of March 2023 would be provided to decide if a COLA effective July 1, 2023, would be necessary to keep pace with current economic conditions.

With the 6.7% COLA provided effective on March 1, 2023, the CPI was brought up to the November 2022 index of 126.453. The CPI index has increased slightly from November 2022 to the March 2023 index by 1.2%, which the additional increase in COLA is being recommended by staff today.

Another point of reference provided to the Board were the COLAs made by the U.S. Social Security Administration which benefitted more than seventy million people: 1) 5.9% COLA applied in 2022; and 2) 8.7% COLA applied in January 2023.

The following table reflects the CPI index numbers, including prior COLAs approved by the Board. The adjusted CPI Index reflects the approved COLAs.

Date	CPI Index	Index % Increase	Board Approved COLA	Proposed July 2023 COLA	SB Valley Index
March 2022 Index	122.861	9.90%			
July 2022 COLA			6.00%		118.532
November 2022	126.453				
March 2023 COLA			6.70%		126.453
March 2023 Index	128.027	4.2%		1.20%	128.027
Total increase from March 2021 – March 2023		14.1%	 13.9%		

Staff recommend a 1.2% COLA effective July 1, 2023, to keep up with continuing inflationary impacts for our employees, help our agency remain competitive overall, and to keep pace with current economic conditions.

District Strategic Plan Application

San Bernardino Valley Strategy #5 - Attracting and supporting top talent. Ensuring competitive pay overall keeps pace with changing economic conditions is key to this strategy.

Fiscal Impact

As applied to the FY 2022-2023 currently approved salary schedule, for every 1% of COLA increase, the total of all annual cost of salaries and benefits of San Bernardino Valley would increase by approximately \$64,600, which equates to roughly \$5,380 monthly.

If the Board desires to make a change to compensation levels and salary schedule through a COLA, staff will include any increase in the fiscal year 2023/2024 general fund budget which will be formally adopted by the Board at a future meeting.

Attachments

- 1) Bureau of Labor Statistics Consumer Price Index 12 month change March 2022 to March 2023 – Urban Wage Earners and Clerical Workers – Riverside, San Bernardino, Ontario, California.
- 2) Approved Job Position and Salary Range Table effective March 1, 2023.
- 3) Approved Salary Schedule effective March 1, 2023.



Databases, Tables & Calculators by Subject

Change Output Options: From: 2017 ▼ To: 2023 ▼ include graphs include annual averages [More Formatting Options](#) ➔

Data extracted on: April 18, 2023 (4:26:52 PM)

CPI for Urban Wage Earners and Clerical Workers (CPI-W)

Series Id: CWURS49CSA0,CWUSS49CSA0
Not Seasonally Adjusted
Series Title: All items in Riverside-San Bernardino-Ontario, CA, urban wage earners and clerical workers, not seasonally adjusted
Area: Riverside-San Bernardino-Ontario, CA
Item: All items
Base Period: DECEMBER 2017=100

Download: [xlsx](#)

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Annual	HALF1	HALF2
2017												100.000			
2018	100.944		101.909		103.025		103.181		103.109		103.737		102.761	102.071	103.451
2019	104.062		104.769		106.159		105.815		106.473		106.824		105.794	105.090	106.498
2020	107.580		107.425		107.490		108.055		108.684		109.021		108.117	107.512	108.722
2021	110.204		111.823		113.749		115.129		116.254		117.840		114.496	112.223	116.768
2022	119.557		122.861		124.853		126.084		125.762		126.453		124.458	122.816	126.100
2023	127.936		128.027												

✓ COLA approved July 22 based on March 21-22 of 6% brought index number for agency to 118.532 (March 21 111.823 + 6%) below the March 22 index of 122.861

1.2% will bring pay to this index amount

6.7% COLA 3/1/23 brought pay to this index amount

12-Month Percent Change

Series Id: CWURS49CSA0,CWUSS49CSA0
Not Seasonally Adjusted
Series Title: All items in Riverside-San Bernardino-Ontario, CA, urban wage earners and clerical workers, not seasonally adjusted
Area: Riverside-San Bernardino-Ontario, CA
Item: All items
Base Period: DECEMBER 2017=100

Download: [xlsx](#)

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Annual	HALF1	HALF2
2019	3.1		2.8		3.0		2.6		3.3		3.0		3.0	3.0	2.9
2020	3.4		2.5		1.3		2.1		2.1		2.1		2.2	2.3	2.1
2021	2.4		4.1		5.8		6.5		7.0		8.1		5.9	4.4	7.4
2022	8.5		9.9		9.8		9.5		8.2		7.3		8.7	9.4	8.0
2023	7.0		4.2												

14.1% March 22 + March 23

July 22 - 6% + March 23 6.7% = 12.7%

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ERRATA Index and average price data for electricity in Riverside for May through November 2022 were incorrectly published in the database. The error also includes related aggregate data within Riverside and several related areas. A list of affected series and the corrected indexes and average price values is available at <https://www.bls.gov/bls/errata/data-series-affected-by-consumer-price-index-data-suppression-for-utilities-and-related-series-in-2022.htm>.

Corrections to be made on 4/28/23.

Consumer Price Index, Riverside Area — March 2023

Area prices were unchanged over the past two months, up 4.6 percent from a year ago

Prices in the Riverside area, as measured by the Consumer Price Index for All Urban Consumers (CPI-U), were unchanged for the two months ending in March 2023, the U.S. Bureau of Labor Statistics reported today. (See [table A](#).) Regional Commissioner Chris Rosenlund noted that a decrease in natural gas prices helped offset higher prices for shelter and gasoline. (Data in this report are not seasonally adjusted. Accordingly, bi-monthly changes may reflect seasonal influences.)

Over the last 12 months, the CPI-U advanced 4.6 percent. (See [chart 1](#) and [table A](#).) Food prices increased 8.9 percent. Energy prices declined 7.7 percent, largely the result of a decrease in the price of gasoline. The index for all items less food and energy advanced 5.9 percent over the year. (See [table 1](#).)

News Release Information

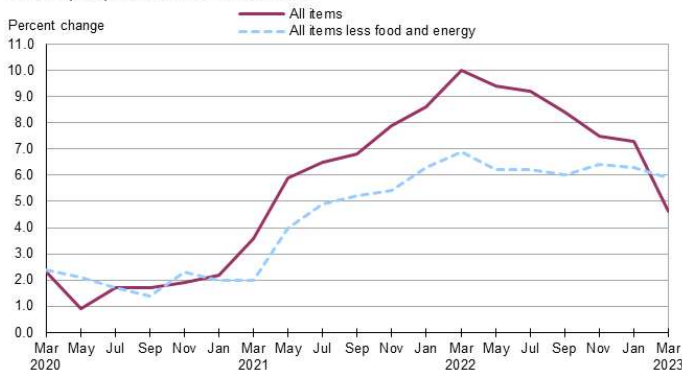
23-710-SAN
Wednesday, April 12, 2023

Contacts

Technical information:
(415) 625-2270
BLInfoSF@bls.gov
www.bls.gov/regions/west

Media contact:
(415) 625-2270

Chart 1. Over-the-year percent change in CPI-U, Riverside-San Bernardino-Ontario, CA, March 2020–March 2023



Source: U.S. Bureau of Labor Statistics.

[View Chart Data](#)

Food

Food prices increased 0.6 percent for the two months ending in March. (See [table 1](#).) Prices for food at home advanced 0.4 percent, led by higher prices for meats, poultry, fish, and eggs (1.4 percent). Prices for food away from home increased 1.0 percent for the same period.

Over the year, food prices increased 8.9 percent. Prices for food at home increased 7.8 percent since a year ago. Price increases across food at home expenditure categories ranged from 6.0 percent for other food at home to 15.4 percent for cereals and bakery products. Prices for food away from home increased 11.0 percent.

Energy

The energy index declined 7.8 percent for the two months ending in March. The decrease was mainly due to lower prices for natural gas service (-60.5 percent). Prices for gasoline advanced 9.6 percent for the same period.

Energy prices declined 7.7 percent over the year, largely due to lower prices for gasoline (-14.8 percent). Prices for natural gas service advanced 4.9 percent during the past year.

All items less food and energy

The index for all items less food and energy increased 0.8 percent in the latest two-month period. Higher prices for shelter (1.5 percent) and new vehicles (0.6 percent) were partially offset by lower prices for household furnishings and operations (-1.2 percent) and education and communication (-1.2 percent).

Over the year, the index for all items less food and energy advanced 5.9 percent. Components contributing to the increase included shelter (8.7 percent) and new vehicles (6.1 percent). Partly offsetting the increases was a price decrease in used cars and trucks (-9.4 percent).

Table A. Riverside-San Bernardino-Ontario, CA, CPI-U 2-month and 12-month percent changes, all items index, not seasonally adjusted

Month	2019		2020		2021		2022		2023	
	2-month	12-month	2-month	12-month	2-month	12-month	2-month	12-month	2-month	12-month
January	0.4	3.0	0.5	3.0	0.9	2.2	1.5	8.6	1.3	7.3
March	0.7	2.8	0.0	2.3	1.3	3.6	2.7	10.0	0.0	4.6
May	1.2	2.9	-0.2	0.9	2.0	5.9	1.4	9.4		

Month	2019		2020		2021		2022		2023	
	2-month	12-month	2-month	12-month	2-month	12-month	2-month	12-month	2-month	12-month
July	-0.1	2.6	0.7	1.7	1.3	6.5	1.1	9.2		
September	0.6	3.1	0.5	1.7	0.8	6.8	0.0	8.4		
November	0.2	2.9	0.4	1.9	1.4	7.9	0.6	7.5		

The May 2023 Consumer Price Index for the Riverside area is scheduled to be released on June 13, 2023.

Technical Note

The Consumer Price Index (CPI) is a measure of the average change in prices over time in a fixed market basket of goods and services. The Bureau of Labor Statistics publishes CPIs for two population groups: (1) a CPI for All Urban Consumers (CPI-U) which covers approximately 93 percent of the total U.S. population and (2) a CPI for Urban Wage Earners and Clerical Workers (CPI-W) which covers approximately 29 percent of the total U.S. population. The CPI-U includes, in addition to wage earners and clerical workers, groups such as professional, managerial, and technical workers, the self-employed, short-term workers, the unemployed, and retirees and others not in the labor force.

The CPI is based on prices of food, clothing, shelter, and fuels, transportation fares, charges for doctors' and dentists' services, drugs, and the other goods and services that people buy for day-to-day living. Each month, prices are collected in 75 urban areas across the country from about 6,000 housing units and approximately 22,000 retail establishments—department stores, supermarkets, hospitals, filling stations, and other types of stores and service establishments. All taxes directly associated with the purchase and use of items are included in the index.

The index measures price changes from a designated reference date; for most of the CPI-U the reference base is 1982-84 equals 100. An increase of 7 percent from the reference base, for example, is shown as 107.000. Alternatively, that relationship can also be expressed as the price of a base period market basket of goods and services rising from \$100 to \$107. For further details see the CPI home page on the Internet at www.bls.gov/cpi and the CPI section of the BLS Handbook of Methods available on the internet at www.bls.gov/opub/hom/cpi/.

In calculating the index, price changes for the various items in each location are averaged together with weights that represent their importance in the spending of the appropriate population group. Local data are then combined to obtain a U.S. city average. Because the sample size of a local area is smaller, the local area index is subject to substantially more sampling and other measurement error than the national index. In addition, local indexes are not adjusted for seasonal influences. As a result, local area indexes show greater volatility than the national index, although their long-term trends are quite similar. **NOTE: Area indexes do not measure differences in the level of prices between cities; they only measure the average change in prices for each area since the base period.**

The Riverside-San Bernardino-Ontario, CA metropolitan area includes Riverside and San Bernardino Counties in California.

Information in this release will be made available to sensory impaired individuals upon request. Voice phone: (202) 691-5200; Federal Relay Service: (800) 877-8339.

Table 1. Consumer Price Index for All Urban Consumers (CPI-U): Indexes and percent changes for selected periods

Riverside-San Bernardino-Ontario (December 2017=100 unless otherwise noted)

Item and Group	Indexes				Percent change from-		
	Historical data	Jan. 2023	Feb. 2023	Mar. 2023	Mar. 2022	Jan. 2023	Feb. 2023
Expenditure category							
All items		127.683	-	127.707	4.6	0.0	-
Food and beverages		130.546	-	131.330	8.4	0.6	-
Food		131.581	-	132.397	8.9	0.6	-
Food at home		130.619	130.415	131.157	7.8	0.4	0.6
Cereals and bakery products		147.329	-	148.991	15.4	1.1	-
Meats, poultry, fish, and eggs		132.066	-	133.893	6.2	1.4	-
Dairy and related products		113.252	-	112.872	7.5	-0.3	-
Fruits and vegetables		134.208	-	132.161	6.8	-1.5	-
Nonalcoholic beverages and beverage materials		129.059	-	129.839	6.2	0.6	-
Other food at home		125.410	-	125.987	6.0	0.5	-
Food away from home		132.851	-	134.175	11.0	1.0	-
Alcoholic beverages		111.419	-	111.548	-2.3	0.1	-
Housing		133.636	-	131.862	8.0	-1.3	-
Shelter		127.507	128.567	129.469	8.7	1.5	0.7
Rent of primary residence		133.075	134.418	135.774	12.1	2.0	1.0
Owners' equiv. rent of residences		126.470	127.302	127.790	7.9	1.0	0.4
Owners' equiv. rent of primary residence		126.470	127.302	127.790	7.9	1.0	0.4
Fuels and utilities		-	-	-	-	-	-
Household energy		-	-	-	-	-	-
Energy services		-	-	-	-	-	-
Electricity		-	-	-	-	-	-

Footnotes

(1) Special index based on a substantially smaller sample.

- Data not available

NOTE: Index applies to a month as a whole, not to any specific date.

Item and Group	Indexes				Percent change from-		
	Historical data	Jan. 2023	Feb. 2023	Mar. 2023	Mar. 2022	Jan. 2023	Feb. 2023
Utility (piped) gas service	NA	396.247	201.279	156.699	4.9	-60.5	-22.1
Household furnishings and operations	NA	125.352	-	123.907	5.9	-1.2	-
Apparel	NA	114.114	-	113.675	4.3	-0.4	-
Transportation	NA	129.931	-	133.651	-3.3	2.9	-
Private transportation	NA	132.230	-	135.977	-3.6	2.8	-
New and used motor vehicles	NA	118.696	-	120.112	2.7	1.2	-
New vehicles	NA	116.572	-	117.270	6.1	0.6	-
Used cars and trucks	NA	135.154	-	135.310	-9.4	0.1	-
Motor fuel	NA	144.532	151.545	158.276	-14.6	9.5	4.4
Gasoline (all types)	NA	144.153	151.213	158.053	-14.8	9.6	4.5
Gasoline, unleaded regular(1)	NA	144.495	151.692	158.650	-15.1	9.8	4.6
Gasoline, unleaded midgrade(1)	NA	144.917	151.763	158.474	-14.3	9.4	4.4
Gasoline, unleaded premium(1)	NA	142.125	148.628	154.982	-13.7	9.0	4.3
Medical care	NA	121.020	-	121.082	4.5	0.1	-
Recreation	NA	109.273	-	110.088	4.7	0.7	-
Education and communication	NA	111.360	-	109.990	0.7	-1.2	-
Tuition, other school fees, and child care	NA	125.658	-	125.643	4.4	0.0	-
Other goods and services	NA	121.185	-	121.202	4.5	0.0	-
Commodity and service group							
All items	NA	127.683	-	127.707	4.6	0.0	-
Commodities	NA	124.776	-	126.195	0.7	1.1	-
Commodities less food & beverages	NA	121.681	-	123.427	-3.2	1.4	-
Nondurables less food & beverages	NA	124.947	-	129.521	-6.6	3.7	-
Durables	NA	117.815	-	116.975	0.7	-0.7	-
Services	NA	129.842	-	128.883	7.2	-0.7	-
Special aggregate indexes							
All items less medical care	NA	128.151	-	128.172	4.6	0.0	-
All items less shelter	NA	127.872	-	126.867	2.4	-0.8	-
Commodities less food	NA	121.347	-	123.054	-3.2	1.4	-
Nondurables	NA	127.855	-	130.463	0.8	2.0	-
Nondurables less food	NA	124.190	-	128.548	-6.4	3.5	-
Services less rent of shelter	NA	132.962	-	127.854	5.0	-3.8	-
Services less medical care services	NA	130.380	-	129.338	7.5	-0.8	-
Energy	NA	175.886	162.930	162.230	-7.7	-7.8	-0.4
All items less energy	NA	123.884	-	124.805	6.4	0.7	-
All items less food and energy	NA	122.657	-	123.597	5.9	0.8	-
Footnotes							
(1) Special index based on a substantially smaller sample.							
- Data not available							
NOTE: Index applies to a month as a whole, not to any specific date.							

Last Modified Date: Wednesday, April 12, 2023

U.S. BUREAU OF LABOR STATISTICS Western Information Office Attn: EA & I, 90 Seventh Street Suite 14-100 San Francisco, CA 94103-6715

Telephone:1-415-625-2270_ www.bls.gov/regions/west [Contact Western Region](#)



San Bernardino Valley Municipal Water District

Job Position and Salary Range Table

Effective Date: July 1, 2022

Revised Date: March 1, 2023

Job Position	Salary Range	Salary Range amount per Month		# of FTE's Authorized Positions	# of FTE's Filled
		Low	High		
Administrative Services Manager/Chief of Staff/Clerk of the Board	30	12,775	17,428	1	1
Administrative Specialist	14	6,186	8,374	1	1
Assistant Chief Engineer	34A	15,696	21,451	1	1
Associate Engineer	24A	9,880	13,462	1	1
Assistant General Manager/Chief Operating Officer	41A	21,874	29,935	1	1
Business System Analyst	22	8,918	12,134	1	1
CEO / General Manager	Flat	27,380	27,380	1	1
Chief Information Officer	37	17,664	24,156	1	1
Chief of Planning and Watershed Resilience	37	17,664	24,156	1	-
Chief of Water Resources	37	17,664	24,156	1	-
Deputy General Manager/Chief Financial Officer	39A	19,823	27,125	1	1
Deputy General Manager/Chief of Statewide Water Initiatives	39A	19,823	27,125	1	1
Electrical and Mechanical Maintenance Technician	16	6,770	9,180	1	-
Electrical and Mechanical Maintenance Technician II	19A	7,899	10,744	1	1
Environmental Compliance and Permitting Program Manager	30	12,775	17,428	1	1
Executive Director, Upper SAR Sustainable Resources Alliance	34A	15,696	21,451	1	1
Geospatial Services Program Manager	30A	13,072	17,837	1	1
Human Resources / Risk Manager	30	12,775	17,428	1	1
Lead Electrical and Mechanical Maintenance Technician	23A	9,475	12,895	-	-
Lead Water Systems Operator	21A	8,674	11,796	3	3
Manager of Water Resources	33	14,664	20,031	1	1
Preserve System Program Manager	30	12,775	17,428	1	1
Project Manager II	27A	11,335	15,453	1	1
Senior Accountant	24	9,650	13,142	1	1
Senior Administrative Assistant	12	5,737	7,790	1	1
Senior Project Manager	30A	13,072	17,837	1	1
Strategic Communications Manager	31A	13,644	18,626	1	-
Water Conservation Program Manager	30	12,775	17,428	1	1
Water Operations Manager	31A	13,644	18,626	1	1
Water Resources Senior Planner	30	12,775	17,428	1	-
Water Systems Operator I	13A	6,118	8,286	2	2
Water Systems Operator II	18A	7,598	10,319	2	2
Total FTE Count				35	30
<p>Effective Date: July 1, 2022 Cost of Living Adjustment effective date: July 1, 2022 = 6% Presented and Adopted by the Board on June 21, 2022</p> <p>Cost of Living Adjustment effective date: March 1, 2023 = 6.7% Presented and Adopted by the Board on February 9, 2023</p> <p><i>Revised with updated titles and new classes: 1) Chief Engineer- Deputy General Manager to Assistant General Manager/Chief Operating Officer; 2) Retitle Chief Water Resources - Deputy General Manger to Deputy General Manager/Chief of Statewide Water Initiatives; 3) Chief of Water Resources to range 37; 4) Added Chief of Planning & Watershed Resilience at range 37. Revision presented and adopted by the Board on February 9, 2023</i></p>					

SAN BERNARDINO VALLEY MUNICIPAL WATER DISTRICT

MONTHLY SALARY SCHEDULE

(DOLLARS PER MONTH)

6 % INCREASE FOR FY 2022-2023 EFFECTIVE JULY 1, 2022

ADDITIONAL 6.7% INCREASE EFFECTIVE MARCH 1, 2023

Board of Director Per Diem Rate is \$299.00 per day for each days attendance Effective September 6, 2016.

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Merit Step A	Merit Step B	Merit Step C
		One year After Step 1	Three Years After Step 1	Five Years After Step 1	Seven Years After Step 1	Ten Years After Step 1			
1	3,475	3,653	3,844	4,035	4,241	4,446	4,557	4,671	4,788
1A	3,506	3,682	3,872	4,065	4,270	4,489	4,601	4,716	4,835
2	3,608	3,800	3,992	4,182	4,400	4,605	4,720	4,839	4,959
2A	3,638	3,829	4,019	4,223	4,429	4,652	4,768	4,887	5,010
3	3,770	3,961	4,166	4,371	4,593	4,826	4,947	5,070	5,197
3A	3,858	4,065	4,255	4,474	4,694	4,928	5,052	5,178	5,308
4	3,932	4,136	4,341	4,562	4,783	5,031	5,157	5,286	5,417
4A	4,035	4,241	4,460	4,680	4,917	5,149	5,278	5,411	5,545
5	4,210	4,429	4,652	4,885	5,121	5,383	5,517	5,655	5,796
5A	4,241	4,460	4,680	4,917	5,164	5,415	5,551	5,689	5,832
6	4,315	4,533	4,766	5,002	5,254	5,515	5,653	5,794	5,939
6A	4,388	4,605	4,841	5,091	5,338	5,604	5,745	5,888	6,035
7	4,548	4,783	5,018	5,265	5,531	5,810	5,955	6,104	6,257
7A	4,652	4,885	5,134	5,383	5,663	5,938	6,086	6,239	6,395
8	4,755	5,002	5,254	5,515	5,780	6,063	6,214	6,369	6,528
8A	4,857	5,105	5,354	5,633	5,910	6,186	6,341	6,500	6,662
9	4,928	5,178	5,444	5,706	5,992	6,266	6,423	6,584	6,749
9A	5,078	5,338	5,604	5,880	6,159	6,444	6,605	6,770	6,939
10	5,164	5,427	5,706	5,979	6,255	6,554	6,717	6,885	7,057
10A	5,354	5,633	5,910	6,186	6,472	6,770	6,940	7,113	7,291
11	5,427	5,706	5,979	6,266	6,554	6,865	7,037	7,213	7,393
11A	5,501	5,780	6,063	6,351	6,635	6,948	7,121	7,299	7,482
12	5,737	6,023	6,310	6,594	6,908	7,234	7,415	7,600	7,790
12A	5,793	6,078	6,364	6,661	6,976	7,300	7,483	7,671	7,862
13	5,979	6,266	6,554	6,865	7,180	7,519	7,707	7,900	8,097
13A	6,118	6,403	6,703	7,017	7,356	7,694	7,886	8,084	8,286
14	6,186	6,486	6,785	7,096	7,437	7,776	7,970	8,169	8,374
14A	6,335	6,635	6,948	7,274	7,612	7,966	8,165	8,370	8,579
15	6,526	6,839	7,152	7,490	7,845	8,211	8,415	8,626	8,841
15A	6,661	6,976	7,300	7,654	8,008	8,386	8,595	8,810	9,030
16	6,770	7,096	7,424	7,776	8,143	8,524	8,738	8,956	9,180
16A	6,933	7,260	7,598	7,966	8,346	8,741	8,959	9,183	9,413
17	7,029	7,369	7,708	8,075	8,455	8,851	9,072	9,298	9,530
17A	7,246	7,598	7,953	8,319	8,713	9,134	9,361	9,596	9,836
18	7,396	7,749	8,118	8,495	8,903	9,326	9,558	9,797	10,043
18A	7,598	7,966	8,346	8,741	9,147	9,582	9,822	10,067	10,319
19	7,749	8,118	8,511	8,903	9,326	9,772	10,016	10,267	10,524
19A	7,899	8,278	8,674	9,080	9,514	9,976	10,226	10,482	10,744
20	8,118	8,511	8,903	9,338	9,772	10,249	10,505	10,767	11,036
20A	8,308	8,698	9,122	9,556	10,005	10,479	10,740	11,009	11,285
21	8,455	8,863	9,285	9,715	10,193	10,684	10,951	11,225	11,505
21A	8,674	9,092	9,529	9,976	10,451	10,954	11,228	11,509	11,796
22	8,918	9,352	9,785	10,259	10,750	11,268	11,549	11,837	12,134
22A	8,970	9,408	9,855	10,315	10,819	11,335	11,619	11,909	12,206
23	9,160	9,612	10,059	10,547	11,049	11,578	11,868	12,165	12,469
23A	9,475	9,937	10,412	10,902	11,430	11,974	12,274	12,580	12,895

SAN BERNARDINO VALLEY MUNICIPAL WATER DISTRICT

MONTHLY SALARY SCHEDULE

(DOLLARS PER MONTH)

6 % INCREASE FOR FY 2022-2023 EFFECTIVE JULY 1, 2022

ADDITIONAL 6.7% INCREASE EFFECTIVE MARCH 1, 2023

Board of Director Per Diem Rate is \$299.00 per day for each days attendance Effective September 6, 2016.

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Merit Step A	Merit Step B	Merit Step C
		One year After Step 1	Three Years After Step 1	Five Years After Step 1	Seven Years After Step 1	Ten Years After Step 1			
24	9,650	10,112	10,601	11,105	11,647	12,203	12,508	12,821	13,142
24A	9,880	10,356	10,859	11,374	11,918	12,501	12,814	13,134	13,462
25	10,167	10,655	11,171	11,701	12,273	12,856	13,177	13,507	13,844
25A	10,424	10,925	11,456	12,002	12,584	13,195	13,524	13,862	14,209
26	10,547	11,063	11,592	12,150	12,735	13,346	13,680	14,021	14,372
26A	10,819	11,349	11,892	12,460	13,060	13,698	14,041	14,392	14,751
27	11,063	11,607	12,164	12,746	13,358	14,012	14,363	14,721	15,090
27A	11,335	11,892	12,460	13,060	13,685	14,350	14,710	15,077	15,453
28	11,607	12,177	12,759	13,372	14,024	14,704	15,072	15,449	15,835
28A	11,892	12,475	13,072	13,698	14,363	15,055	15,431	15,817	16,213
29	12,164	12,759	13,372	14,024	14,689	15,409	15,794	16,190	16,594
29A	12,448	13,060	13,685	14,350	15,043	15,776	16,170	16,574	16,989
30	12,775	13,402	14,050	14,730	15,438	16,184	16,589	17,003	17,428
30A	13,072	13,710	14,378	15,069	15,802	16,564	16,978	17,403	17,837
31	13,372	14,024	14,704	15,425	16,170	16,957	17,380	17,815	18,260
31A	13,644	14,308	15,001	15,735	16,495	17,296	17,728	18,171	18,626
32	14,012	14,689	15,409	16,158	16,944	17,773	18,217	18,673	19,140
32A	14,390	15,099	15,831	16,591	17,406	18,247	18,703	19,171	19,650
33	14,664	15,383	16,130	16,917	17,734	18,601	19,066	19,542	20,031
33A	15,016	15,747	16,510	17,326	18,167	19,049	19,525	20,013	20,513
34	15,287	16,036	16,822	17,638	18,492	19,391	19,875	20,372	20,881
34A	15,696	16,468	17,269	18,112	18,995	19,920	20,417	20,928	21,451
35	16,116	16,903	17,734	18,587	19,497	20,448	20,959	21,483	22,020
35A	16,442	17,242	18,086	18,969	19,891	20,869	21,391	21,926	22,474
36	16,810	17,638	18,492	19,391	20,338	21,331	21,864	22,411	22,971
36A	17,229	18,072	18,955	19,876	20,857	21,874	22,421	22,981	23,556
37	17,664	18,532	19,432	20,380	21,387	22,432	22,993	23,567	24,156
37A	18,072	18,955	19,891	20,857	21,874	22,948	23,522	24,110	24,713
38	18,478	19,391	20,338	21,331	22,376	23,464	24,051	24,652	25,269
38A	18,982	19,920	20,884	21,915	22,990	24,117	24,721	25,339	25,972
39	19,391	20,338	21,331	22,376	23,479	24,632	25,247	25,878	26,526
39A	19,823	20,803	21,821	22,882	24,008	25,189	25,818	26,464	27,125
40	20,271	21,276	22,310	23,408	24,550	25,760	26,403	27,063	27,740
40A	20,828	21,862	22,921	24,048	25,229	26,466	27,127	27,806	28,501
41	21,358	22,419	23,504	24,658	25,867	27,146	27,824	28,520	29,233
41A	21,874	22,948	24,074	25,258	26,507	27,797	28,492	29,204	29,935
42	22,405	23,504	24,658	25,867	27,146	28,476	29,188	29,918	30,666
42A	22,975	24,101	25,298	26,531	27,839	29,210	29,940	30,688	31,455
43	23,531	24,698	25,908	27,173	28,517	29,914	30,662	31,428	32,215
43A	24,130	25,323	26,561	27,863	29,236	30,676	31,443	32,230	33,035
44	24,698	25,922	27,198	28,528	29,929	31,408	32,194	32,998	33,824
44A	25,323	26,574	27,879	29,252	30,689	32,212	33,017	33,842	34,688
CEO/GM (Flat Rate)	27,380	27,380	27,380	27,380	27,380	27,380	27,380	27,380	27,380



DATE: May 22, 2023
TO: Board of Directors' - Wages, Benefits & Insurance
FROM: Heather Dyer, CEO/General Manager
Karen Resendez, Human Resources/Risk Manager
SUBJECT: Consider Dental Plan Enhancement

Staff Recommendation

Staff recommends enhancing the current dental plan to provide orthodontic coverage, effective for the 2024 plan year which starts January 1, 2024.

Background and Discussion

San Bernardino Valley joined the Association of California Water Agencies Joint Powers Insurance Authority (ACWA JPIA) benefits program as of July 2021 and maintains medical, dental, vision, life, accidental death and dismemberment, short- and long- term disability, and employee assistance program benefits through ACWA. San Bernardino Valley also provides a voluntary flexible spending account and dependent care benefit through a separate provider as ACWA JPIA does not provide this in their benefit offerings. Currently.

Prior to joining ACWA JPIA San Bernardino Valley provided employees with the Delta Dental PPO Premier Plan and upon joining ACWA JPIA, San Bernardino Valley selected to continue with the Delta Dental PPO Premier Plan with the highest annual maximum benefit and coverage available (Plan Option 1009). The Agency has maintained the same dental plan for many years; the plan does not provide a benefit for orthodontic coverage for any enrollee.

Orthodontic treatment provides many benefits and can help improve dental health, as well as overall well-being for our employees and their families. Orthodontic treatment can be costly for families and having dental insurance that provides for orthodontics can make braces and other orthodontic treatment more affordable. Including orthodontia benefits ensures that the most attractive and competitive benefits possible are offered and demonstrates our investment into employee health and well-being, which can help to attract and retain top talent.

The orthodontic benefit provides a once in a lifetime benefit of \$2,000 per person enrolled (adults and children) for orthodontic treatment. San Bernardino Valley staff coverage is provided below, and any vacant positions are forecasted as family coverage.

ADULT & CHILD ORTHO COVERAGE						
COVERAGE	CURRENT PLAN YEAR	MONTHLY PREMIUM W/ ORTHO	MONTHLY DIFFERENCE FROM CURRENT	ANNUAL COST DIFFERENCE	EMPLOYEE ENROLLMENT*	RETIREE ENROLLMENT
Employee Only	\$46.23	\$47.86	\$1.63	\$19.56	7	4
Employee +1	\$90.21	\$94.96	\$4.75	\$57.00	7	7
Employee + Family	\$147.39	\$169.30	\$21.91	\$262.92	26	1

Staff recommend enhancing the current dental benefit plan to include orthodontic coverage, effective for the 2024 plan year which starts January 1, 2024.

District Strategic Plan Application

San Bernardino Valley Strategy #5 - Attracting and supporting top talent. Ensuring competitive and modern benefit offerings is key to this strategy.

Fiscal Impact

The additional cost for this enhanced dental benefit is approximately \$8,200 annually, or \$683 per month, based on the 2023 plan rates – vacant positions are forecasted to be family coverage. The rates for Plan Year 2024 will be released in late summer. If the Board desires to approve this change, staff will include the additional cost in the fiscal year 2023/2024 general fund budget which will be formally adopted by the Board at a future meeting. The cost for 2023/2024 will be \$4,100 as the plan year begins January 1, 2024.

Attachments

- 1) 2023 Dental Plans and Rates

Association of California Water Agencies Joint Powers Insurance Authority

2023 NON-VOLUNTARY DENTAL PLANS - ALL DEPENDENTS ENROLLED

Delta Dental PPO/Premier ¹ Plan Options										DeltaCare HMO ²
	PPO/Premier (or Out of Network)			PPO/Premier (or Out of Network)			PPO/Premier (or Out of Network)			In Network
Annual Max Benefit	\$2,000			\$1,500			\$1,500			None
Annual Deductible Individual/Family	\$25/\$50			\$25/\$50			\$25/\$50			None
Diagnostic cleanings, x-rays	100% (100)			100% (100)			100% (100)			No Charge
Basic fillings	85% (80)			80% (80)			70% (70)			\$0-\$150 co-pay
Endodontics roots	85% (80)			80% (80)			70% (70)			\$0-\$105 co-pay
Periodontics gums	85% (80)			80% (80)			70% (70)			\$0-\$150 co-pay
Oral Surgery	85% (80)			80% (80)			70% (70)			\$0-\$40 co-pay
Crowns	50% (50)			50% (50)			50% (50)			\$60 co-pay
Prosthodontics ³ implants, dentures	50% (50)			50% (50)			50% (50)			Not Covered, \$0-\$90
Orthodontics ³ Lifetime Benefit	N/A	50% \$2000 max benefit/ person		N/A	50% \$2000 max benefit/ person		N/A	50% \$2000 max benefit/ person		\$350 Start-up
Covered Participants	N/A	Child only	Child & Adult	N/A	Child only	Child & Adult	N/A	Child only	Child & Adult	Child \$1,600 Co-pay Adult \$1,800 Co-pay
Division	1009	1007	3007	1012	1002	3002	1001	1003	3003	HMO
Monthly Premiums										
Employee Only	\$ 46.23	\$ 46.23	\$ 47.86	\$ 33.72	\$ 33.72	\$ 35.36	\$ 31.20	\$ 31.20	\$ 32.84	\$ 29.19
Employee + 1	\$ 90.21	\$ 94.11	\$ 94.96	\$ 65.20	\$ 69.09	\$ 69.99	\$ 60.16	\$ 64.06	\$ 64.95	\$ 45.36
Employee + Family	\$ 147.39	\$ 164.17	\$ 169.30	\$ 106.12	\$ 122.90	\$ 128.10	\$ 97.81	\$ 114.59	\$ 119.78	\$ 64.72

Rates are in effect 1/1/2022 - 12/31/2023. **All employees and dependents must be enrolled for the rates above. "Voluntary Plans" allowing dependents to opt out are available, at a slightly increased cost to the dependent tiers.** This is a brief summary of benefits. More detailed summaries are available at www.acwajpia.com. In the event of any discrepancy, the Evidence of Coverage prevails. Participating providers can be found at www.deltadentalins.com. See the Program Policy Manual for contribution and participation requirements.

¹ Services can be obtained from PPO, Premier or Out-of-network providers. PPO and Premier network benefits are listed above. When out of network, patients are responsible for the *full cost* above the in-network rates.

² Services rendered by other than your assigned DeltaCare dentist are *not covered*, with the exception of \$100 allowance for out-of-area emergency services. Benefits not specifically listed in the EOC are *not covered*. Additional cost applies for "optional" benefits. See the EOC for co-pays for specific services. Plans admin. directly by DeltaCare.

³ 12-month waiting period applies.

DATE: May 22, 2023

TO: Board of Directors' - Wages, Benefits & Insurance

FROM: Heather Dyer, CEO/General Manager
Karen Resendez, Human Resources/Risk Manager

SUBJECT: Review Draft Resolution Paying Employer Paid Member Contributions for Employees Hired on or After July 1, 2011

Staff Recommendation

1. Direct staff to place the Resolution as presented on an upcoming Board agenda for consideration.

Summary

California Public Employees' Retirement System (CalPERS) completes an annual actuarial report each year. A new resolution will be brought to the Board to approve the percentage San Bernardino Valley will pay for the coming fiscal year. Based on the latest information from CalPERS, San Bernardino Valley's total contribution percentage changed slightly for 2nd Tier employees at 16% (11.88% Employer + 4.12% Employee for fiscal year 23-24), while the employees' contribution increased to 2.88% of salary which is almost double the prior year rate of 1.48% of salary. This resolution formalizes the Board's policy of contributing a maximum of 16% of salary for 2nd Tier employees to continue to minimize future 2nd Tier pension cost impacts.

Background

On May 17, 2011, the Board adopted Resolution 982 amending San Bernardino Valley's contract with CalPERS to implement a 2nd Tier benefit formula for employee pensions. In recognition of the desire to minimize future 2nd Tier pension cost impacts, the Board set the maximum combined (Employer and Employee) contribution rate for San Bernardino Valley at 16% that would apply to employees hired on or after July 1, 2011, and before January 1, 2013, and those who later join San Bernardino Valley as CalPERS Classic employees. There are currently twelve (12) employees that are covered by the 2nd Tier program, an increase from eleven (11) in 2022-2023.

A 3rd Tier was established through AB 340 which created the Public Employees' Pension Reform Act (PEPRA). Any employee hired on or after January 1, 2013, who meets the definition of a new

member to CalPERS is required to contribute at least 50 percent of the total normal cost. Under PEPRA, the new 3rd Tier benefit formula requires an employee's contribution rate of 8.25% of reportable compensation for fiscal year 2023-2024. There are currently eleven (11) District employees that are covered by the 3rd Tier program.

District Strategic Plan Application

San Bernardino Valley Strategy #5 - Attracting and supporting top talent. Ensuring competitive pay overall keeps pace with changing economic conditions is key to this strategy.

Fiscal Impact

The percentage Valley District pays towards the CalPERS Member Contributions will remain the same as in the prior fiscal year.

Attachments

1. Draft Resolution Paying EPMC - Employees Hired on or After July 1, 2011 for FY 2023-2024

RESOLUTION NO. XXX

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE SAN BERNARDINO VALLEY MUNICIPAL WATER DISTRICT FOR PAYING EMPLOYER PAID MEMBER CONTRIBUTIONS TO CALIFORNIA PUBLIC EMPLOYEES RETIREMENT SYSTEM FOR EMPLOYEES HIRED ON OR AFTER JULY 1, 2011

WHEREAS, the governing body of the San Bernardino Valley Municipal Water District (District) has the authority to implement Government Code Section 20691 as it applies to District Employees; and

WHEREAS, the governing body of District has a written labor policy or agreement which specifically provides for some of the normal member contributions to California Public Employees Retirement System (CalPERS) to be paid by the employer; and

WHEREAS, one of the steps in the procedures to implement Section 20691 is the adoption by the governing body of District of a Resolution authorizing payments to CalPERS of Employer Paid Member Contributions (EPMC); and

WHEREAS, the governing body of District has identified the following conditions for the purpose of its election to pay EPMC,

- **For local miscellaneous employees hired on or after July 1, 2011 and before January 1, 2013:** Effective July 1, 2023 through June 30, 2024, District shall pay 4.12 % of the normal contributions as EPMC, for all local miscellaneous employees of SBVMWD hired on or after July 1, 2011 and before January 1, 2013.
- **For local miscellaneous employees hired on or after January 1, 2013:** All local miscellaneous employees hired on or after January 1, 2013, as defined under Government Code section 7522.04(f), will not be eligible to receive EPMC.

NOW, THEREFORE, BE IT RESOLVED that the Board of Directors of District hereby elects to pay EPMC for employees hired on or after July 1, 2011, as set forth above.

RESOLVED FURTHER that the effective date of this Resolution shall be July 1, 2023.

ADOPTED this __day of xx 2023.

Paul Kielhold, President

ATTEST:

Heather Dyer, Secretary

DATE: May 22, 2023

TO: Board of Directors' - Wages, Benefits & Insurance

FROM: Heather Dyer, CEO/General Manager
Karen Resendez, Human Resources/Risk Manager

SUBJECT: Review of Long-Term Care Insurance Pending Legislation

Staff Recommendation

Receive and file.

Background

In 2019, the California Legislature passed AB 567 establishing the Long-Term Care Insurance Task Force (“Task Force”) in the California Department of Insurance to explore the feasibility of developing and implementing a statewide insurance program for long-term care (“LTC”) services and supports. No comprehensive legislation was introduced before February 17, 2023, which was the deadline for introduction of 2023 legislation to take effect January 1, 2024. While language establishing a long-term care program could be drafted into another bill later in the legislative session, it appears the California Legislature is prepared to wait for the release of the Actuarial Report before introducing a LTC bill.

Our latest information which was collected from official Task Force reporting and industry experts, is that a long-term care insurance plan may become mandatory beginning January 1, 2025, and would be funded through a payroll tax on the employee – deducted as a percentage of gross pay like state disability insurance (SDI). It is not yet clear if there will be cost sharing between employees and employers or if the total cost will be borne by the employee. Although the Task Force discussed cost sharing, there was recognition that it would be challenging to garner support for an employer-paid tax. The Task Force is assessing all options, including an entirely employee-paid payroll tax. Any additional payroll tax would impact employees take home pay, further eroding the spending power of employees.

The plan may include an opt-out provision for individuals who own an eligible LTC plan that predates the enactment of the program. Additionally, the proposed state plan may not be portable

outside of California. Lack of portability would greatly impact retirees' ability to use a plan they paid into as an employee, should they decide to move out of California at retirement. Further, the legislation may not include a contribution cap, which means that higher paid employees will pay more for the same benefit level as employees who are paid a lower wage.

Should legislation become law, it may be more beneficial to employees for San Bernardino Valley to offer an eligible private plan rather than participate in the state mandated plan, as the cost, benefit level and other plan options such as portability, can be set to ensure the best benefit is offered to employees. As the enactment date of this program is unsure, industry experts recommend any private plans be put into place before January 1, 2024, in order to be eligible for an opt out of a future state plan.

Waiting for legislation may find the District and our employees boxed into whatever payroll tax-funded option the legislature establishes and at a level the legislature chooses for employees and/or employers to bear. Rather than wait until the legislature acts, staff recommends several actions: 1) engage with our state lobbyists and potentially ACWA JPIA staff to garner additional information on the likelihood of legislation being passed; 2) research options on potential private plans that may be offered to either the District as a group and/or individual employees who many wish to purchase LTC plan coverage in anticipation of a statewide insurance program mandate; and, 3) bring any new information and recommendations to the Board at a future date.

District Strategic Plan Application

San Bernardino Valley Strategy #5 - Attracting and supporting top talent. Ensuring competitive and modern benefit offerings is key to this strategy.

Fiscal Impact

No fiscal impact.

DATE: May 22, 2023

TO: Board of Directors' - Wages, Benefits & Insurance

FROM: Heather Dyer, CEO/General Manager
Karen Resendez, Human Resources/Risk Manager

SUBJECT: Review Director Daily Per Diem

Staff Recommendation

Review Director daily per diem rate and consider increase to rate effective July 1, 2023.

Background and Discussion

Ordinance 76 adopted September 6, 2016, set the Director daily per diem rate at \$299 and provided for an automatic annual increase not to exceed 5% of the daily per diem rate. The Board adopted Ordinance 78 on March 7, 2017, which maintained the current daily per diem rate at \$299 and eliminated automatic increases. Every year staff requests direction from the Board as to an increase in Director daily per diem rate, which remained at \$299. The Board elected not to increase the rate since 2016.

As the Director daily per diem rate of \$299 per day of service has been the same since 2016, staff is asking the Board to consider and discuss if it wishes to increase the Director daily per diem rate to be effective July 1, 2023.

Per California Water Code section 20202, the increase may not exceed an amount equal to 5 percent, for each calendar year following the operative date of the last adjustment, of the compensation which is received when the ordinance is adopted. A 5% increase would be \$14.95 per day of service, which would bring the daily per diem to \$313.95. Given the current inflation rates, multiple local agencies have made similar Board compensation adjustments in 2023 including, the San Bernardino Valley Water Conservation District and Yucaipa Valley Water District. The increase for fiscal year 2023-2024 in directors' fees based on 5 directors and 10 meetings per month would be \$9,000.

District Strategic Plan Application

Strategy 6 – Commit to effective governance through Board Leadership and Development.

Fiscal Impact

If the Board desires to make a change to the Directors' daily per diem rate, staff will include any increase in the fiscal year 2023/2024 general fund budget which will be formally adopted by the Board at a future meeting.

Attachments

1. Ordinance 78 – Confirming Compensation of Directors

ORDINANCE NO. 78

AN ORDINANCE OF THE BOARD OF DIRECTORS OF THE SAN BERNARDINO VALLEY MUNICIPAL WATER DISTRICT CONFIRMING WITHOUT CHANGE COMPENSATION FOR DIRECTORS' SERVICES AND REPEALING FUTURE AUTOMATIC INCREASES

WHEREAS, the compensation of the Directors of the San Bernardino Valley Municipal Water District for each day's attendance at meetings of the Board, or for each day's service rendered as a member of the Board by request of the Board, was last fixed by Ordinance No. 76, effective November 5, 2016; and

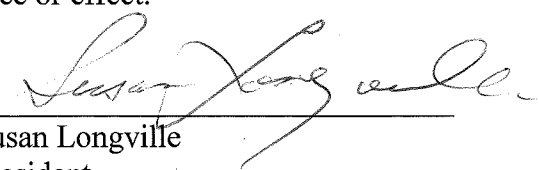
WHEREAS, the Board now desires to eliminate and repeal the automatic annual increase provisions for director compensation without changing the current director compensation established by Ordinance No. 76;

NOW, THEREFORE, BE IT ORDAINED by the Board of the San Bernardino Valley Municipal Water District as follows:

1. Commencing on the effective date of this Ordinance, each Director shall continue to receive compensation for each day's attendance at meetings of the Board, or for each day's service rendered as a member of the Board by request of the Board, in the amount of \$299.00, not to exceed a total of ten (10) days in any calendar month, together with reimbursement for actual and necessary expenses incurred in the performance of official duties pursuant to written policy adopted by the Board pursuant to California Water Code sections 20201.5 and 71255.

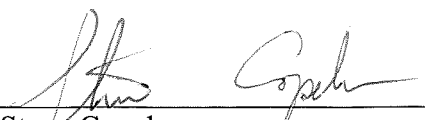
2. This Ordinance shall become effective sixty (60) days from the date of its final passage, and shall supersede the provisions of Ordinance No. 76. As of the effective date of this Ordinance, Ordinance No. 76 shall be of no further force or effect.

ENACTED: 3-7-17, 2017.



Susan Longville
President

ATTEST:



Steve Copelan
Secretary