

**ROSS VALLEY SANITARY DISTRICT
RESOLUTION NO. 25-1671-A**

**A RESOLUTION OF THE BOARD OF DIRECTORS
AMENDING THE SALARY AND BENEFITS
FOR UNREPRESENTED EMPLOYEES OF THE DISTRICT**

WHEREAS, the Board annually adopts by resolution the salary and benefits compensation for unrepresented employees; and

WHEREAS, the Board approved the salary and benefits schedule for unrepresented employees of the District on June 18, 2025, and

WHEREAS, the Board wishes to amend the resolution and set forth the provisions included herein; and

NOW, THEREFORE, BE IT RESOLVED that the Board of Directors of the Ross Valley Sanitary District hereby amend Resolution 25-1671 as follows:

Bereavement Leave

In accordance with AB 1949, employees will be entitled to a total of five (5) working days of time off for Bereavement leave for each occurrence of death of an immediate family member as defined by AB 1949. Up to three (3) working days will be paid for by the District. If requested, up to two (2) working days can be unpaid or paid from any of the employees' accrued leave banks.

Holidays

Employees will be entitled to the following holidays with pay based on their regular scheduled hours for that day:

- First day of January, known as New Year's Day
- Third Monday in January, known as Dr. M. L. King Jr. Day
- Third Monday in February, known as Presidents' Day
- Last Monday in May, known as Memorial Day
- Nineteenth (19th) day of June, known as Juneteenth
- Fourth (4th) of July, known as Independence Day
- First Monday in September, known as Labor Day
- Eleventh (11th) day of November, known as Veterans' Day
- Fourth Thursday in November, known as Thanksgiving Day
- The Friday immediately following Thanksgiving Day
- December twenty-fourth (24th), known as Christmas Eve
- December twenty-fifth (25th), known as Christmas Day

Holiday on Regular Day Off for Alternative Schedules

Employees on a 9/80 work schedule receive eight (8) hours of floating holiday accrual for a statutory holiday that falls on the Regular Day Off.

Administrative Leave Benefits

Remove Assistant Engineer classification from listing of FLSA exempt positions receiving Administrative Leave Benefits.

General Provisions

It is hereby understood that federal law, state law, and the District's adopted Administrative Personnel Policies determine procedures and policies relating to the terms and conditions of employment, except as otherwise provided by this Resolution. Any and all prior provisions applicable to the positions covered under this Resolution that are contained in any but the aforementioned sources and in this Resolution are hereby declared null and void.

Duration

Upon adoption, this Resolution shall be effective July 1, 2025 and shall terminate June 30, 2026.

PASSED, APPROVED, AND ADOPTED by the Board of Directors of the Ross Valley Sanitary District at a meeting thereof on the 17th day of September 2025, by the following vote:

AYES: Boorstein, Gaffney, Kelly, Meigs, Sylla

NOES:

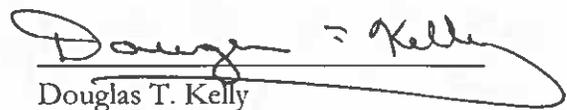
ABSENT:

ABSTAIN:

Attest:



Pamela Meigs
Secretary of the Board


Douglas T. Kelly
President of the Board