



**RESOLUTION NO. 2020-21**  
OF THE BOARD OF DIRECTORS OF THE NEVADA IRRIGATION DISTRICT

**ESTABLISHING BENEFIT AND COMPENSATION PLANS,  
AND AUTHORIZING CHANGES IN WAGES, HOURS,  
AND TERMS AND CONDITIONS OF EMPLOYMENT  
FOR MANAGERS AND UNREPRESENTED EMPLOYEES**

**WHEREAS**, Nevada Irrigation District (hereafter "NID") desires to establish a set of policy documents to confirm and/or change wages, hours, and terms and conditions of employment for managers and unrepresented employees; and

**WHEREAS**, the current wages, hours, and terms and conditions of employment for managers and unrepresented employees are defined by a Benefits and Compensation Plan for each unit (the "Plans"), effective June 30, 2017; and,

**WHEREAS**, prior to the expiration of the Plans, the wages, hours, and terms and conditions of employment for managers and unrepresented employees should be defined by policy documents, including these Benefit and Compensation Plans and various personnel policies; and

**WHEREAS**, the Board of Directors has authorized and approved the establishment of a separate Benefit and Compensation Plan for Managers and a Benefit and Compensation Plan for Unrepresented Employees, and has directed that the documents be prepared incorporating certain benefits and compensation and extended by amendment until June 30, 2021.

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Directors of Nevada Irrigation District, as follows:

1. That the amendment to the Benefit and Compensation Plan for Managers, as shown on Attachment A hereto, is hereby approved.
2. That the amendment to the Benefit and Compensation Plan for Unrepresentative Employees, as shown on Attachment B hereto, is hereby approved.
3. That the Interim General Manager is hereby authorized and directed to implement the wages, hours, and terms and conditions of employment for managers and unrepresented employees as described in Attachments A and B.

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4. That the Benefit and Compensation Plans (Attachment A and B) shall be effective on June 30, 2020.

**PASSED AND ADOPTED** by the Board of Directors of the Nevada Irrigation District at a regular meeting held on the 23<sup>rd</sup> day of September 2020, by the following vote:

<b>AYES:</b>	Directors: Wilcox, Peters, Bierwagen, Heck
<b>NOES:</b>	Directors: Miller
<b>ABSENT:</b>	Directors: None
<b>ABSTAIN:</b>	Directors: None

  
\_\_\_\_\_  
President of the Board of Directors

**Attest:**

  
\_\_\_\_\_  
Secretary to the Board of Directors

## ATTACHMENT A

### Amendment to the Nevada Irrigation District Benefits and Compensation Plan - Management

June 30, 2017

This amends the Nevada Irrigation District (“District”) Benefits and Compensation Plan Management with an effective date of June 30, 2017 (“Plan”).

The Plan is extended to June 30, 2021 and the following sections are amended as follows:

1. Article 2, Section 7 will add a new section (d), which will read:

d) Effective in the first full pay period in January 2021, the 2020 salary schedule shall be adjusted to provide for a one per cent (1%) cost of living adjustment. The District’s Wage Schedule will be updated on or about January 2021 to reflect this adjustment.

2. Article 3, Section 3 (g) will read:

g) Regular Employees: The District makes monthly contributions to eligible employee HRA accounts as follows:

The amount equal to:

- (i) The monthly contribution in the previous year for the purchase of the “subscriber” (also known as the “employee only”) Region 1 Anthem Blue Cross Select HMO premium; plus,
- (ii) 75% of the increase between the previous year monthly premium to the current year monthly premium (at the “subscriber” Region 1 Anthem Blue Cross Select HMO rate); plus,
- (iii) The following amounts to offset dependent premiums, out-of-pocket expenses, deductibles, etc. which will be \$450.00 for employee only, \$1,000.00 for employee plus one dependent, and \$1,100.00 for employee plus family.
- (iv) For benefits plan year 2021 only, eligible employees waiving District medical coverage will receive a monthly, post-tax contribution via payroll equivalent to fifty percent (50%) of the employee plus one dependent premium of the Region 1 Anthem Blue Cross Select HMO plan.

**ATTACHMENT B**

**Amendment to the Nevada Irrigation District**

**Benefits and Compensation Plan – Unrepresented Employees**

**June 30, 2017**

This amends the Nevada Irrigation District (“District”) Benefits and Compensation Plan Unrepresented Employees with an effective date of June 30, 2017 (“Plan”).

The Plan is extended to June 30, 2021 and the following sections are amended as follows:

1. Article 2, Section 10 will add a new section (d), which will read:

d) Effective in the first full pay period in January 2021, the 2020 salary schedule shall be adjusted to provide for a one per cent (1%) cost of living adjustment. The District’s Wage Schedule will be updated on or about January 2021 to reflect this adjustment.

2. Article 3, Section 3 (g) will read:

g) Regular Employees: The District makes monthly contributions to eligible employee HRA accounts as follows:

The amount equal to:

- (i) The monthly contribution in the previous year for the purchase of the “subscriber” (also known as the “employee only”) Region 1 Anthem Blue Cross Select HMO premium; plus,
- (ii) 75% of the increase between the previous year monthly premium to the current year monthly premium (at the “subscriber” Region 1 Anthem Blue Cross Select HMO rate); plus,
- (iii) The following amounts to offset dependent premiums, out-of-pocket expenses, deductibles, etc. which will be \$450.00 for employee only, \$1,000.00 for employee plus one dependent, and \$1,100.00 for employee plus family.
- (iv) For benefits plan year 2021 only, eligible employees waiving District medical coverage will receive a monthly, post-tax contribution via payroll equivalent to fifty percent (50%) of the employee plus one dependent premium of the Region 1 Anthem Blue Cross Select HMO plan.