



**Agenda**  
**Personnel Committee Meeting**  
Tuesday, December 11, 2018, 4pm  
Mission Oaks Community Center  
4701 Gibbons Dr. Carmichael, CA 95608

**AGENDA**

**Staff: Daniel Barton, Cindy Paredes-Banville, Barry Ross, Dan Giammona**

**Committee Members: Jerry Ontiveros and Barney Donnelly**

***\*Denotes agenda items with attached information***

- 1. Approval of September 6, 2018 Personnel Committee Meeting Minutes\*
- 2. Old Business
- 3. New Business
  - a. Review policy Longevity Pay policy\*
- 4. New Business
  - a. Public Agency Survey - Longevity Policy

This agenda was posted and available for public review at the District Office, 3344 Mission Avenue, Carmichael, CA 95608; at Mission Oaks Community Center, 4701 Gibbons Dr., Carmichael, CA 95608; and at Swanston Community Center, 2350 Northrop Way, Sacramento, CA 95825 at least 72 hours in advance of the Regular Meeting, in accordance with the Ralph M. Brown Act. The agenda is also available online at morpd.com. *Signed December 7, 2018, Debra Tierney, Clerk of the Board*



**Meeting Minutes**  
Personnel Committee Meeting  
Thursday, September 6, 2018 at 2pm  
Swanston Community Center  
2350 Northrop Way, Sacramento 95825

**Staff Present:**

**Daniel Barton and Cindy Paredes-Banville**

**Committee Members Present:**

**Barney Donnelly and Jerry Ontiveros**

1. Call to Order – 2pm.

2. Old Business -

a. Approval of Minutes

The Personnel committee approved the minutes of December 14, 2016 as presented by staff.

b. Review of Longevity Policy

The committee reviewed and discussed the current policy and determined that the full board would need to approve the changes to the policy. Also that staff clarify the procedures for attaining the Longevity steps.

The clarification falls within the application of the policy and to make sure that all staff understands the Longevity Steps are not solely for the number of years worked but due to merit as well. The committee agreed that the application of the Longevity Steps can be given after a successful evaluation and completion 10 years and/or 15 years of employment.

c. SCERS Membership Policy

The committee reviewed the draft policy from SCERS. SCERS staff met with several of special districts to discuss and update an old agreement for participating public agencies. It was agreed that SCERS would create a policy that would take into consideration the difference between each participating agency and that each could adopt a similar policy with the County policy being the basis of membership requirement for participation in the County retirement system. District Administrator, Daniel Barton explained the history and made the recommendation to take the resolution and policy to the full board for further discussion and possible adoption

**Adjourned 3:30 pm**



Personnel Section 2000 - 2900

2600 SALARIES AND WAGES 2600-2699

2604 LONGEVITY PAY

**Longevity Pay**

Regular full-time exempt and non-exempt employees with continuous employment with the District will receive a longevity step increase. The salary of regular full-time exempt and non-exempt employees will be adjusted by five percent (5%) at the start of the eleventh (11<sup>th</sup>) year of service and five percent (5%) at the start of the sixteenth year (16<sup>th</sup>) of service.