

[Roll Call Vote]

RESOLUTION NO. 1995-14

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE
SOUTHERN CALIFORNIA PUBLIC POWER AUTHORITY
PROVIDING CERTAIN EMPLOYMENT BENEFITS TO THE
EMPLOYEES OF THE AUTHORITY


WHEREAS, the Southern California Public Power Authority desires to provide its employees with certain employment benefits;

WHEREAS, the Board of Directors of the Southern California Public Power Authority desires to modify the written policy in the attachments to Resolution No. 1993-31;

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the Southern California Public Power Authority that the Authority hereby approves the employment benefits for Executives (Attachment A) and Employees (Attachment B).

BE IT FURTHER RESOLVED that Resolution No. 1993-31 is hereby rescinded.

THE FOREGOING RESOLUTION is approved and adopted by the Authority, this 15th day of June, 1995.



PRESIDENT

Southern California Public
Power Authority

ATTEST:



ASSISTANT SECRETARY
Southern California Public
Power Authority

**SOUTHERN CALIFORNIA PUBLIC POWER AUTHORITY
EXECUTIVE BENEFITS**

The SCPPA executive staff currently consists of the Executive Director. Executive employees are eligible for the following benefits.

A. PAID TIME OFF

1. Sick Leave

Eight hours per month with a maximum accumulation of 288 hours, and no cash-in over 288 hours.

Employees who have exhausted sick leave benefits must apply for additional leaves of absence without pay.

2. Vacation

For one through five years of service, 120 hours per year of paid vacation are allowed. After five years of service, eight hours of paid vacation is added each year, up to a maximum of 160 hours per year as shown below. A maximum of two years' vacation hours may be accumulated.

Service Year:	<u>1 - 5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>
Vacation Hours:	120	128	136	144	152	160

3. Holidays

There are a total of twelve paid (eight-hour) holidays. As listed below, eleven predetermined (eight-hour) holidays have been established. Each year, one additional (eight-hour) holiday will be set by the Executive Director. Holidays which fall on a Saturday will be celebrated on Friday, those which fall on a Sunday will be celebrated on Monday.

New Year's Day	January 1
Martin Luther King's Birthday	3rd Monday in January
President's Day	3rd Monday in February
Memorial Day	Last Monday in May
Independence Day	July 4
Labor Day	1st Monday in September
Columbus Day	2nd Monday in October
Veteran's Day	November 11
Thanksgiving	4th Thursday in November
Day After Thanksgiving	Friday after 4th Thursday in November
Christmas Day	December 25

B. INSURANCE

1. Medical Insurance

SCPPA pays the entire medical insurance premium for employees only. SCPPA participates in the State of California Public Employees' Retirement System's (PERS) Health Benefits Program as a public agency under the Public Employees' Medical and Hospital Care Act.

Under the PERS Health Benefits Program, employees may select the eligible health plan of their choice from HMO, PPO, and traditional insurance plans. SCPPA will pay up to the maximum single party plan premium. Employees may choose a PPO or HMO plan with a lower premium and apply the difference toward dependent medical insurance coverage.

After initial plan selection, employees may only change their selection during open enrollment as allowed by PERS. (~~currently during open enrollment period during May of each year~~).

2. Dental Coverage

SCPPA reimburses employees for 100% of charges for preventative dental services such as routine oral examination and cleaning of teeth and X-rays twice per twelve consecutive months.

For other basic dental services such as fillings, extractions, repairs (to partial or full dentures and bridges made more than one year after insertion), SCPPA will reimburse at the rate of 80% after a \$50.00 deductible.

For major dental services such as crowns and inlays, endodontics (root canal therapy), periodontics (gum treatment), full or partial dentures, SCPPA will reimburse at the rate of 50% after the \$50.00 deductible.

The maximum dental services reimbursement benefit per calendar year covered by SCPPA will be \$1,000.00.

3. Life Insurance

SCPPA pays the premium on term life insurance policy for death benefits equal to two and one-half times the executive's annual salary.

4. Disability Insurance

SCPPA pays the premium on a disability insurance policy to pay 60% of monthly salary (or the maximum coverage available, whichever is less), less income from social security, state disability, workers' compensation, or government retirement systems. There is a 30-day elimination period

C. RETIREMENT PLAN

Retirement benefits are those provided through the State of California Public Employees' Retirement System pursuant to the terms of the contract between SCPPA and PERS as it may from time to time be amended. Contributions to PERS Retirement, including member contributions, are made by SCPPA.

Note: As a public agency, SCPPA is not required to make Social Security tax withholding or contributions.

D. DEFERRED COMPENSATION PLAN

A mechanism has been established to allow employees to make contributions to a deferred compensation plan for tax savings benefit. SCPPA does not make or match any contributions to this plan.

The Board of Directors of Southern California Public Power Authority retains the right to review, revise, repeal, or make any other appropriate modification to the above benefits schedule. The representations listed above are for information only, do not constitute a contract, and may not be enforced as such.

**SOUTHERN CALIFORNIA PUBLIC POWER AUTHORITY
EMPLOYEE BENEFITS**

Full time employees are eligible for the following benefits.

A. PAID TIME OFF

1. Sick Leave

Eight hours per month with a maximum accumulation of 288 hours, and no cash-in over 288 hours.

Employees who have exhausted sick leave benefits must apply for additional leaves of absence without pay.

2. Vacation

For one through five years of service, 80 hours per year of paid vacation are allowed. After five years of service, eight hours of paid vacation is added each year, up to a maximum of 160 hours per year as shown below. A maximum of two years' vacation hours may be accumulated.

Service Year:	<u>1 - 5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>
Vacation Hrs:	80	88	96	104	112	120	128	136	144	152	160

3. Holidays

There are a total of twelve paid (eight-hour) holidays. As listed below, eleven predetermined (eight-hour) holidays have been established. Each year, one additional (eight-hour) holiday will be set by the Executive Director. Holidays which fall on a Saturday will be celebrated on Friday, those which fall on a Sunday will be celebrated on Monday.

New Year's Day	January 1
Martin Luther King's Birthday	3rd Monday in January
President's Day	3rd Monday in February
Memorial Day	Last Monday in May
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Columbus Day	2nd Monday in October
Veteran's Day	November 11
Thanksgiving	4th Thursday in November
Day After Thanksgiving	Friday after 4th Thursday in November
Christmas Day	December 25

A. PAID TIME OFF (continued)

4. Other

Requests for time off without pay up to 120 calendar days will be handled at the discretion of the Executive Director. Requests for time off without pay over 120 calendar days will be submitted to the Board of Directors.

B. INSURANCE

1. Medical Insurance

SCPPA pays the entire medical insurance premium for employees only. SCPPA participates in the State of California Public Employees' Retirement System's (PERS) Health Benefits Program as a public agency under the Public Employees' Medical and Hospital Care Act.

Under the PERS Health Benefits Program, employees may select the eligible health plan of their choice from HMO, PPO, and traditional insurance plans. SCPPA will pay up to the maximum single party premium. Employees may choose a plan with a lower premium and apply the difference toward dependent medical insurance coverage.

After initial plan selection, employees may only change their selection during open enrollment as allowed by PERS. (~~currently during open enrollment period during May of each year~~).

2. Dental Coverage

SCPPA reimburses employees for 100% of charges for preventative dental services such as routine examination and cleaning of teeth and X-rays twice per twelve consecutive months. For other basic dental services such as fillings, extractions, repairs (to partial or full dentures and bridges made more than one year after insertion), SCPPA will reimburse at the rate of 80% after a \$50.00 deductible.

For major dental services such as crowns and inlays, endodontics (root canal therapy), periodontics (gum treatment), full or partial dentures, SCPPA will reimburse at the rate of 50% after the \$50.00 deductible.

The maximum dental services reimbursement benefit per calendar year covered by SCPPA will be \$1,000.00.

3. Life Insurance

SCPPA pays the premium on term life insurance policy for death benefits equal to the employee's annual salary.

4. Disability Insurance

SCPPA pays the premium on a disability insurance policy to pay 60% of monthly salary (or the maximum coverage available, whichever is less), less income from social security, state disability, workers' compensation, or government retirement systems. There is a 30-day elimination period.

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