

RESOLUTION 2026-09

AUTHORIZING PERSONNEL POLICY AND EMPLOYEE HANDBOOK REVISIONS

PURISSIMA HILLS WATER DISTRICT

WHEREAS, the Board of the Purissima Hills Water District previously elected, from time to time and by resolution, to pay and report the value of all or a part of the normal classic member contributions to the California Public Employees' Retirement System (CalPERS) pursuant to Government Code Sections 20636(c)(4) and 20691, and applicable labor policies or agreements; and

WHEREAS, the last Resolution authorizing Purissima Hills Water District (PHWD) to pay such employer paid member contributions (EPMC) was Resolution 2000-7, adopted on July 12, 2000; and

WHEREAS, it was determined, in consultation with affected stakeholders, that PHWD will no longer pay EPMCs effective May 16, 2026; and

WHEREAS, PHWD has an approved personnel policy contained within an Employee Handbook dated March 2016; and

WHEREAS, recent meetings and discussions with all PHWD employees resulted in agreement on recommended personnel policy changes, including the elimination of EPMCs, and the revision of the cap on vacation leave accruals and sick leave accruals; and

WHEREAS, Section 3.06.A.1. of the PHWD's Employee Handbook regarding the provisions related to the District's payment of EPMCs for CalPERS classic members are hereby deleted; and

WHEREAS, Section 3.02.B. of the PHWD's Employee Handbook provides for a 30-day maximum accrual of vacation leave and should be revised to read as follows: An employee's maximum accrual of vacation leave accrual will not exceed two (2) times the employee's annual vacation benefit; and

WHEREAS, Section 3.03.A. of the PHWD's Employee Handbook should be revised to include: An employee's maximum accrual for sick leave will be 1,040 hours.

NOW, THEREFORE BE IT RESOLVED by the Board of Directors for the Purissima Hills Water District that the personnel policy contained within the PHWD Employee Handbook is revised as follows:

1. Resolution 2000-7, Resolution 1999-6, and Resolution 1998-11 regarding EPMC are hereby rescinded effective May 16, 2026; and