

# STPUD employees may receive 3-year 9% raise

By Kathryn Reed

South Tahoe Public Utility District's board on Sept. 4 is expected to approve a three-year contract with employees that includes raises each of those years.

The union this week ratified the contract. The deal affects about 100 of the 112 employees.

For the first year workers will receive a raise of 2 percent. This is retroactive to July 3, when the pay period started for the start of this fiscal year.

Raises for years two and three will be based on the Consumer Price Index for Small West Coast Cities All Urban Consumers. However, the minimum the raise can be is 2 percent for each the next two years. The maximum raise for the three years cannot be more than a combined 9 percent raise.

"What took us the most amount of time was to develop protections on the low and high side for workers and the district," Richard Solbrig, general manager for the district, told *Lake Tahoe News*. He said there were 12 negotiation sessions.

Another change to the contract includes getting Martin Luther King Jr. off instead of Lincoln's birthday. This takes effect in 2015.

In the past, employees received 11 set holidays plus three hours of floating holiday pay. That has been increased one full floating day.

The old contract called for an extra day of vacation to be added when employees reached years 20 and 25. That has been

changed to years 15 and 20.

The management contract is still under review. It was a four-year contract that stipulated at year two, which is now, the contract could be opened to discuss salaries and the possibility of a market survey. Solbrig said there is no appetite to pay for a survey, but salaries are under consideration.

Medical insurance rates are not going up at the district in the next year.

Any CalPERS increases, per the contract, are split between the district and employees – at least up to the maximum CalPERS allows. After that, the district must pay the bill. This was a requirement carried over from the previous contract.