



**BOARD OF TRUSTEES
SPECIAL MEETING
MONDAY, DECEMBER 12, 2022
7:00 PM**

THIS MEETING WILL BE HELD VIA TELECONFERENCE/ZOOM

To join the meeting please follow the instruction below:

Access via the following link:

<https://us06web.zoom.us/j/94095162206?pwd=amp0UXhCSEt3a0Qxc2ludWJnVmVmZz09>

Audio only: If you do not have internet access, you may join by phone by using the following information, Dial by your location:

- +1 346 248 7799 US (Houston)
- +1 720 707 2699 US (Denver)
- +1 253 215 8782 US (Tacoma)
- +1 312 626 6799 US (Chicago)
- +1 646 558 8656 US (New York)
- +1 301 715 8592 US (Washington DC)

Meeting ID: 940 9516 2206

Passcode: 866980

Find your local number: <https://us06web.zoom.us/u/kb9DRS36p>

All portions of this meeting will be conducted by teleconferencing pursuant to Agenda Item #2 (if approved), in accordance with Government Code Section 54953(e).

Members of the public may participate in the meeting via Zoom or may listen to the meeting telephonically. No physical location will be available from which members may observe the meeting and offer public comment. Public comments may be submitted in advance of the meeting by emailing Paula Macedo at pmacedo@contracostamosquito.com. Alternatively, members of the public may offer spoken comments when public comment is requested, either at the beginning of the meeting as to non-agenda items, or regarding and agenda item at the time the item is considered. Comments shall be limited to three minutes per person, unless different time limits are set by the Chairperson.

In compliance with the Americans with Disabilities Act, if you need a disability-related modification or accommodation to participate in this meeting, please contact Paula Macedo, General Manager, as early as possible, and at least 48 hours before the meeting at (925) 457-8464 or pmacedo@contracostamosquito.com.

Protecting Public Health Since 1927

BOARD OF TRUSTEES

President MICHAEL KRIEG Oakley • Vice President PERRY CARLSTON Concord • Secretary DANIEL PELLEGRINI Martinez
Antioch WADE FINLINSON • Brentwood JON ELAM • Clayton Vacant • Contra Costa County JIM PINCKNEY, CHRIS COWEN & DARRYL YOUNG • Danville RANDALL DIAMOND
El Cerrito Vacant • Hercules DAMIAN WONG • Lafayette JAMES FITZSIMMONS • Moraga JAMES FRANKENFIELD • Orinda KEVIN MARKER • Pinole WARREN CLAYTON
Pittsburg RICHARD AINSLEY, PhD • Pleasant Hill JENNIFER HOGAN • Richmond CHRIS DUPIN • San Ramon PETER PAY • San Pablo Vacant • Walnut Creek JAMES MURRAY

AGENDA

1. CALL TO ORDER

- Roll Call
- Pledge of Allegiance

2.* AUTHORIZATION TO MEET VIA TELECONFERENCE

- A. Authorization to Meet Via Teleconference Pursuant to Government Code Section 54953, Subdivision (e)(1)(C) – Consider finding by a majority of vote under Government Code 54953(e)(3) that, as result of the COVID-19 emergency, the meeting should be held by teleconference as authorized by and pursuant to Subdivision (e) of Section 54953 of the Government Code.

3.* AGENDA MANAGEMENT

4. PUBLIC INPUT ON NON-AGENDA ITEMS

This time is reserved for members of the public to address the Board relative to matters of the District NOT on the agenda. No action may be taken on non-agenda items unless authorized by law. Public comments may be submitted as specified above and will be limited to three minutes per person.

5.* CONSENT CALENDAR

Any item may be pulled from the Consent Calendar and separately considered at the request of any Trustee. All items may be acted on by a single motion.

- A. Minutes of the November 14, 2022 Board of Trustees Special Meeting
- B. Expenditures for October 2022
- C. Payroll Expenditures October 2022
- D. Investment Activity for October 2022
- E. Financial Report
- F. Excess Vehicles and Equipment

6. BOARD AND STAFF REPORTS

- A. Board
- B. General Manager
- C. Staff
- D. Legal Counsel

7. BOARD COMMITTEE REPORTS

- A. Advance Planning Committee Report

*i** Consider approval of the District’s Five-Year Strategic Plan, 2022-2026

B. Personnel Committee Report

- i**. Consider approval of updates to the District’s Employee Handbook
- ii**. Consider approval of updated job description, title and salary range for the previously titled Administrative Analyst I position
- iii**. Consider approval of updated job description and salary range of the Vector Control Planner

C. Budget Committee Report

- i**. Consider approval of revised General Manager Spending Authority limits as recommended by the Budget Committee

8. CLOSING COMMENTS

This time is reserved for comments by Board members and/or staff and to identify matters for future Board business.

9. ADJOURNMENT

I hereby certify that the District Board of Trustee Agenda was posted 7 days before the noted meeting.

Natalie Martini, Administrative Analyst II

12/05/2022

Date

CONTRA COSTA MOSQUITO AND VECTOR CONTROL DISTRICT
DECEMBER 12, 2022 BOARD SPECIAL MEETING STAFF REPORT

1. No comment

2.* **AUTHORIZATION TO MEET VIA TELECONFERENCE**

- A. Authorization to Meet Via Teleconference Pursuant to Government Code Section 54953, Subdivision (e)(1)(C) – Consider finding by a majority of vote under Government Code 54953 (e)(3) that, as result of the COVID-19 emergency, the meeting should be held by teleconference pursuant to Subdivision (e) of Section 54953 of the Government Code.

BACKGROUND AND STATUS:

In light of the Governor’s declaration that a state of emergency exists due to the incidence and spread of the novel coronavirus, and the pandemic caused by the resulting disease COVID-19, the Board should consider whether meeting in person would present imminent risks to the health or safety of meeting attendees.

The Centers for Disease Control indicates that COVID-19 is a highly transmissible virus that is spread when an infected person breathes out droplets and very small particles that contain the virus, and such droplets and particles are breathed in by other people. Since June of 2021, a more infectious variant of the virus, known as the Delta Variant, has emerged and now accounts for the vast majority of COVID-19 cases. Since then other variants continue to emerge.

Although effective vaccines have been approved by the U.S. Food and Drug Administration for emergency use, vaccination rates are slow and have not yet reached a point to significantly control community transmission. As of December 1, 2022, 72.4 % of Californians are fully vaccinated.

Those who become infected with COVID-19 are at risk of serious illness and death. As of December 1, 2022, over 1.09M Americans have died from the virus. Many more have been hospitalized with serious illness. Currently, in Contra Costa County, there are 76 people hospitalized with COVID-19.

On September 20, 2021, the Contra Costa County Health Officer issued recommendations for safely holding public meetings that include recommended measures to promote social distancing. Among the Health Officer’s recommendations, online (teleconferencing) meetings are strongly recommended as those meetings present the lowest risk of transmission of SARS-CoV-2, the virus that causes COVID-19. Having the option to attend the meetings by teleconference would directly reduce the risk of transmission among meeting attendees, including members of the public and agency staff, which has the ancillary effect of reducing risk of serious illness and death as well as reducing community spread of the virus.

In order to accommodate the requests from some Trustees who desire to attend in-person, the District is opening the Board room for a limited number of Trustees to participate in-person. Trustees may attend in-person if they wish to do so, while others may continue to participate remotely. The District has documented the vaccination status of Trustees and a pre-meeting health screening checklist for in person attendees will also be required. The number of in-person attendees will also be limited to ensure appropriate social distancing is maintained per County Health Officer recommendations. Since these measures are not practically enforceable for public attendees and allowing public attendees would make contact tracing (in the event of an attendee's testing positive for the virus) impossible, the Boardroom will remain closed to the public at this time.

If the authorization to meet by teleconference is not approved by a majority vote, then the meeting will adjourn after this item and the remaining agenda items will be rescheduled to a future in-person meeting.

Recommendation - Move that the Board finds that, as a result of the COVID-19 emergency, meeting in person would present imminent risks to the health or safety of attendees, and the meeting should be held by teleconference as authorized by Subdivision (e) of Section 54943 of the Government Code.

3.* AGENDA MANAGEMENT – Consider order of items.

4. PUBLIC INPUT ON NON-AGENDA ITEMS

5.* CONSENT CALENDAR

A. Minutes of the November 14, 2022 Board of Trustees Special Meeting (**Pages 9-14**). Approval of Minutes 22-11, Board Meeting held on November 14, 2022.

B. Check Expenditures for payroll & accounts payable for October 2022 (**Pages 15-26**) – Approval of expenditures of October 1, 2022 through October 31, 2022 including:

Accounts payable October 14th checks No. XXXX69 through No. XXXX80

Accounts payable October 19th checks No. XXXX81

Payroll October 31st check No. XXXX82 through No. XXXX87

Accounts payable October 31st checks No. XXXX88 through No. XXXX02

Accounts Payable Total: \$164,297.59

Payroll Total: \$514.10

C. Direct Deposit Expenditures for payroll & accounts payable – Approval of payroll expenditures of October 1, 2022 through October 31, 2022, including:

Payroll October 14th No. D000018717 through No. D000018748

Payroll October 31st No. D000018749 through No. D000018788

Accounts payable October 14th E000002861 through E000002867

Accounts payable October 31st E000002868 through E000002879

Accounts Payable Total: \$100,894.00

Payroll Total: \$171,991.28

- D. Investment Activity for October 2022 (**Pages 27-28**)
- E. Financial Report (**Page 29**)
- F. Excess Vehicles and Equipment – Every year the District evaluates its fleet to determine which vehicle or piece of equipment needs to be replaced, based on criteria that includes useful life, cost of repairs versus value of the vehicle/equipment, mileage and age. In addition, the District looks at safety features and tries to balance the cost of preventative maintenance with the warranty offered on a new purchase. The District has updated the Procurement and Disposal Policy in October 2020. The policy describes the process for disposal of fixed assets. The following vehicles/equipment have met the criteria for disposal and the District is seeking approval to excess:
 - 1) 1999 Year model BIG TEX Trailer (#T-2)
 - 2) 2005 Year model BIG TEX 35SA Trailer (#T-11)
 - 3) 2005 Year model BIG TEX 35SA Trailer (#T-12)
 - 4) 2005 Year model BIG TEX 35SA Trailer (#T-13)

Recommendation – Approve the Consent Calendar.

6. BOARD AND STAFF REPORTS

- A. Board
- B. General Manager
- C. Staff – staff reports have been submitted and staff will be present to answer any questions (**Pages 30-47**)
- D. Legal Counsel

7. BOARD COMMITTEE REPORTS

- A. Advance Planning Committee Report – Trustee Murray, Chair of the Advance Planning Committee, will report on the meeting held on November 15, 2022. The committee met one last time to discuss the final draft of the Five-Year Plan.

*i**. Consider approval of the District’s Five-Year Strategic Plan, 2022-2026 (Enclosed)

Recommendation – Approve the District’s Five-Year Strategic Plan, 2022-2026

- B. Personnel Committee Report – Trustee Carlston, Chair of the Personnel Committee, will report on the meeting held on November 17, 2022. The

committee discussed updates to the Employee Handbook, and changes to the job descriptions, title and salary schedules for the Administrative Analyst I and the Vector Control Planner.

- i**. Consider approval of updates to the District’s Employee Handbook – The Employee Handbook has been updated to reflect any current changes in regulations and legislation, and to conform with the approved and adopted Memorandum Of Understand with SEIU 1021. A summary of the changes was also provided (**Pages 48-136**).

Recommendation – Approve the updates to the District’s Employee Handbook

- ii**. Consider approval of updated job description, title and salary range for the previously titled Administrative Analyst I position - This position was proposed by the previous Administrative Services Manager, as a front desk position with some ability for basic accounting. With the vacancy in the Administrative Services Manager position, the Administrative Analyst I is currently supervised by the General Manager. The Administration department will undergo some changes in the near future, as we are working with a consultant to better define the roles for checks and balances, accounting, finances, and the flow for data entry and approvals. The Administrative Analyst I position job description is being modified to more accurately represent the duties of that position as a Customer Service Specialist and to be under the direct supervisor of the Public Affairs Director (**Pages 137-139**).

Recommendation – Approve the updated job description, salary range and change in title of Administrative Analyst I to Customer Service Specialist.

- iii**. Consider approval of updated job description and salary range of the Vector Control Planner - This position was originally created in 2017 before the hire of the current General Manager. The previous General Manager’s intention was to eventually revisit the job description and add duties as needed. The position is currently vacant due to the promotion of the Vector Control Planner into Program Supervisor. The Program Supervisors, the Human Resources and Risk Manager, and the General Manager evaluated the current and future needs of the Operations department and revised the Vector Control Planner position and salary schedule (**Pages 140-144**).

Recommendation – Approve the updated job description and salary range of Vector Control Planner.

- C. Budget Committee Report – Trustee Pay, Chair of the Budget Committee, will report on the meeting held on December 8, 2022. The committee will have met on December 8, 2022, and items for discussion include changes on financial

reporting formats, investment vehicles, and banking. In addition, per Board request, the committee will recommend a change to the General Manager spending authority limits.

*i**. Consider approval of revised General Manager Spending Authority limits as recommended by the Budget Committee

Recommendation – Pleasure of the Board.

8. CLOSING COMMENTS - This time is reserved for comments by Board members and/or staff and to identify matters for future Board business.

9. ADJOURNMENT

CONTRA COSTA MOSQUITO AND VECTOR CONTROL DISTRICT
BOARD MEETING
MINUTES NO. 22-11

A meeting of the Board of Trustees of the Contra Costa Mosquito and Vector Control District was held on Monday, November 14, 2022, via teleconference.

TRUSTEES PRESENT	Michael Krieg, President Perry Carlston, Vice President Daniel Pellegrini, Secretary Richard Ainsley Warren Clayton Chris Cowen Chris Dupin Jon Elam Wade Finlinson Jim Fitzsimmons James Frankenfield Jennifer Hogan Kevin Marker James Murray Peter Pay Jim Pinckney Damian Wong Darryl Young
TRUSTEES ABSENT	Randall Diamond
VACANCIES	Clayton El Cerrito San Pablo
OTHERS PRESENT	Paula Macedo, General Manager Natalie Martini, Administrative Analyst II Steve Schutz, Scientific Program Manager Stacy Stark, Human Resources & Risk Manager Nola Woods, Public Affairs Director Jeremy Shannon, Program Supervisor Douglas Coty, Bartkiewicz, Kronick & Shanahan, Legal Counsel Other members of the public were present but did not identify themselves

1. CALL TO ORDER

President Krieg called the meeting to order at 7:00 p.m.

Roll Call: A roll call indicated that 15 Trustees were present, four Trustees were absent, and there are three vacancies. Trustee Ainsley joined the meeting at 7:03 p.m. Trustee Wong joined the meeting at 7:29 p.m. Trustee Elam joined the meeting at 7:38 p.m.

Pledge of Allegiance

2.* AUTHORIZATION TO MEET VIA TELECONFERENCE

A. Authorization to Meet Via Teleconference Pursuant to Government Code Section 54953, Subdivision (e)(1)(C) – Consider finding that, as result of the COVID-19 emergency, meeting in person would present imminent risks to the health or safety of attendees, and the meeting should be held by teleconference as authorized by and pursuant to Subdivision (e) of Section 54953 of the Government Code.

** Motion was made by Trustee Pellegrini and seconded by Trustee Cowen to approve the authorization to meet via teleconference. *Motion passed. Ayes: Carlston, Clayton, Cowen, Finlinson, Fitzsimmons, Frankenfield, Hogan, Krieg, Marker, Murray, Pay, Pellegrini, Pinckney & Young. Abstained: Dupin. Absent: Ainsley, Diamond, Elam & Wong.*

3.* AGENDA MANAGEMENT – Agenda was adopted by rule.

4. PUBLIC INPUT ON NON-AGENDA ITEMS – None

5. CONSENT CALENDAR

A. Minutes – Approval of Minutes of the October 10, 2022 Board of Trustees Special Meeting

B. Approval of expenditures of September 2022, including:
Accounts payable September 15th checks No. XXXX42 through No. XXXX49
Payroll September 30th check No. XXXX50 through No. XXXX55
Accounts payable September 30th checks No. XXXX56 through No. XXXX68
Accounts Payable Total: \$64,976.98 Payroll Total: \$509.10

C. Direct Deposit Expenditures for payroll & accounts payable – Approval of payroll expenditures of September 2022, including:
Payroll August 15th No. D000018572 through No. D000018603
Payroll August 31st No. D000018604 through No. D000018643
Accounts payable August 15th E000002820 through E000002827
Accounts payable August 31st E000002828 through E000002840
Accounts Payable Total: \$110,852.84 Payroll Total: \$170,575.94

D. Investment Activity for September 2022

E. Financial Report

F. Excess Vehicles & Equipment:

1) 2007 Year model Toyota Rav4 SUV with 27,386 miles (#58)

2) 2007 Year model Toyota Rav4 SUV with 22,228 miles (#59)

** Motion was made by Trustee Pellegrini and seconded by Trustee Ainsley to approve the consent calendar. *Motion passed. Ayes: Ainsley, Carlston, Clayton, Cowen, Finlinson, Fitzsimmons, Frankenfield, Hogan, Krieg, Marker, Murray, Pay, Pellegrini, Pinckney & Young. Abstained: Dupin. Absent: Diamond, Elam & Wong.*

6.* ACTION ITEMS

A.* **BOARD CONSIDERATION AND APPROVAL OF REVISED**

INVESTMENT POLICY – the District’s Investment Policy approved in July 2021 was revised to comply with Board resolution 22-3, wherein the documented absence of either the General Manager or Administrative Services Manager, the President and the Vice President of the Board of Trustees are each authorized to manage designated funds and execute day-to-day investment transactions. Trustee Clayton asked for clarification on the distribution of the percentages on the investments instruments on page 3 and on the third party review mentioned on page 5 of the Investment Policy. Because these had already been approved by the Board previously, and were not part of the revision being approved, the questions were noted for further discussion during a future meeting.

** Motion was made by Trustee Pellegrini and seconded by Trustee Ainsley to approve the revised Investment Policy to comply with Board resolution 22-3. *Motion passed unanimously.*

B.* **BOARD RATIFICATION OF DISTRICT PURCHASE OF 2023 TOYOTA TACOMA TRD FOR \$45,119.59 (\$1,000 DEPOSIT PAID BY CREDIT CARD AND \$44,119.59 PAID ON OCTOBER 19, 2022**

– the approved limit for single transactions without additional Board approval for Fixed Assets – vehicles - is \$40,000. Previous attempts to reserve and purchase trucks have not been honored and the District has not been able to purchase the vehicles requested in FY 2021-2022 and now in FY 2022-2023. The shortage of vehicles is due to the shortage of semiconductor chips, which has prompted manufacturers to slow down their production and to use different criteria to select which vehicles go into production. In our search for trucks, we found 2 Toyota trucks available, one of them exceeded the single transaction limit for approved fixed assets. In order to secure the vehicle, the General Manager spoke to the Board President and Board Secretary and proceeded with the purchase. The General Manager requested ratification by the Board. Trustee Young suggested consideration of an increase to the District’s purchase limit for the General Manager, to be discussed at a future meeting.

** Motion was made by Trustee Pellegrini and seconded by Trustee Ainsley to approve the District purchase of 2023 Toyota Tacoma TRD, which exceeded the single transaction limit for approved fixed assets in the District’s Procurement Policy. *Motion passed unanimously.*

C.* **BOARD CONSIDERATION AND APPROVAL OF TRUSTEE ATTENDANCE AT THE CSDA SPECIAL DISTRICT LEADERSHIP ACADEMY VIRTUAL MODULE #1: GOVERNANCE FOUNDATION** - the CSDA Special Leadership Academy Module #1(Governance Foundations) will be offered virtually for the last time on December 6 & 7, 2022, 9:00 a.m. – 12:00 p.m. each day. Board authorization is needed for any Trustees that would like to attend the virtual meetings, except for the President and Vice President.

** Motion was made by Trustee Pellegrini and seconded by Trustee Carlston to register any Trustees interested in attending the virtual CSDA Special Leadership Academy Module #1 session. *Motion passed unanimously.*

7. BOARD AND STAFF REPORTS

A. BOARD – Vice President Carlston introduced the new trustee representing the City of Richmond, Chris Dupin, to the Board of Trustees. He stated that Trustee Dupin brings valuable experience to the Board having been a journalist, and a lab technician in the entomology department at Rutgers University. Trustee Dupin noted he has been following the District’s *Aedes aegypti* surveillance efforts in Martinez and the updates provided during the past few Board meetings and has been very impressed on how quickly the District expedited surveillance efforts to help eradicate and stop further spread of those mosquitoes.

Trustee Pellegrini reported that he joined Public Affairs Director Woods at the last Martinez City Council meeting while she presented the *Aedes aegypti* invasive species message from the District. He also reported that he was reappointed to a four-year term during the same meeting.

B. GENERAL MANAGER – General Manager Macedo mentioned the Advance Planning committee is scheduled to meet to finalize the draft of the five-year plan on Tuesday, November 15, 2022, and the Personnel committee is scheduled for a special meeting on Thursday, November 17, 2022. The next Board meeting will be on Monday, December 12, 2022 and the hybrid format is still an option, although Trustees should expect to return to in-person meetings starting in early 2023. General Manager Macedo indicated she will be reaching out to the Budget committee to schedule a meeting prior to the next Board meeting to discuss items suggested by the financial consultant from the California Special Districts Association.

General Manager Macedo reported that she sent emails to the Trustees that need to complete their AB1234 Ethics training, which can be conducted online through ERMA, and must be completed every two years.

Trustees may have read on the report about the recent theft to District property in October 2022, wherein the District perimeter was breached, fence cut and the rear end (differential, axle and brakes) of a truck were removed and stolen. The District will be improving security of the perimeter with the addition of cameras and live monitoring.

Lastly, General Manager Macedo updated the Board on the warrants obtained to gain access to the properties to inspect for invasive species in Martinez. Out of over 2,000 residences within a mile radius from the area where *Aedes aegypti* were located in Martinez, only seven warrants were needed in an attempt to inspect those properties who refused prior inspection requests. Once the warrants were posted to those seven residences, staff was able to gain access to most of those, resulting in only two properties that refused our request to inspect. Those would be inspected in the following week with the assistance of Martinez Police Department.

- C. STAFF – Reports were submitted and provided in the agenda packet. Staff was present to answer questions. Scientific Programs Manager Schutz provided a brief update on West Nile Virus (WNV) activity as the season closes. No additional WNV activity noted throughout the County, although the District was notified about a positive human case who was believed to have been infected in the Discovery Bay area, although that case is attributed to Santa Clara County since that is where the patient resided and was hospitalized, and unfortunately resulted in a fatality. Trustee Fitzsimmons asked if there was any progress on a human vaccine for West Nile Virus and Schutz noted he has not heard of any updates on a human vaccine for WNV.
 - D. LEGAL COUNSEL – Legal Counsel Coty updated the Board on AB 2449. He explained that, under AB 2449, if a Trustee or a group of Trustees are unable to make the in-person meeting, they may meet in a remote fashion using a two-way audio/visual method. That would be limited to twice within a calendar year. Legal Counsel Coty will come back to the Board with more information during the beginning of 2023.
8. **CLOSING COMMENTS** – Trustee Dupin inquired about the aerial application performed at the Chevron refinery and Program Supervisor Shannon noted there are several ponds impacted by tules at the refinery, that were breeding mosquitoes, with trap counts close to 10,000-20,000 mosquitoes per trap. Chevron purchased the pesticide and the District facilitated the contact with Alpine Helicopter to treat the ponds.
9. **ADJOURNMENT** – 7:52 p.m.

I certify the above minutes were approved as read or corrected at the meeting of the Board held on December 12, 2022.

Ayes: _____

Noes: _____

Abstain: _____

Absent: _____

Daniel Pellegrini
2022 Secretary, Board of Trustees

Check Register

Journal Posting Date: 10/14/2022

Register Number: CD-000127

CONTRA COSTA MOSQUITO AND VECTOR CONTROL DISTRICT (CCV)

Check Number	Check Date	Vendor	Invoice Number	Invoice Date	Invoice Amount	Discount Applied	Payment Amount	
xxxxxxx69	10/14/2022	0000004	CCC Employees Retirement - Employees Contribution FY22 GASB68	9/30/2022	147.00	0.00	147.00	Check Entry Number: 001
		G/L Account: 500101-00	Auditing Services:General				147.00	
xxxxxxx70	10/14/2022	0000328	PG&E OCT 2022 ELECTRIC	10/3/2022	702.63	0.00	702.63	Check Entry Number: 001
		G/L Account: 505036-00	Utilities Electric:General				702.63	
xxxxxxx71	10/14/2022	0000378	Great-West Trust Company, LLC 355474	9/21/2022	15,000.00	0.00	15,000.00	Check Entry Number: 001
		G/L Account: 600185-00	Retirement Fees Other:General				7,500.00	
		G/L Account: 600185-00	Retirement Fees Other:General				7,500.00	
xxxxxxx72	10/14/2022	0000399	Contra Costa County - Fleet 705316	9/27/2022	9,097.17	0.00	9,097.17	Check Entry Number: 001
		G/L Account: 502001-16	Automotive - Gasoline:Operations				8,617.87	
		G/L Account: 502002-16	Automotive - Repairs:Operations				479.30	
xxxxxxx73	10/14/2022	0000814	Staples Business Advantage 3519479046	10/1/2022	212.11	0.00	212.11	Check Entry Number: 001
		G/L Account: 505020-00	Office Supplies - General:General				212.11	
xxxxxxx74	10/14/2022	0000943	Vector-Borne Disease Account CDPH EXAMS 11/17/22	10/12/2022	234.00	0.00	234.00	Check Entry Number: 001
		G/L Account: 505008-16	Employee - Training:Operations				234.00	
xxxxxxx75	10/14/2022	0000992	MVCAC 7363474	10/5/2022	1,848.00	0.00	1,848.00	Check Entry Number: 001
		G/L Account: 503005-10	Lab Testing:Lab				1,848.00	
xxxxxxx76	10/14/2022	0000993	Bartkiewics, Kronick & Shanahan 22-SEP	10/6/2022	1,125.00	0.00	1,125.00	Check Entry Number: 001
		G/L Account: 500110-00	Legal - Counsel General:General				1,125.00	
xxxxxxx77	10/14/2022	0001040	WAVE 129389201-0009745	10/1/2022	2,298.66	0.00	2,298.66	Check Entry Number: 001
		G/L Account: 505039-00	Utilities Internet:General				1,195.00	
		G/L Account: 505040-00	Utilities Landline:General				1,103.66	
xxxxxxx78	10/14/2022	0001061	KBA DOCUMENT SOLUTIONS, LLC 55Y1311625	10/3/2022	134.62	0.00	134.62	Check Entry Number: 001
		G/L Account: 504008-00	Printing Supplies:General				134.62	
xxxxxxx79	10/14/2022	0001062	ACS 22146	9/30/2022	2,501.00	0.00	2,501.00	Check Entry Number: 001
		G/L Account: 500103-00	B&G Maint Major <\$10K:General				2,501.00	
xxxxxxx80	10/14/2022	0011121	Pryor Learning Solutions 297637	9/27/2022	398.00	0.00	398.00	Check Entry Number: 001
		G/L Account: 505004-05	Employee - Development:Administration				398.00	
		297638	9/27/2022	1,592.00	0.00	1,592.00		
		G/L Account: 505004-16	Employee - Development:Operations				796.00	
		G/L Account: 505004-25	Employee - Development:Public Affairs				199.00	
		G/L Account: 505004-10	Employee - Development:Lab				199.00	
		G/L Account: 505004-05	Employee - Development:Administration				398.00	
Check 000029780 Total:					1,990.00	0.00	1,990.00	
E000002861	10/14/2022	0000335	Concur Technologies, Inc 1.02E+11	10/6/2022	714.10	0.00	714.10	Check Entry Number: 001
		G/L Account: 504005-00	I.T Subscriptions:General				733.82	
		G/L Account: 504005-00	I.T Subscriptions:General				714.10	
E000002862	10/14/2022	0000713	Mission Linen Supply					Check Entry Number: 001

CONTRA COSTA MOSQUITO AND VECTOR CONTROL DISTRICT (CCV)

Check Number	Check Date	Vendor	Invoice Number	Invoice Date	Invoice Amount	Discount Applied	Payment Amount
			517888527	9/30/2022	194.42	0.00	194.42
		G/L Account: 502021-10		Uniform Rental:Lab			31.10
		G/L Account: 502021-16		Uniform Rental:Operations			163.32
			517952382	10/7/2022	220.32	0.00	220.32
		G/L Account: 502021-16		Uniform Rental:Operations			185.07
		G/L Account: 502021-10		Uniform Rental:Lab			35.25
			Check E000002862 Total:		414.74	0.00	414.74
			Printed Check Total:				0.00
			Electronic Payment Total:				414.74
E000002863	10/14/2022	0000925	iSolved Benefit Services				Check Entry Number: 001
			11223180882	10/9/2022	84.00	0.00	84.00
		G/L Account: 600175-00		FSA Admin Fee:General			84.00
E000002864	10/14/2022	0000956	Waterlogic Americas LLC				Check Entry Number: 001
			1762783	9/27/2022	102.55	0.00	102.55
		G/L Account: 505042-00		Water - Drinking:General			102.55
E000002865	10/14/2022	0001077	Banksia Landscape, Inc.				Check Entry Number: 001
			14665	10/1/2022	513.00	0.00	513.00
		G/L Account: 500109-00		Landscaping Services:General			513.00
			Report Total:		37,118.58	0.00	37,118.58
			Printed Check Total:				35,290.19
			Electronic Payment Total:				1,828.39

CONTRA COSTA MOSQUITO AND VECTOR CONTROL DISTRICT (CCV)

Check Number	Check Date	Vendor	Invoice Number	Invoice Date	Invoice Amount	Discount Applied	Payment Amount	
E000002866	10/14/2022	0000375	Great-West Trust Company, LLC (Empower)					Check Entry Number: 001
			401A DEFERRALS 10/14	10/14/2022	668.59	0.00	668.59	
		G/L Account: 611300-00		401a- In Lieu of OASDI:General				668.59
			457 DEFERRALS 10/14/	10/10/2022	8,587.46	0.00	8,587.46	
		G/L Account: 202140-00		457 Deferred Savings Plan				8,587.46
			Check E000002866 Total:		9,256.05	0.00	9,256.05	
			Printed Check Total:				0.00	
			Electronic Payment Total:				9,256.05	
E000002867	10/14/2022	0001072	Mt. Diablo Resource Recovery-Concord					Check Entry Number: 001
			22-SEP	9/30/2022	656.85	0.00	656.85	
		G/L Account: 505037-00		Utilities Garbage:General				656.85
			Report Total:		9,912.90	0.00	9,912.90	
			Printed Check Total:				0.00	
			Electronic Payment Total:				9,912.90	

CONTRA COSTA MOSQUITO AND VECTOR CONTROL DISTRICT (CCV)

Check Number	Check Date	Vendor	Invoice Number	Invoice Date	Invoice Amount	Discount Applied	Payment Amount	
xxxxxxx81	10/19/2022	0000439	Concord Toyota					Check Entry Number: 001
			105814	10/18/2022	44,119.59	0.00	44,119.59	
		G/L Account: 700102-00		Vehicles:General				44,119.59
			105978	10/18/2022	38,073.47	0.00	38,073.47	
		G/L Account: 700102-00		Vehicles:General				38,073.47
			Check 000029781 Total:		<u>82,193.06</u>	<u>0.00</u>	<u>82,193.06</u>	
			Report Total:		<u><u>82,193.06</u></u>	<u><u>0.00</u></u>	<u><u>82,193.06</u></u>	

Check Register

Journal Posting Date: 10/31/2022

Register Number: CD-000130

CONTRA COSTA MOSQUITO AND VECTOR CONTROL DISTRICT (CCV)

Check Number	Check Date	Vendor	Invoice Number	Invoice Date	Invoice Amount	Discount Applied	Payment Amount
xxxxxxx88	10/31/2022	0000011	Vision Service Plan				Check Entry Number: 001
			NOV-22	10/19/2022	575.25	0.00	575.25
		G/L Account: 600140-00		Vision Insurance - Active Employees			575.25
xxxxxxx89	10/31/2022	0000324	Diablo Trophies & Awards				Check Entry Number: 001
			17387	10/13/2022	193.38	0.00	193.38
		G/L Account: 505004-00		Employee - Development:General			193.38
xxxxxxx90	10/31/2022	0000328	PG&E				Check Entry Number: 001
			GAS SEPT-OCT 2022	10/16/2022	126.09	0.00	126.09
		G/L Account: 505038-00		Utilities Gas:General			126.09
xxxxxxx91	10/31/2022	0000352	California Special Districts Association				Check Entry Number: 001
			CSDA 2023 ANNUAL MEM	10/1/2022	8,810.00	0.00	8,810.00
		G/L Account: 505003-00		District Membership & Subscription Dues:General			8,810.00
xxxxxxx92	10/31/2022	0000399	Contra Costa County - Fleet				Check Entry Number: 001
			705397	10/24/2022	6,010.70	0.00	6,010.70
		G/L Account: 502001-16		Automotive - Gasoline:Operations			6,010.70
xxxxxxx93	10/31/2022	0000455	Contra Costa County Tax Collector				Check Entry Number: 001
			FY23 PROPERTY TAXES	10/19/2022	75.00	0.00	75.00
		G/L Account: 505000-00		Assessments & County Fees:General			75.00
xxxxxxx94	10/31/2022	0000600	Veseris (ES OPCO USA LLC)				Check Entry Number: 001
			IN-065157	9/28/2022	12,830.65	0.00	12,830.65
		G/L Account: 502008-16		Control Materials - Mosquito Larviciding:Operation			12,830.65
			IN-0655122	9/28/2022	12,596.84	0.00	12,596.84
		G/L Account: 502008-16		Control Materials - Mosquito Larviciding:Operation			12,596.84
			Check 0000029794 Total:		25,427.49	0.00	25,427.49
xxxxxxx95	10/31/2022	0000696	KBA DOCUMENT SOLUTIONS, LLC				Check Entry Number: 001
			9208144	10/21/2022	205.23	0.00	205.23
		G/L Account: 505027-00		Service & Leasing Contracts:General			205.23
xxxxxxx96	10/31/2022	0000899	Sun Life Financial				Check Entry Number: 001
			NOV-22	10/20/2022	1,334.80	0.00	1,334.80
		G/L Account: 202085-00		Employee Voluntary Life Ins - General			524.79
		G/L Account: 600155-00		Life Insurance - General			810.01
xxxxxxx97	10/31/2022	0000906	Best Equipment Co.				Check Entry Number: 001
			219742	10/13/2022	338.55	0.00	338.55
		G/L Account: 502014-00		Equipment Service:General			87.60
		G/L Account: 502014-00		Equipment Service:General			250.95
xxxxxxx98	10/31/2022	0000975	Reliance Standard Life In				Check Entry Number: 001
			LTD NOV2022	10/24/2022	465.08	0.00	465.08
		G/L Account: 600150-00		Disability Insurance - General			465.08
			STD NOV2022	10/24/2022	694.67	0.00	694.67
		G/L Account: 600150-00		Disability Insurance - General			694.67
			Check 0000029798 Total:		1,159.75	0.00	1,159.75
xxxxxxx99	10/31/2022	0000981	Colonial Life				Check Entry Number: 001
			COLONIAL LIFE OCT202	10/25/2022	457.26	0.00	457.26
		G/L Account: 202100-00		Other Disability Insurance - Employee			457.26
xxxxxxx00	10/31/2022	0001063	OSCA				Check Entry Number: 001
			CBT220H862	8/22/2022	180.00	0.00	180.00
		G/L Account: 505008-16		Employee - Training:Operations			180.00
xxxxxxx01	10/31/2022	0001088	Verizon Wireless				Check Entry Number: 001
			9917822170	10/10/2022	1,779.84	0.00	1,779.84
		G/L Account: 505035-00		Utilities Cell Phone:General			1,779.84

CONTRA COSTA MOSQUITO AND VECTOR CONTROL DISTRICT (CCV)

Check Number	Check Date	Vendor	Invoice Number	Invoice Date	Invoice Amount	Discount Applied	Payment Amount
E000002868	10/31/2022	0000007	SEIU UPE LOCAL 1021-Union Dues				Check Entry Number: 001
			OCT-22	10/26/2022	2,311.34	0.00	2,311.34
		G/L Account: 202150-00	SEIU Local 1021				2,311.34
E000002869	10/31/2022	0000010	CalPERS				Check Entry Number: 001
			NOV-22	10/14/2022	55,202.17	0.00	55,202.17
		G/L Account: 600165-00	CalPers Medical Admin Fee - Active Employees Gener				136.69
		G/L Account: 600170-00	CalPers Medical Admin Fee - Retirees				44.88
		G/L Account: 202050-00	CalPers Medical - Employee Contribution				7,041.75
		G/L Account: 202040-00	CalPers Medical - Employer Contribution				34,380.30
		G/L Account: 600145-00	Medical Insurance - Retirees				9,303.01
		G/L Account: 202045-00	CalPers Medical - Retiree Contribution				4,295.54
E000002870	10/31/2022	0000015	Health Care Dental Trust				Check Entry Number: 001
			ADMIN DENTAL NOV2022	10/21/2022	2,120.04	0.00	2,120.04
		G/L Account: 600135-00	Dental Insurance - Active Employees General				2,120.04
			OPS/RETIREEES DENTAL	10/21/2022	2,935.52	0.00	2,935.52
		G/L Account: 600136-00	Dental Insurance: Operations				2,935.52
			Check E000002870 Total:		5,055.56	0.00	5,055.56
			Printed Check Total:				0.00
			Electronic Payment Total:				5,055.56
E000002871	10/31/2022	0000486	Bay Alarm Company				Check Entry Number: 001
			BAYNET NOV2022	10/15/2022	85.00	0.00	85.00
		G/L Account: 500116-00	Security Service:General				85.00
			OCT 2022 UL CERTIFIC	10/15/2022	130.75	0.00	130.75
		G/L Account: 500116-00	Security Service:General				130.75
			Check E000002871 Total:		215.75	0.00	215.75
			Printed Check Total:				0.00
			Electronic Payment Total:				215.75
E000002872	10/31/2022	0000610	Liebert Cassidy Whitmore				Check Entry Number: 001
			227080	9/30/2022	1,835.50	0.00	1,835.50
		G/L Account: 500111-00	Legal - Counsel Labor:General				1,835.50
E000002873	10/31/2022	0000713	Mission Linen Supply				Check Entry Number: 001
			517991962	10/14/2022	184.32	0.00	184.32
		G/L Account: 502021-10	Uniform Rental:Lab				29.49
		G/L Account: 502021-16	Uniform Rental:Operations				154.83
			518038330	10/21/2022	181.32	0.00	181.32
		G/L Account: 502021-10	Uniform Rental:Lab				29.01
		G/L Account: 502021-16	Uniform Rental:Operations				152.31
			Check E000002873 Total:		365.64	0.00	365.64
			Printed Check Total:				0.00
			Electronic Payment Total:				365.64
E000002874	10/31/2022	0000714	CDW Government, Inc.				Check Entry Number: 001
			DN41506	10/19/2022	2,516.63	0.00	2,516.63
		G/L Account: 504005-25	I.T Subscriptions:Public Affairs				1,960.16
		G/L Account: 504005-05	I.T Subscriptions:Administration				556.47
E000002875	10/31/2022	0000793	AFLAC				Check Entry Number: 001
			245072	10/18/2022	52.84	0.00	52.84
		G/L Account: 202100-00	Other Disability Insurance - Employee				52.84
E000002876	10/31/2022	0000956	Waterlogic Americas LLC				Check Entry Number: 001
			1830705	10/24/2022	108.22	0.00	108.22
		G/L Account: 505042-00	Water - Drinking:General				108.22

CONTRA COSTA MOSQUITO AND VECTOR CONTROL DISTRICT (CCV)

Check Number	Check Date	Vendor	Invoice Number	Invoice Date	Invoice Amount	Discount Applied	Payment Amount	
E000002877	10/31/2022	0011125	CC Real Green Clean					Check Entry Number: 001
			OCT-22	10/26/2022	1,500.00	0.00	1,500.00	
		G/L Account: 500107-00		Janitorial Services:General				1,500.00
				Report Total:	115,836.99	0.00	115,836.99	
				Printed Check Total:			46,673.34	
				Electronic Payment Total:			69,163.65	

Check Register
Journal Posting Date: 10/31/2022
Register Number: CD-000131

CONTRA COSTA MOSQUITO AND VECTOR CONTROL DISTRICT (CCV)

Check Number	Check Date	Vendor	Invoice Number	Invoice Date	Invoice Amount	Discount Applied	Payment Amount
xxxxxxx02	10/31/2022	0000930	Kings III of America, Inc.				
			2310860	11/1/2022	141.00	0.00	141.00
		G/L Account: 505027-00		Service & Leasing Contracts:General			141.00
				Report Total:	<u>141.00</u>	<u>0.00</u>	<u>141.00</u>

Check Entry Number: 001

CONTRA COSTA MOSQUITO AND VECTOR CONTROL DISTRICT (CCV)

Check Number	Check Date	Vendor	Invoice Number	Invoice Date	Invoice Amount	Discount Applied	Payment Amount	
E000002878	10/31/2022	0000375	Great-West Trust Company, LLC (Empower)					Check Entry Number: 001
			10/31/22 401A DEFERR	10/25/2022	668.59	0.00	668.59	
		G/L Account: 611300-00		401a- In Lieu of OASDI:General				668.59
			10/31/22 457 DEFERRA	10/25/2022	8,587.46	0.00	8,587.46	
		G/L Account: 202140-00		457 Deferred Savings Plan				8,587.46
			Check E000002878 Total:		9,256.05	0.00	9,256.05	
			Printed Check Total:				0.00	
			Electronic Payment Total:				9,256.05	
			Report Total:		9,256.05	0.00	9,256.05	
			Printed Check Total:				0.00	
			Electronic Payment Total:				9,256.05	

Check Register

Journal Posting Date: 10/31/2022

Register Number: CD-000133

CONTRA COSTA MOSQUITO AND VECTOR CONTROL DISTRICT (CCV)

Check Number	Check Date	Vendor	Invoice Number	Invoice Date	Invoice Amount	Discount Applied	Payment Amount	
E000002879	10/31/2022	0000452	U.S. BANK CORPORATE PAYMENT SYSTEMS					Check Entry Number: 001
			10/1/2022	10/1/2022	559.26	0.00	559.26	
		G/L Account: 502016-00						Safety & PPE:General 46.86
		G/L Account: 504005-00						I.T Subscriptions:General 512.40
			10/10/2022	10/10/2022	265.97	0.00	265.97	
		G/L Account: 505009-25						Employee - Travel:Public Affairs 171.96
		G/L Account: 504000-16						Computer Equipment Supplies < \$100:Operations 27.38
		G/L Account: 504000-05						Computer Equipment Supplies < \$100:Administration 27.15
		G/L Account: 504000-05						Computer Equipment Supplies < \$100:Administration 9.86
		G/L Account: 502019-16						Tools & Instruments:Operations 29.62
			10/11/2022	10/11/2022	344.49	0.00	344.49	
		G/L Account: 505007-10						Employee - Memberships:Lab 211.00
		G/L Account: 505023-10						Postage:Lab 12.78
		G/L Account: 502005-16						Building & Grounds Materials / Supplies:Operations 120.71
			10/12/2022	10/12/2022	229.41	0.00	229.41	
		G/L Account: 502005-00						Building & Grounds Materials / Supplies:General 229.41
			10/13/2022	10/13/2022	2,580.61	0.00	2,580.61	
		G/L Account: 700102-00						Vehicles:General 2,000.00
		G/L Account: 503008-10						Surveillance:Lab 476.80
		G/L Account: 502020-25						Uniform Professional Branded Wear:Public Affairs 103.81
			10/14/2022	10/14/2022	200.98	0.00	200.98	
		G/L Account: 502005-16						Building & Grounds Materials / Supplies:Operations 75.73
		G/L Account: 500115-16						Permits & Fees:Operations 125.25
			10/17/2022	10/17/2022	1,084.33	0.00	1,084.33	
		G/L Account: 503008-10						Surveillance:Lab 471.34
		G/L Account: 502010-16						Control Materials - Vertebrate:Operations 298.26
		G/L Account: 505005-16						Employee - Lodging:Operations 314.73
			10/18/2022	10/18/2022	113.57	0.00	113.57	
		G/L Account: 700102-00						Vehicles:General 100.00
		G/L Account: 505023-10						Postage:Lab 8.97
		G/L Account: 505023-16						Postage:Operations 4.60
			10/19/2022	10/19/2022	37.04	0.00	37.04	
		G/L Account: 502016-16						Safety & PPE:Operations 22.86
		G/L Account: 502016-16						Safety & PPE:Operations 59.90
			10/2/2022	10/2/2022	65.03	0.00	65.03	
		G/L Account: 502016-16						Safety & PPE:Operations 65.03
			10/20/2022	10/20/2022	1,252.27	0.00	1,252.27	
		G/L Account: 502002-16						Automotive - Repairs:Operations 26.11
		G/L Account: 503002-10						General Lab Supplies & Materials:Lab 202.20
		G/L Account: 502016-16						Safety & PPE:Operations 79.77
		G/L Account: 505029-00						Trustee - Lodging:General 314.73
		G/L Account: 505029-00						Trustee - Lodging:General 314.73
		G/L Account: 505029-00						Trustee - Lodging:General 314.73
			10/21/2022	10/21/2022	27.83	0.00	27.83	
		G/L Account: 502005-00						Building & Grounds Materials / Supplies:General 27.83
			10/22/2022	10/22/2022	13.75	0.00	13.75	
		G/L Account: 504005-00						I.T Subscriptions:General 2.51
		G/L Account: 504005-00						I.T Subscriptions:General 11.24
			10/23/2022	10/23/2022	127.39	0.00	127.39	
		G/L Account: 505003-25						District Membership & Subscription Dues:Public Aff 27.72

CONTRA COSTA MOSQUITO AND VECTOR CONTROL DISTRICT (CCV)

Check Number	Check Date	Vendor	Invoice Number	Invoice Date	Invoice Amount	Discount Applied	Payment Amount
		G/L Account:	505039-00	Utilities Internet:General			99.67
	10/3/2022			10/3/2022	765.37	0.00	765.37
		G/L Account:	502005-00	Building & Grounds Materials / Supplies:General			67.66
		G/L Account:	505008-10	Employee - Training:Lab			325.00
		G/L Account:	505005-10	Employee - Lodging:Lab			314.73
		G/L Account:	503007-10	Sentinel Bird:Lab			57.98
	10/4/2022			10/4/2022	628.27	0.00	628.27
		G/L Account:	503008-10	Surveillance:Lab			447.97
		G/L Account:	504000-16	Computer Equipment Supplies < \$100:Operations			48.10
		G/L Account:	502005-16	Building & Grounds Materials / Supplies:Operations			132.20
	10/5/2022			10/5/2022	8.97	0.00	8.97
		G/L Account:	505023-10	Postage:Lab			8.97
	10/6/2022			10/6/2022	964.74	0.00	964.74
		G/L Account:	502015-16	Equipment Small:Operations			839.49
		G/L Account:	500115-16	Permits & Fees:Operations			125.25
	10/7/2022			10/7/2022	326.52	0.00	326.52
		G/L Account:	502016-16	Safety & PPE:Operations			326.52
	10/8/2022			10/8/2022	12.49	0.00	12.49
		G/L Account:	504005-00	I.T Subscriptions:General			12.49
	9/22/2022			9/22/2022	56.91	0.00	56.91
		G/L Account:	504005-00	I.T Subscriptions:General			2.17
		G/L Account:	504005-00	I.T Subscriptions:General			11.24
		G/L Account:	505021-00	Office Supplies - Janitorial:General			43.50
	9/23/2022			9/23/2022	96.87	0.00	96.87
		G/L Account:	505039-00	Utilities Internet:General			96.87
	9/24/2022			9/24/2022	27.72	0.00	27.72
		G/L Account:	505003-25	District Membership & Subscription Dues:Public Aff			27.72
	9/26/2022			9/26/2022	803.64	0.00	803.64
		G/L Account:	503008-10	Surveillance:Lab			442.51
		G/L Account:	505005-25	Employee - Lodging:Public Affairs			314.73
		G/L Account:	505003-25	District Membership & Subscription Dues:Public Aff			14.00
		G/L Account:	505021-00	Office Supplies - Janitorial:General			12.27
		G/L Account:	505021-00	Office Supplies - Janitorial:General			20.13
	9/27/2022			9/27/2022	1,090.68	0.00	1,090.68
		G/L Account:	502007-16	Control Materials:Operations			1,081.71
		G/L Account:	505023-10	Postage:Lab			8.97
	9/28/2022			9/28/2022	573.71	0.00	573.71
		G/L Account:	502005-00	Building & Grounds Materials / Supplies:General			107.82
		G/L Account:	503008-10	Surveillance:Lab			465.89
	9/29/2022			9/29/2022	210.88	0.00	210.88
		G/L Account:	502005-00	Building & Grounds Materials / Supplies:General			210.88
	9/30/2022			9/30/2022	240.00	0.00	240.00
		G/L Account:	502002-16	Automotive - Repairs:Operations			240.00
Check E00002879 Total:					12,708.70	0.00	12,708.70
Printed Check Total:							0.00
Electronic Payment Total:							12,708.70
Report Total:					12,708.70	0.00	12,708.70
Printed Check Total:							0.00
Electronic Payment Total:							12,708.70

CONTRA COSTA MOSQUITO & VECTOR CONTROL DISTRICT
 UNUSUAL ITEMS LIST *(New Policy Effective May 2021)*

- *Any checks or ACH over the amount of \$10,000.00 (excludes Procurement Policy General Manager Authority items: payroll taxes, employee fringe benefit payments, and aggregate corporate credit card amount).*
- *Any vendor that has not been paid by the District in the past 15 months.*
- *All legal fees over \$5,000.00 in one month*

<i>DATE</i>	<i>CHECK #</i>	<i>AMOUNT OF CHECK</i>	<i>VENDOR & DESCRIPTION</i>
October 19, 2022	XXXXXXXXX81	\$82,193.06	Concord Toyota – District Vehicles (2-Toyota Trucks)

TRANSACTION ACTIVITY REPORT

Month of October 2022

Transaction Number	Date	Wells Fargo	LAIF	Bank of the West
Balance	10/1/2022	84,349.60	9,799,106.09	264,488.38
1	10/11/2022	7,471.02		
2	10/13/2022		(180,000.00)	180,000.00
3	10/14/2022		37,676.66	
4	10/20/2022	407.37		
5	10/28/2022		(265,000.00)	265,000.00
6	10/31/2022	175,102.62		(554,817.82)
Balance		267,330.61	9,391,782.75	154,670.56

Transaction Number & Brief Description

- 1 Misc Deposits into Wells Fargo Account
- 2 Transfer from LAIF to Bank of the West for Payroll & Vendor Checks
- 3 Interest Earned LAIF
- 4 Misc Deposits into Wells Fargo Account
- 5 Transfer from LAIF to Bank of the West for Payroll & Vendor Checks
- 6 Property Tax Deposit and Int Earned at Wells & Clearing of checks from Bank of the West for Payroll & Vendor

I certify that this report reflects all cash transactions and is in conformity with District Policy. The cash flow shown provides sufficient cash flow liquidity to meet the next six months expenditures.

Respectfully submitted,

*Paula Macedo
General Manager*

California State Treasurer
Fiona Ma, CPA



Local Agency Investment Fund
 P.O. Box 942809
 Sacramento, CA 94209-0001
 (916) 653-3001

November 14, 2022

[LAIF Home](#)
[PMIA Average Monthly Yields](#)

CONTRA COSTA MOSQUITO AND VECTOR CONTROL DISTRICT
 MANAGER
 155 MASON CIRCLE
 CONCORD, CA 94520

[Tran Type Definitions](#)

October 2022 Statement

Effective Date	Transaction Date	Tran Type	Confirm Number	Web Confirm Number	Authorized Caller	Amount
10/13/2022	10/13/2022	RW	1714353	N/A	PAULA MACEDO	-180,000.00
10/14/2022	10/13/2022	QRD	1714681	N/A	SYSTEM	37,676.66
10/28/2022	10/28/2022	RW	1717415	N/A	PAULA MACEDO	-265,000.00

Account Summary

Total Deposit:	37,676.66	Beginning Balance:	9,799,106.09
Total Withdrawal:	-445,000.00	Ending Balance:	9,391,782.75

Contra Costa Mosquito and Vector Control District
FY22 Budget Year

(July 1 2022 - June 30 2023)

Board Packet

33% of the
Year
completed
YTD FY23 VS
Adopted
Budget

	FY23 <i>As of 10/31/22</i>	FY23 Budget		ADOPTED FY23 VS FY23 \$
Personnel Costs				
Payroll & OT	1,214,874	3,925,348	30.9%	2,710,474
Retirement	1,341,013	1,341,013	100.0%	-
OASDI	70,875	235,521	30.1%	164,645
Medicare	17,232	52,992	32.5%	35,761
Health Insurance (Dental / Vision Etc)	168,731	585,745	28.8%	417,014
Unemployment	1,873	25,900	7.2%	24,027
Disability Ins	4,450	13,614	32.7%	9,164
Other Post Employment Benefits	0	215,000	0.0%	215,000
District Paid Health Retiree Cost & Fees	43,065	143,000	30.1%	99,935
Subtotal Personnel Costs	2,862,113	6,538,133	43.8%	3,676,020
Operational Costs				
Professional Services - Legal includes Settlements	46,070	168,000	27.4%	121,930
Professional Services - Building & Grounds Maint	4,346	25,000	17.4%	364,068
Professional Services - All Other	32,549	204,600	15.9%	172,051
Public Affairs	6,001	108,000	5.6%	101,999
Lab Services	16,864	47,871	35.2%	31,007
Information & Technology	21,645	153,200	14.1%	131,555
Operations - Control Materials	63,277	113,000	56.0%	49,723
Operations - Aerial	0	10,000	0.0%	10,000
Operation and Facilities - All Other	58,863	442,000	13.3%	383,137
General Office Administration - Insurance	342,374	388,429	88.1%	46,055
General Office Administration - Trustee Expense	944	23,500	4.0%	22,556
General Office - Research	0	0	0.0%	-
General Office Administration - Employee Travel & Training	6,677	44,000	15.2%	37,323
General Office Administration - Utilities	25,893	117,500	22.0%	91,607
General Office Administration - All Other	37,891	332,700	11.4%	294,809
Subtotal Operational Cost	663,395	2,177,800	30.5%	1,514,405
Capital				
Land				-
Structures and Improvements	0	0	0.0%	-
Vehicles	84,293	203,000	41.5%	118,707
Heavy Equipment	30,508	85,000	35.9%	54,492
Subtotal Capital	114,801	288,000	39.9%	173,199
Total Expenditures	3,640,309	9,003,933		
Revenues				
Property Taxes	175,102	6,801,654	2.6%	6,626,552
Benefit Assessment	0	2,080,111	0.0%	2,080,111
Contract Billing	3,532	51,000	6.9%	47,468
Interest Income (LAIF)	60,180	52,291	115.1%	(7,889)
Medical Reimbursement	0	0	0.0%	-
Fixed Asset Disposal	0	20,000	0.0%	20,000
Miscellaneous	5,350	25,000	21.4%	19,650
Grant Funds:General	0	-	0.0%	-
Subtotal Revenue	244,164	9,030,056	2.7%	8,785,892
Estimate Ending Balance	-3,396,145	26,123		
Designated Reserves POLICY FY 23 (July 2022 - June 2023)				
Bond Reserve	-			
Public Health Emergency	2,500,000			
Capital Improvement	2,314,407			
Emergency Reconstruction Response	500,000			
Operations	4,446,317			
Vehicle & Equipment Replacement	150,000			
IT Equipment Replacement	200,000			
	10,110,724			

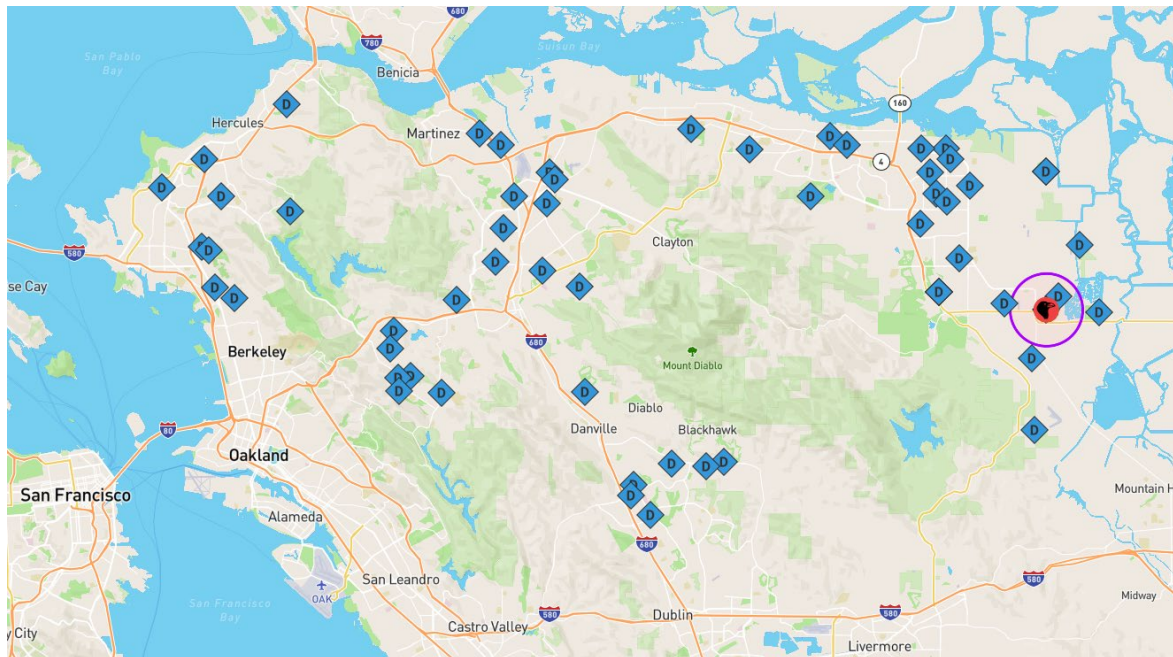
November 2022 Mosquito and Arbovirus Surveillance Report

Updated November 30th by Steve Schutz, Ph.D., Scientific Programs Manager

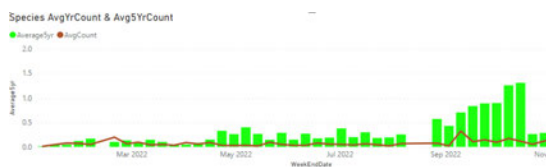
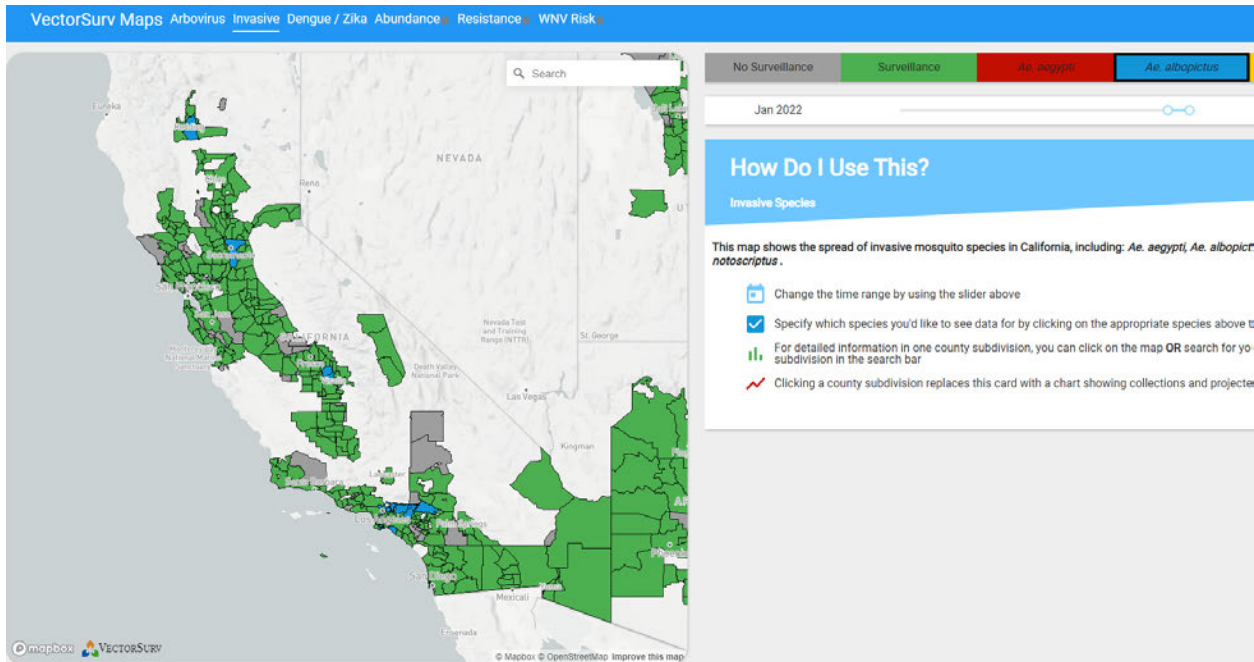
Human cases: As of November 18th, 131 human cases of West Nile virus had been reported in California in 2022. One confirmed human case (resident of Oakley) and two un-attributed (non-resident) cases have been reported in Contra Costa County (Discovery Bay and Bay Point) as of November 30th. The Discovery Bay case, which unfortunately resulted in a fatality, is believed to have been acquired locally but is not officially being attributed to Contra Costa since the patient's primary residence is in another county.

Horses: Sixteen equine cases of WNV have been reported statewide. An effective vaccine is available for horses; most affected horses have been unvaccinated.

Dead birds: As of November 18th, 359 dead birds had been reported in Contra Costs County, 38 birds had been submitted for testing (blue icons on map), and one was confirmed positive for WNV (Discovery Bay, red icon on map). No positive birds have been detected since May. The Statewide hotline closed for the season on Friday, October 14th, but online dead bird reports are encouraged year-round at <https://westnile.ca.gov/report>



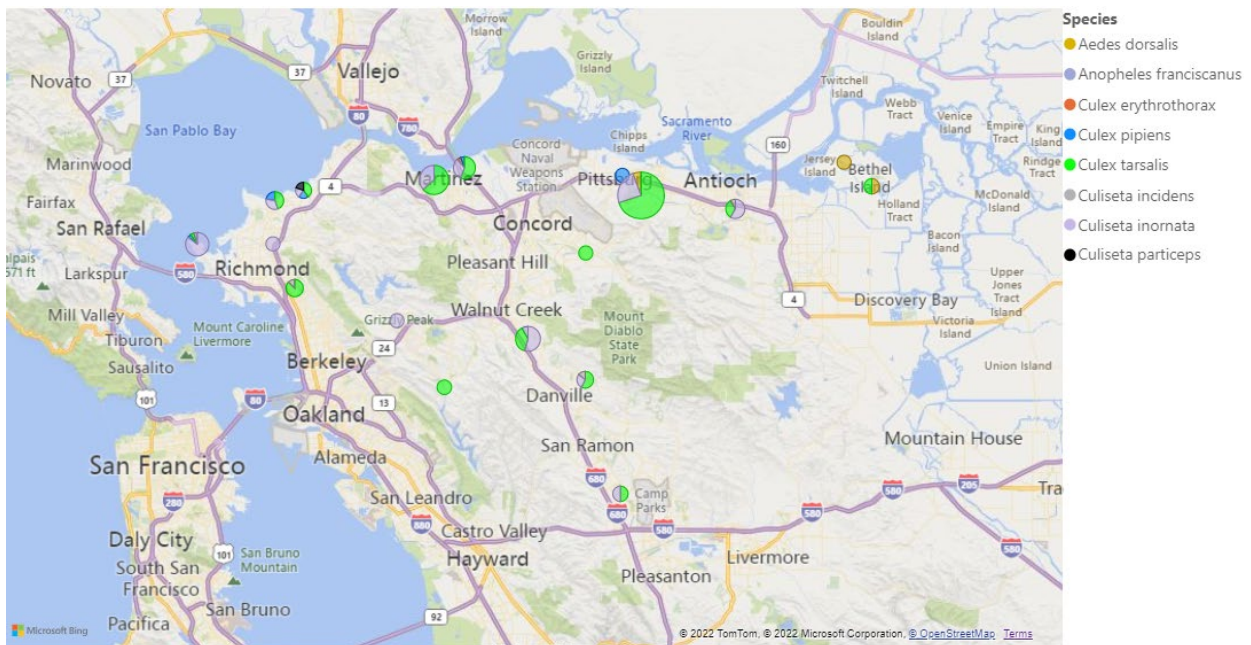
Light trap counts: Twenty-two traps are currently being operated daily year-round, with collections made weekly by field technicians. Countywide *Culex tarsalis* and *Culex pipiens* counts are currently below average. Note: 2 collection weeks were skipped in August due to *Aedes aegypti* response, and a collection week in November was skipped due to the Thanksgiving holiday.



Culex tarsalis counts (red) vs. 5 year average

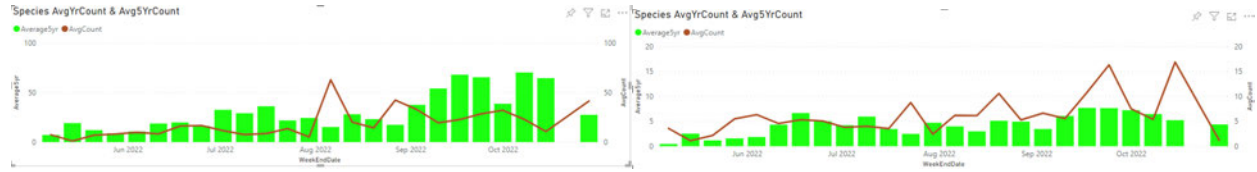


Culex pipiens counts (red) vs. 5 year average



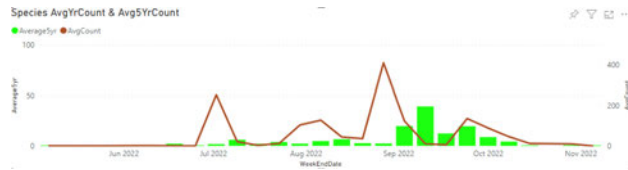
Map showing light trap locations and relative average species counts from November 1-28th

CO₂ traps: Weekly CO₂ trapping has been suspended for the season. Trap counts for *Culex tarsalis* were mostly below average, while *Culex pipiens* counts were somewhat above average for much of the season and *Aedes dorsalis* counts peaked well above average in Waterfront areas (note peaks about 1-month apart indicating hatches related to tidal flooding).

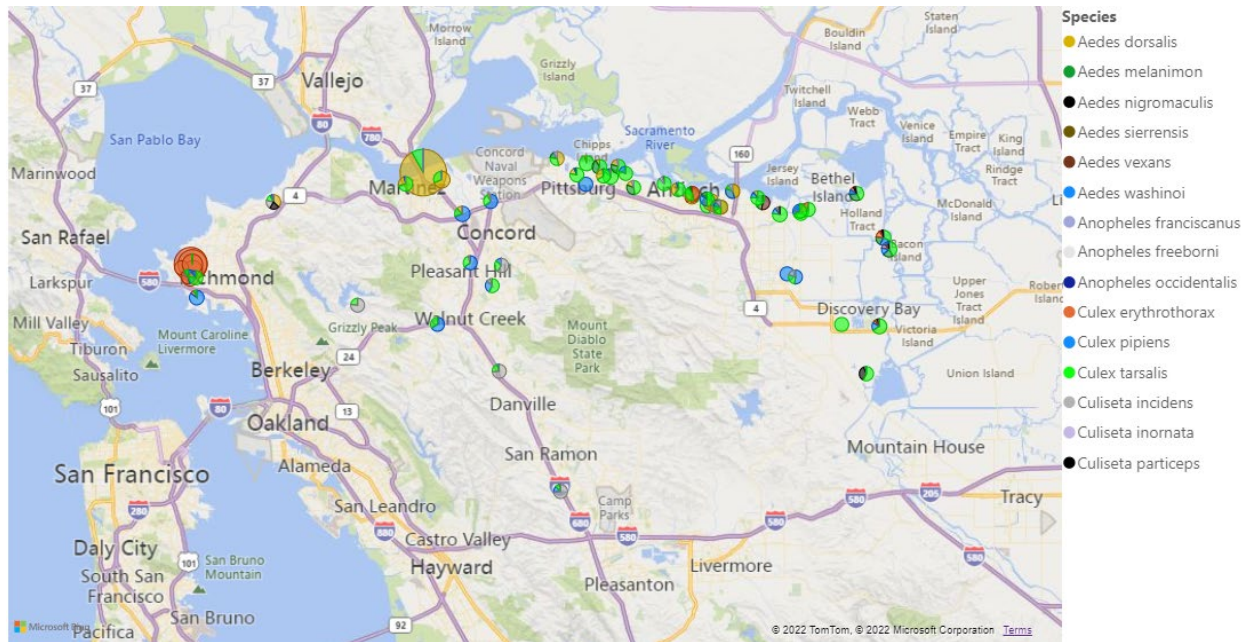


Culex tarsalis counts (red) vs. 5 year average

Culex pipiens counts (red) vs. 5 year average



Aedes dorsalis counts (red) vs. 5-year average (note different scales).

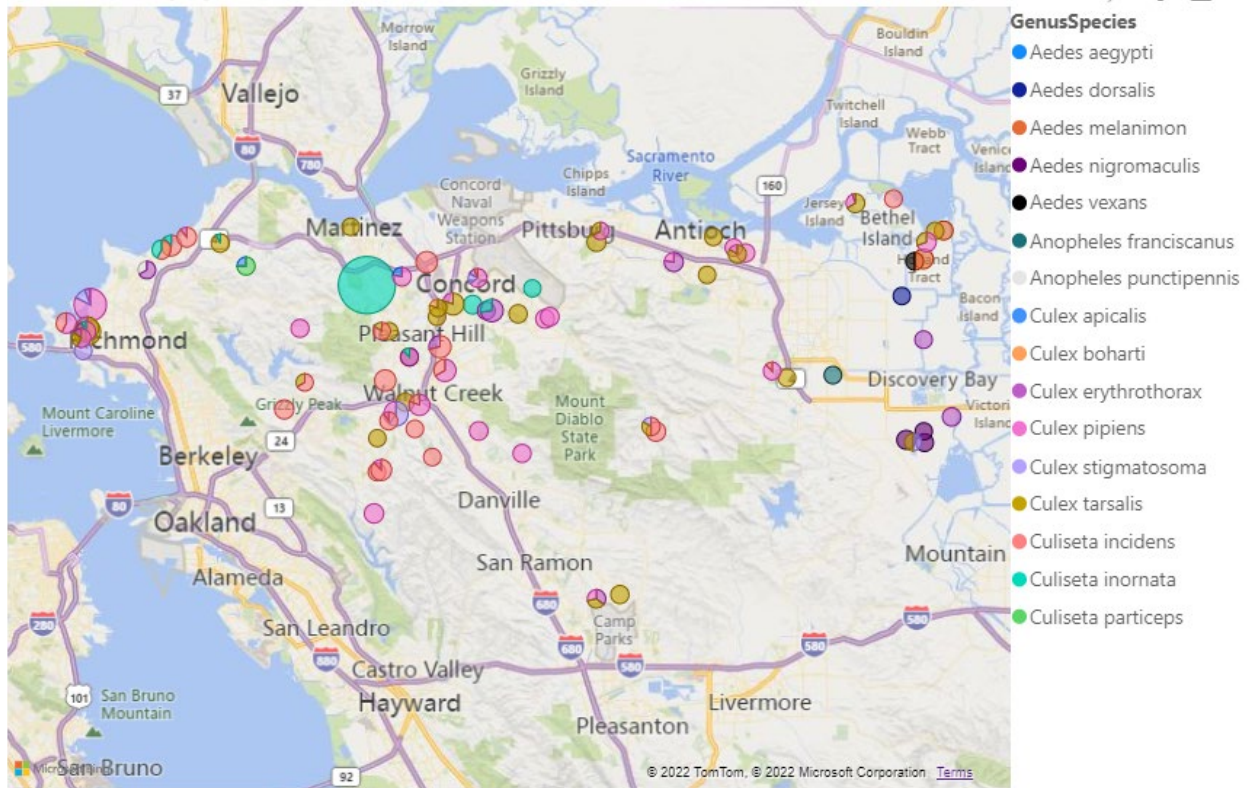


Map showing CO₂ trap locations and relative average species counts for the entire 2022 surveillance season (June through October).

Mosquito testing: 307 pooled samples were tested, two were positive for WNV (7/25, *Culex tarsalis*, Oakley; 8/8, *Culex pipiens*, Palm Tract-Orwood).

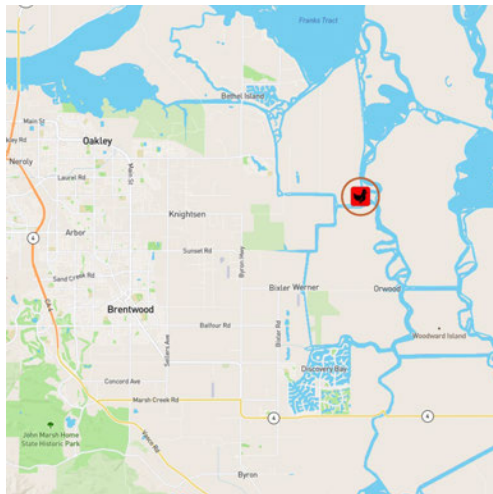
Larval samples: Lab staff continues to process larval samples collected by field employees daily, year-round.

Larval Count by Species



Map showing larval sample locations and relative species counts, November 1-28th 2022.

Sentinel chickens: Five of six chickens from our flock at Holland Tract (Knightsen) tested positive for WNV antibodies, bleed dates 8/22, 9/6 and 9/19. All four sentinel flocks have been discontinued for the season.

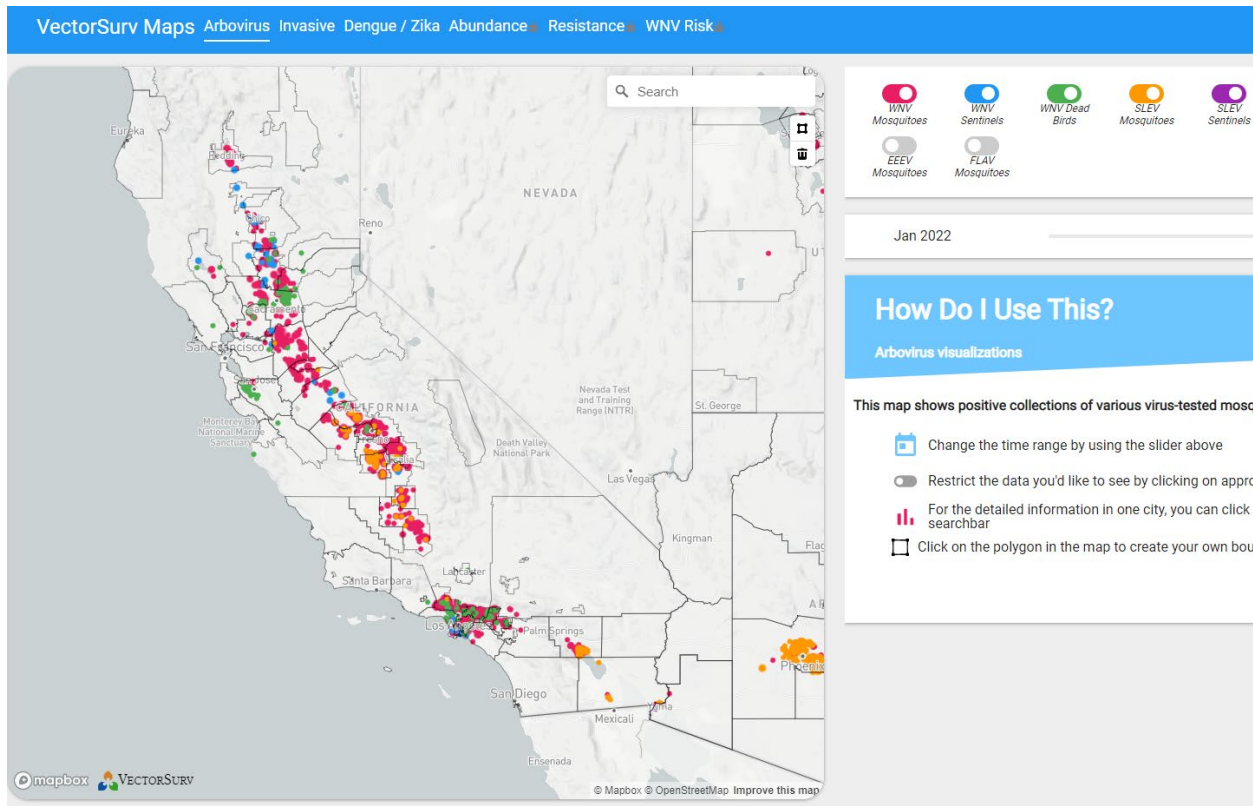


Other projects: Lab staff has collected ticks for CDPH, University of California and University of Nevada-Reno projects on *Rickettsia* and has also provided *Culicoides* (biting midges) to a researcher at UC Riverside studying the distribution of species in California. We are also continuing to work with Leading Edge staff on troubleshooting and refining the MapVision

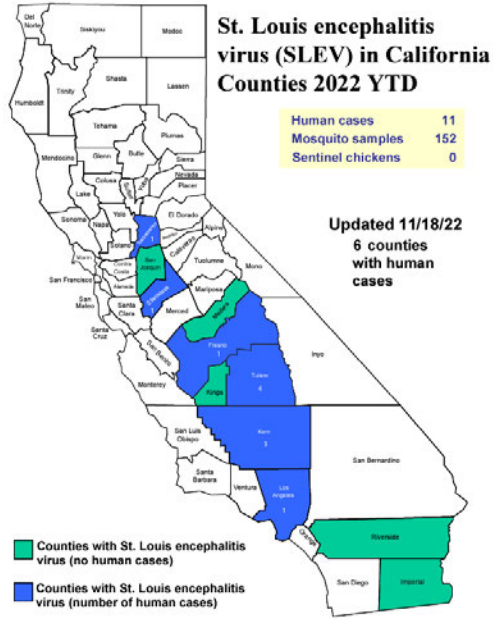
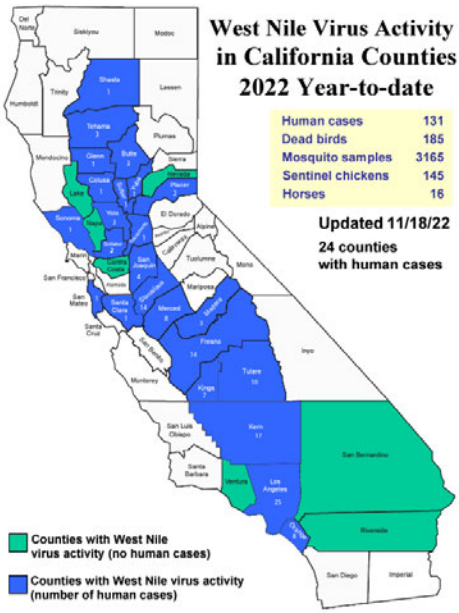
database and field software. Our Scientific Programs Manager completed a revision of the identification guide to Mosquitoes of California for the MVCAC, to include larvae and adults of invasive *Aedes* species, which has been made available online to all member agencies. The MVCAC Lab Technologies Committee is currently collecting high-resolution photographs of key characteristics of California mosquito species from vector control districts statewide, for eventual inclusion in a shared MVCAC photographic library and will also be collecting photographs of other pest/vector species.

Weather conditions: Current average overnight low temperatures are below the 55 degree incubation threshold for West Nile virus transmission.

Regional: Through November 18th, West Nile virus activity had been detected in Contra Costa (1 positive dead bird, 2 mosquito samples, five sentinel chickens), Sacramento, Solano, Santa Clara, Yolo, Napa and San Joaquin Counties, with human cases reported in Contra Costa, SSYolo, Solano, San Joaquin, Sonoma, and Santa Clara Counties.



Statewide: 131 human cases of WNV have been reported statewide (see map below). 3,165 WNV positive mosquito samples, 185 positive dead birds and 145 seropositive sentinel chickens have been reported this year through November 18th. In addition, 152 mosquito samples have tested SLE (Saint Louis Encephalitis) positive (including one in San Joaquin County) and 11 human cases were reported in Sacramento, Stanislaus, Fresno, Kern, Tulare and Los Angeles County. We are currently above the 5-year average in terms of WNV positive mosquito samples but below average in other categories.



November 2022 Operations Report

Prepared on December 1, 2022, by David Wexler, Terry Davis, and Jeremy Shannon,
Program Supervisors

General: Invasive *Aedes aegypti* mosquitoes were confirmed to be present in a Martinez neighborhood in early August. Within our ¼-mile area of focus, seven locations (out of approximately 460 sites) remained inaccessible. An inspection warrant was approved on November 2, 2022, for these addresses. All seven locations have been inspected as of Saturday, November 19th.

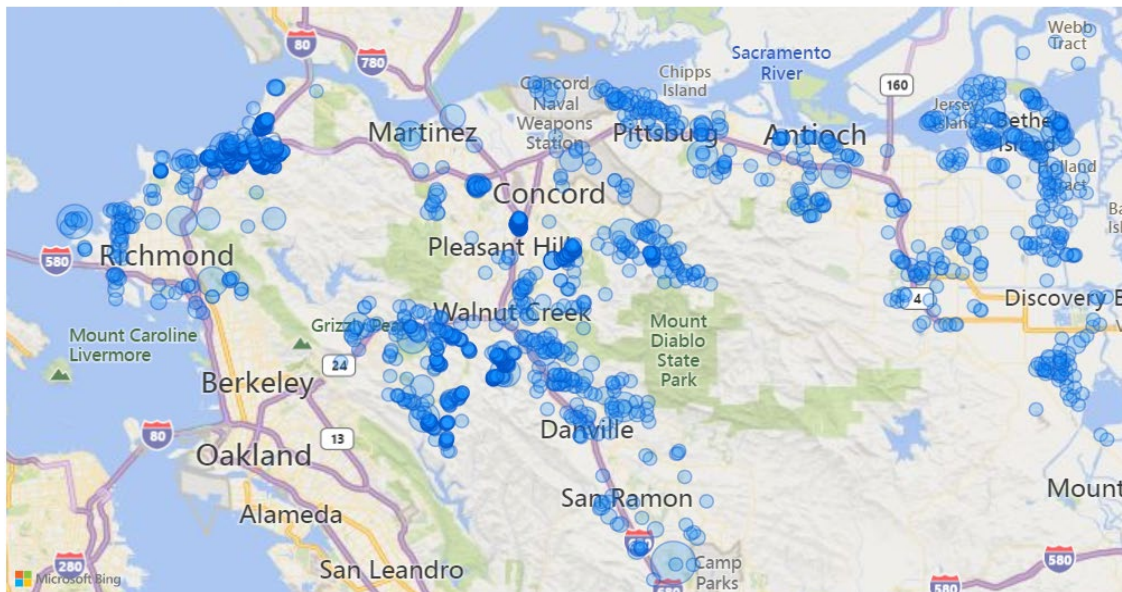
Field staff have begun working on various winter projects, including cleaning and repairing equipment, various facility maintenance projects, disposal of old equipment and hazardous materials, and more. Field staff that have moved zones are becoming familiar with their new geographic areas of responsibility and working on updating source maps. New employees will continue to prepare for the next round of examinations by the California Department of Public Health, to be held in May 2023.

Mosquitoes: With the cooler weather, mosquito activity has steadily decreased and will likely continue to remain low until temperatures warm up in the spring of 2023.

In November 2022 there were a total of 12 mosquito service requests and 3 requests for mosquitofish, fairly similar to November 2021 when we received 10 service requests for mosquitoes and 16 for mosquitofish. In addition to service requests, technicians and inspectors recorded 936 inspection activities, 51 larval surveillance actions, and collected 106 adult trap samples. Field staff recorded 63 site treatments during this time to address mosquito production.

Mosquito Program Actions 11/1/22-11/30/22

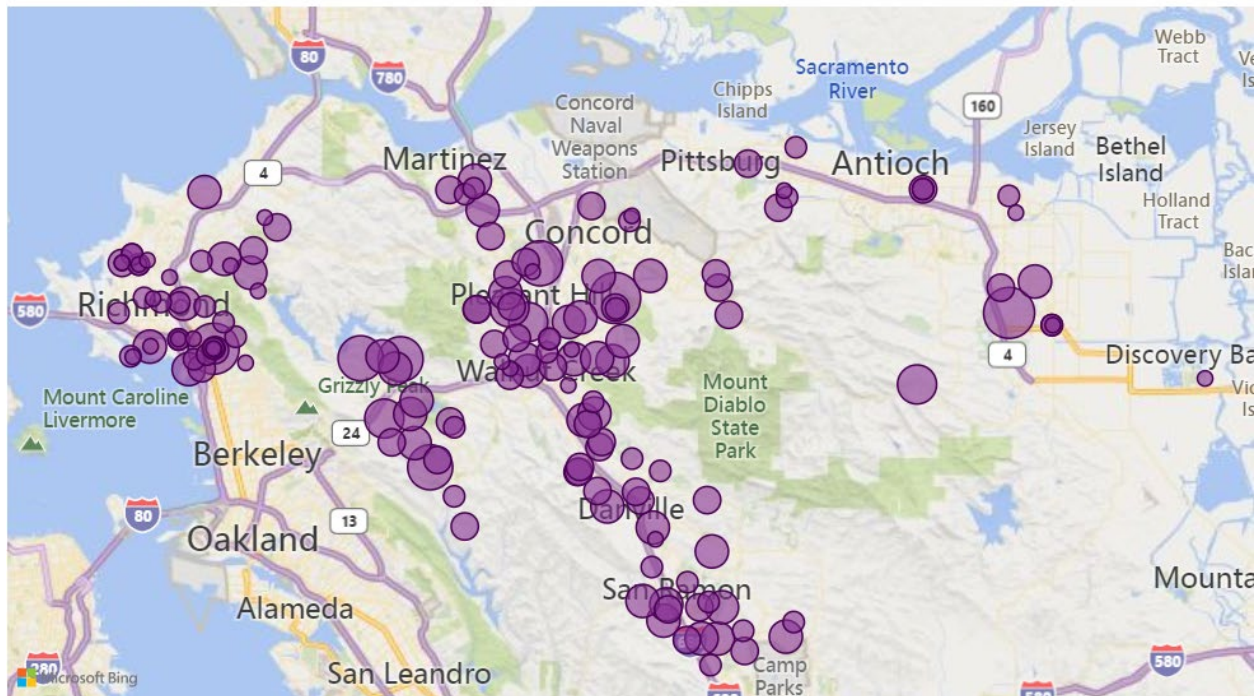
Program ● Mosquitoes



Rodents: In November 2022 we received 138 requests for service for rats and mice, an increase of 77%* compared to the 78 we received in November 2021. Public Affairs made several posts on social media and released a newsletter focused on rodents during the latter part of the month, which may account for part of this increase in requests. Just over 60% of the service requests came in after these posts were made. Rodent inspection training continues in the field with individual inspectors as needed, focusing on new technicians gaining experience performing inspections. In addition to service requests, technicians and inspectors recorded 82 inspection activities and continue to evaluate sites within their geographic boundaries for future baiting activities.

Rodent Program Actions 11/1/22-11/30/22

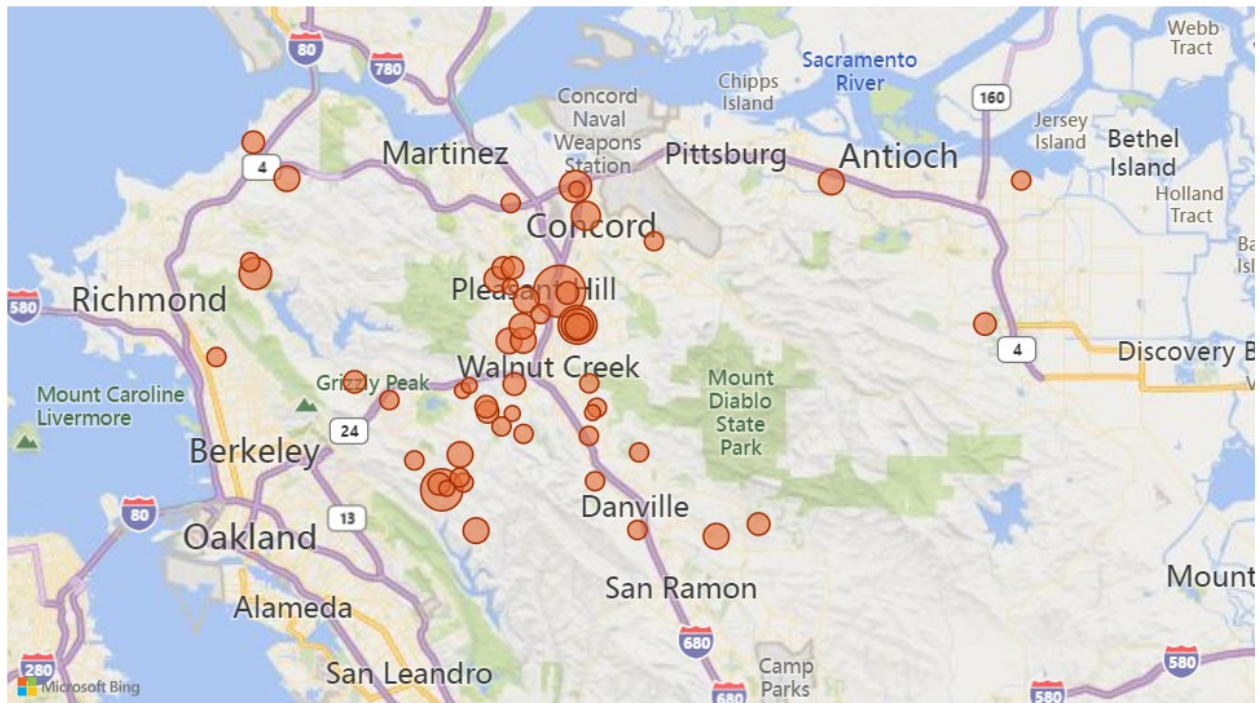
Program ● Rats and Mice



Skunks: The District received 25 service requests for skunks in November 2022, a slight decrease from the 27 we received in November 2021. Thirty-two inspection activities were recorded and 5 skunks were picked up in November 2022, whereas 27 inspections and 11 skunk pickups were recorded in November 2021.

Skunk Program Actions 11/1/22-11/30/22

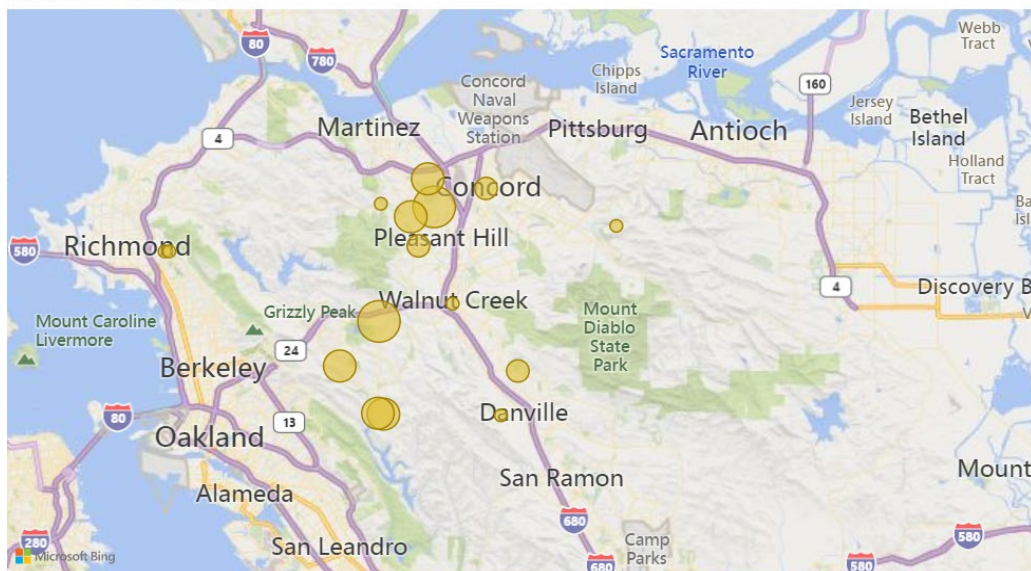
Program ● Skunk



Yellowjackets: We received 12 requests in November 2022 (10 warranted treatment), a significant drop from the 30 requests received in November 2021, with 27 treatments at that time. The District continues exploring the viability of utilizing thermal imaging to aid in the location of yellowjacket nests in dense vegetation such as ice plants, juniper, or ivy. This equipment can help us identify warm spots in the landscaping which are the locations most likely to have an established nest.

Yellowjacket Actions 11/1/22-11/30/22

Program ● Yellowjackets



November 2022 Public Affairs Report to the Board of Trustees
Prepared November 30, 2022 by Nola Woods, Public Affairs Director

Presentations & Events

- **In November 2022, Public Affairs Department staff participated in the following presentations:**
 - Provided a presentation to the Clayton City Council to provide information about the Trustee vacancy for Clayton on the District's Board of Trustees.
 - Provided a presentation to the El Cerrito City Council to provide information about the city's vacancy on the District's Board of Trustees.
 - Provided Public Comment to the San Pablo City council about San Pablo's vacancy on the District's Board of Trustees.



Advertising

The Public Affairs Department's 2022 Advertising campaign focuses on the District's services in print, digital and vehicle advertising. Specific, service-related advertising appears in digital advertising while larger advertising options feature one ad with multiple vectors to represent all of the District's services. During November, the District's advertising focused on the District's rat and mouse service.



Social Media

The District uses a combination of Twitter, Nextdoor, and Facebook to conduct District outreach on social media. In this report, when it comes to specific posts, we will focus on the social media posts that did not involve invasive *Aedes aegypti*. Information pertaining to those posts appear on the Invasive Species Report.

Twitter Activity — Account @CCMosquito

Yearly Comparisons

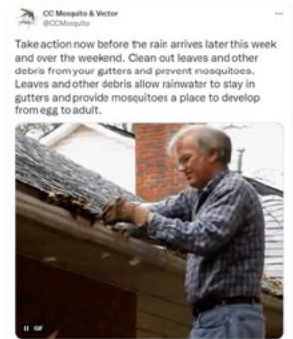
November 2022 Twitter Activity	November 2021 Twitter Activity
1424 Followers	1386 Followers
6 Tweets	2 Tweets
1090 Impressions	306 Impressions
6 Media Engagements	1 Media Engagements

2 Retweets
 9 Likes
 0 Replies
 0 Link Clicks
 4 Detail Expands
 1 Profile Clicks
 0 Profile Visits
 0 Mentions
 0 Follows

0 Retweets
 0 Likes
 0 Replies
 1 Link Clicks
 1 Detail Expands
 0 Profile Clicks
 0 Profile Visits
 0 Mentions
 0 Follows

Most Popular @ccmosquito tweet November 23,2022

598 Impressions
 195 Media Views
 2 Like
 2 Retweets
 5 Detail Expands
 2 Media Engagements



Nextdoor Activity Contra Costa Mosquito and Vector Control District Local Agency

Overall, as of November 28, there are:

- 515,430 members
- 286,846 claimed household
- 1003 neighborhoods

The District's Nextdoor activity November 2022

- 10 Posts
- 492 Reactions
- 304,246 Impressions

Most Popular Contra Costa Mosquito and Vector Control District Nextdoor Post October 13, 2022

- 173 Reactions
- 82,337 Impressions



Facebook Activity — Account @CCMosquito

November 2022 Facebook Activity

19 Followers
9 Posts
13 Likes
754 Impressions
724 Post Reach
39 Engagement
14 Reactions
9 Share

Most Popular @ccmosquito Facebook Post November 15, 2022

Statistics available in Invasive Species Report



Publications

- **2022 Annual Report Preparations**
 - Board of Trustee Pictures
 - We will use individual pictures, again (hopefully group pictures will return in 2023.)
 - Please [email](#) a new color picture of yourself to me by December 15, 2022. Your picture should be of your head and shoulders in front of a solid colored background.

- **Mosquito Bytes Newsletter**
 - The Weather has Cooled Ushering in Rat & Mouse Season — What to Do to Keep Rats and Mice Out of Your Home
 - Remove Food
 - Remove Shelter
 - Reduce the Risk of Leptospirosis

 - 1472 Subscribers (gained 36 new subscribers to the Mosquito Bytes Newsletter since October)
 - 48% opened the Newsletter
 - 2% clicked on the links within the Newsletter

- **Total Constant Contact Subscribers**
 - Constant Contact is how the District distributes Mosquito Bytes newsletters, Employee Newsletters, Adult Mosquito Control Notifications, and News Releases.
 - November 2022
 - 2916 Subscribers (Gained 37 since October)



- October 2021
 - 2843 Subscribers

Website:

Terms - Website Statistics

- **Users:** Person visiting the website
- **New Users:** New person who, according the website data, has never visited the website before
- **Sessions:** A group of user interactions with the website that take place within a given time frame.
- **Number of Sessions per User:** The total number of sessions divided by the total number of users.
- **Pageviews:** An instance of a page being loaded (or reloaded) in a browser. Pageviews is a metric defined as the total number of pages viewed.
- **Pages/Sessions:** Average of individual pages visited and individual sessions per user.
- **Avg. Session Duration:** Average length of each session
- **Bounce Rate:** Single-page sessions divided by all sessions, or the percentage of all sessions on the website in which users viewed only a single page.

Website Statistics - Due to the recent Google Analytics upgrade of their website data platform, effective 11/29/22, November data is unavailable. The District has created a new platform account and data should be available for December. (Prior to this, the last Google website data platform upgrade was in 2016.)

Customer Service Program

- **Physical survey cards**
 - Up to 30 are sent out each week, year-round to county residents at random
 - The postage-paid cards are sent two weeks after the initial service request
- **“Contact Us” form via the District website**
 - Residents can provide questions, comments, and concerns at any time via [the District website](#).
 - Messages are received in real time.
 - The Public Affairs staff review all incoming online comments from residents and respond as deemed appropriate.
 - No inquiries for the month of November.
- **Examples of November, 2022 Survey Card Responses:**

“Tech responded to a yellowjacket situation in which people had already been stung - he saved many others from injury.”

“The two employees were very friendly and professional.”

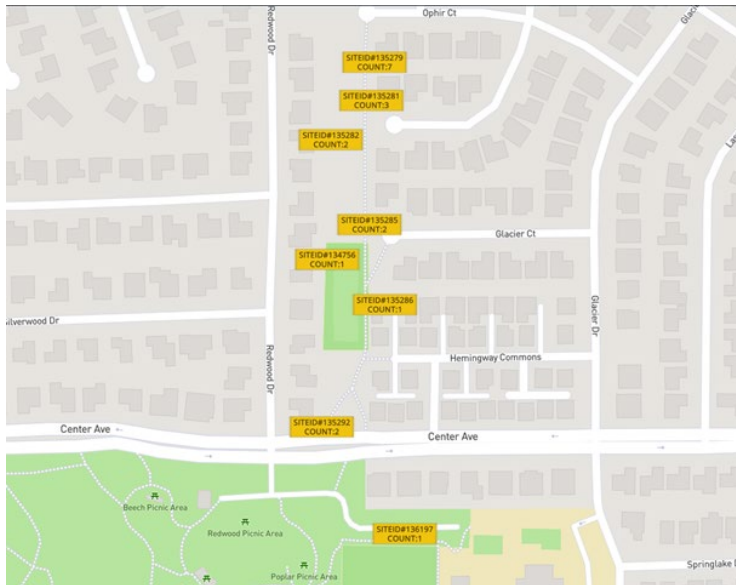
“Super-fast service. They even waited for us to get home so we could unlock the gate.”

“Perfect service. I’ve used them three times in the last 50 years.”

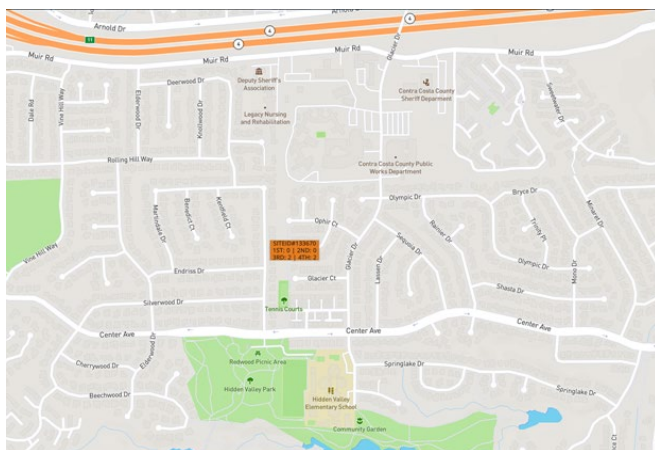
“The staff that came to my property were confident in their knowledge and effective in communicating my problem and planned resolution.”

November 2022 Invasive *Aedes* Report

Invasive *Aedes* surveillance: We have discontinued trapping for the season since we did not collect any additional *Aedes aegypti* in our BG-GAT traps during the first two weeks of November. Temperatures are now probably too low for adult mosquito activity. We will resume trapping in Martinez (and other locations, as needed) in the Spring of 2023. During October we recovered adults at several locations (map below) and had one larval sample collected in the same area. The adult population appeared to be persistent at two sites close to the initial find in early August.

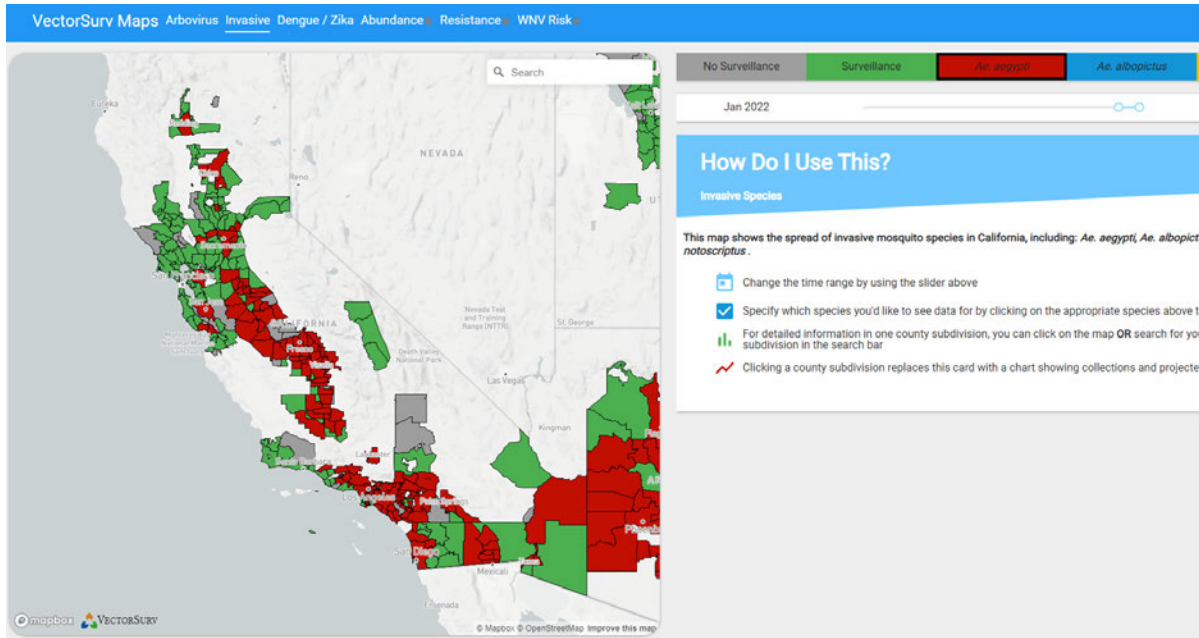


Aedes aegypti adult collections, October 1-31st

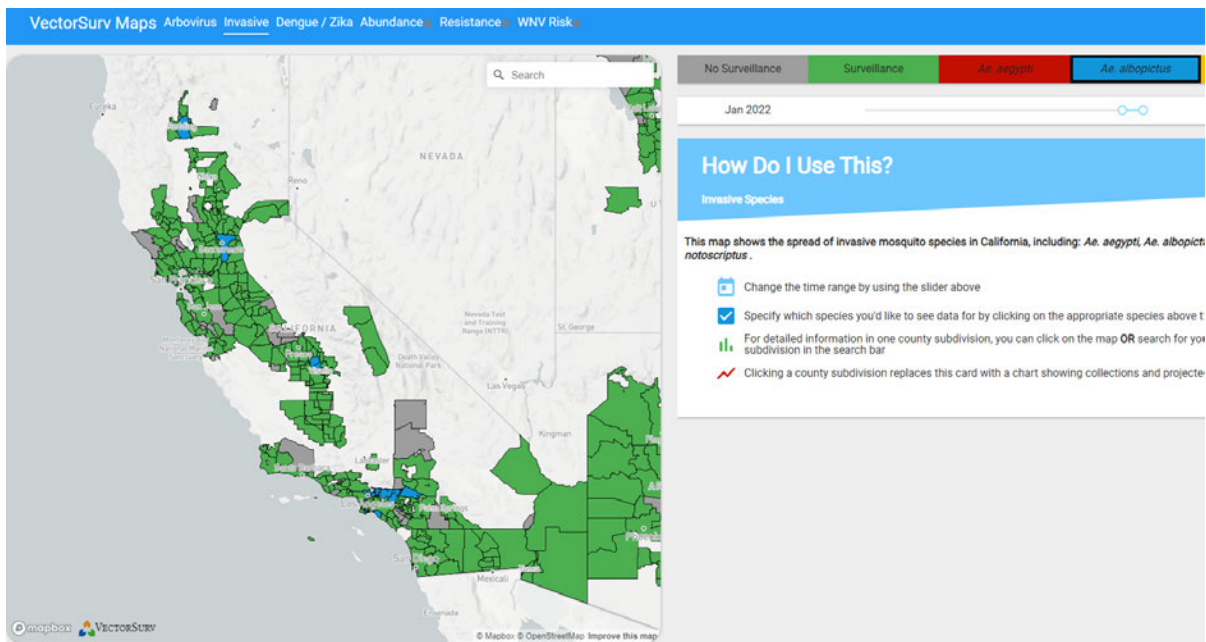


Aedes aegypti larval collections, October 1-31st.

Statewide, *Aedes aegypti* continues to expand its range in the Central Valley and southern California, with recent finds reported in Santa Clara and Santa Cruz County, and *Aedes albopictus* (Asian tiger mosquito), another invasive species, was recently reported in Sacramento County.



Areas where *Aedes aegypti* has been reported in 2022 (red)



Areas where *Aedes albopictus* has been reported in 2022 (blue)

Invasive Aedes Operations: An inspection warrant for the remaining seven locations was sought and approved on November 2. Two locations were inspected when posting the required 24-hour notices at the homes on November 7. The remaining five locations were allowed 4 business days to contact the District and voluntarily coordinate an inspection. Three locations responded and made inspection appointments. On Friday, November 18, two program supervisors, along with officers from Martinez PD, sought to execute the warrant for the final two locations. At the time of these visits, officers and District staff made contact with representatives at each location and were granted access to the properties for inspection. Though some containers were found to be holding water from recent rains, no signs of mosquito production were observed at the time of inspection, but that is not considered abnormal with cooler seasonal temperatures.



Public Affairs Outreach for Invasive Aedes

Presentations

While providing a presentation to the El Cerrito City Council on November 15, 2022, on the importance of filling their trustee vacancy, the council members also asked questions pertaining to the *Aedes aegypti* found in Martinez. They asked about the risk of disease they pose, what the District is doing in response to the discovery, and what citizens can do to reduce the risk that these mosquitoes will spread to other parts of Contra Costa County.



Social Media Outreach:

Most Popular @ccmosquito Facebook Post November 15, 2022

- 329 Post Impressions
- 322 Post Reach
- 3 Likes
- 4 Shares
- 16 Post Engagement



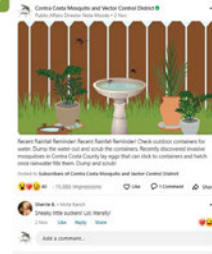
Total Tweets on *Aedes aegypti* in November 2022

- 3 Tweets
- 275 Impressions
- 2 Media Engagements
- 6 Likes
- 1 Profile Clicks



Total Nextdoor Posts on *Aedes aegypti* in November 2022

- 3 Posts
- 44,315 Impressions
- 98 Reactions



Contra Costa Mosquito and Vector Control District
Employee Handbook

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INTRODUCTION AND GENERAL INFORMATION POLICIES

Introductory Statement

Welcome! Every employee of Contra Costa Mosquito and Vector Control District (the “District”) is an important member of a team effort to protect public health. We hope that employees will find their position with the District rewarding, challenging, and productive.

The ~~Contra Costa Mosquito and Vector Control District~~District is a public health agency dedicated to protecting the community from mosquitoes and other vectors of disease.

Because our success depends upon the dedication of our employees, we are highly selective in choosing new members of our team. We look to each employee to contribute to the success of the District.

This employee handbook is intended to explain the terms and conditions of employment of all full- and part-time employees. Written employment contracts between the District and some individuals may supersede some of the provisions of this handbook. If a provision of these Policies conflict with any provision of a valid collective bargaining agreement between the District and a recognized employee organization, the provision of the collective bargaining agreement that is in conflict shall apply to employees covered by that collective bargaining agreement. The District recognizes that employment laws change. If any part of this handbook conflicts with applicable laws, the District will follow the law.

This handbook summarizes the policies and practices in effect at the time of publication. This handbook supersedes all previously issued handbooks and any policy or benefit statements or memoranda that are inconsistent with the policies described here. The employee’s supervisor or manager will be happy to answer any questions they may have.

The District maintains an organizational chart as a separate document. The organizational chart will be made available upon request.

Right to Revise

~~This employee handbook contains the employment policies and practices of Contra Costa Mosquito and Vector Control District in effect at the time of publication. All previously issued handbooks and any inconsistent policy statements or memoranda are superseded.~~

~~Contra Costa Mosquito and Vector Control District~~The District reserves the right to revise, modify, delete, or add to any and all policies, procedures, work rules, or benefits stated in this handbook or in any other document. However, any such changes must be in writing and must be signed by the General Manager of ~~Contra Costa Mosquito and Vector Control District~~the District.

Any written changes to this handbook will be distributed to all employees so that employees will be aware of the new policies or procedures. No oral statements or representations can in any way alter the provisions of this handbook.

The District recognizes United Public Employees, Local 1021, SEIU, AFL-CIO as the representative for certain District employees. In the event policies in this handbook conflict with a bargaining agreement or the Memorandum of Understanding (MOU), the agreement or MOU supersedes the policies in this handbook for those represented employees.

This handbook sets forth the entire agreement between the employee and ~~Contra Costa Mosquito and Vector Control District~~ the District as to the duration of employment and the circumstances under which employment may be terminated. Nothing in this employee handbook or in any other personnel document, including benefit plan descriptions, creates or is intended to create an employment contract or a promise or representation of continued employment for any employee. All employees are "At Will" employees and can end their employment with the District at any time for any reason.

Nothing in this statement is intended to interfere with an employee's rights to communicate or work with others toward altering the terms and conditions of employment.

Employee Acceptance of Policies and Revisions to Policies

As a condition of employment, the ~~Contra Costa Mosquito and Vector Control District~~ District requires that each employee read, and, if necessary, request clarification regarding these Policies. Each employee must sign a statement of receipt, which can be found at the end of this Handbook, acknowledging that: a) the employee has received a copy, or has been provided access to the Policies; and b) understands that they are responsible for reading and becoming familiar with the contents of the Policies and any subsequent revisions to the Policies.

Bridging of Time

~~Contra Costa Mosquito and Vector Control District~~ The District will give service credit to employees previously employed by the District, provided the break in service does not exceed 365 days. Generally, the break in service time will be deducted from the employee's original service date.

The General Manager or ~~Administrative Services Manager~~ Human Resources and Risk Manager will discuss reinstatement of benefits and other length of service issues with rehired employees. Special rules apply to reinstatement of sick leave benefits under the California Healthy Workplaces, Healthy Families Act.

New Hires

The first ~~six~~ twelve (12) months of continuous employment at ~~Contra Costa Mosquito and Vector Control District~~ the District is considered an introductory or probationary period. During this time, the employee will learn their responsibilities, get acquainted with fellow employees, and determine whether or not they are able to perform their job. The employee's supervisor will closely monitor their performance. ~~The District shall have the right to extend the introductory or probationary period for up to three (3) additional months at its sole discretion. In the event of such extension, the employee shall be notified in writing of the reason(s) for the extension.~~ New employees will receive evaluations at one (1), three (3), six (6), nine (9) and twelve (12) months of employment.

During the introductory or probationary period an employee may be suspended, demoted, or terminated at any time by the District General Manager without cause and without the right of appeal or to submit a grievance. Notification of any such action shall be served in writing on the employee, with a copy of the notice to be maintained in the District's personnel files.

~~Throughout~~ ~~Upon completion of~~ the introductory or probationary period, ~~Contra Costa Mosquito and Vector Control District~~ the District will review the employee's performance. If the District finds the employee's performance satisfactory and decides to continue their employment, it will advise the employee of any improvements expected from them. At that time, the employee may express suggestions to improve the District's efficiency and operations. Completion of the introductory or probationary period does not entitle the employee to remain employed by ~~Contra Costa Mosquito and Vector Control District~~ the District for any definite period of time, but rather allows both the employee and the District to evaluate whether or not they are right for the position.

Promotion

Promotional appointments shall be tentative and subject to a probationary period of six (6) months.

Job Duties

During the introductory period, the employee's supervisor will explain their job responsibilities and the performance standards expected of them. Employees should be aware that their job responsibilities and/or schedule may change at any time during their employment. From time to time, they may be asked to work on special projects, or to assist with other work necessary or important to the operation of their department or ~~Contra Costa Mosquito and Vector Control District~~ the District. The employee's cooperation and assistance in performing such additional work is expected.

~~Contra Costa Mosquito and Vector Control District~~ The District reserves the right, at any time, with or without notice, to alter or change job responsibilities or schedules, reassign or transfer job positions, or assign additional job responsibilities.

Categories of Employees

Full-Time Employees

Regular full-time employees are those who are scheduled for and consistently work 40 hours per week. Following the completion of the introductory period, regular full-time employees are eligible for most employee benefits described in this handbook. Benefit eligibility may depend on length of continuous service. Benefit eligibility requirements may also be imposed by the plans themselves or by law.

Part-Time Employees

Part-time employees are those who normally are scheduled to work and who consistently work less

than 40 hours per week. Part-time employees may be assigned a work schedule in advance or may work on an as-needed basis. Part-time employees are eligible for some, but not all employee benefits described in this handbook.

Regular Employees

Regular employees are those who are hired to work on a regular schedule. Regular employees may be classified as full-time or part-time.

Seasonal Employees

Seasonal employees are those seasonally employed for term assignments. Term assignments generally are periods of six to nine months. Seasonal employees are not eligible for most employee benefits except those mandated by applicable law or where eligibility is specifically stated.

Temporary Employees

Temporary employees are those employed for short-term assignments. Short-term assignments generally are periods of three (3) months or fewer; however, such assignments may be extended. Temporary employees are not eligible for employee benefits except those mandated by applicable law.

Equal Employment Opportunity Policy

The ~~Contra Costa Mosquito and Vector Control District~~ District affords equal employment opportunity for all qualified employees and applicants as to all terms of employment, including compensation, hiring, training, promotion, transfer, discipline and termination. The District prohibits discrimination against employees or applicants for employment on the basis of race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age (40 and over), sexual orientation, [labor union membership](#), or military and veteran status or any other basis protected by law. Employees, volunteers, or applicants who believe they have experienced any form of employment discrimination or abusive conduct are encouraged to report the conduct immediately by using the complaint procedures provided in these Policies, or by contacting the U.S. Equal Employment Opportunity Commission, or the California Department of Fair Employment and Housing.

Policy Against Discrimination, Harassment, and Retaliation

The ~~Contra Costa Mosquito and Vector Control District~~ District has a strong commitment to prohibiting and preventing discrimination, harassment and retaliation in the workplace. The District has zero tolerance for any conduct that violates this Policy. Conduct need not arise to the level of a violation of state or federal law to violate this Policy. Instead, a single act can violate this Policy and provide grounds for discipline or other appropriate sanctions. This Policy establishes a complaint procedure for investigating and resolving internal complaints of discrimination, harassment and retaliation. The District encourages all covered individuals to report any conduct they believe violates this Policy as soon as possible. Any retaliation against an employee because they filed or supported a complaint or because they participated in the complaint resolution process is prohibited. Individuals found to have retaliated in violation of this Policy will be subject to appropriate sanction or disciplinary action, up to and including termination.

Covered Individuals and Scope of Policy

Individuals covered by this Policy are: applicants; employees regardless of rank or title; elected or appointed officials; interns; volunteers; and contractors. This Policy applies to all terms and conditions of employment, internships, and volunteer opportunities, including, but not limited to, selection, hiring, placement, promotion, disciplinary action, layoff, recall, transfer, leave of absence, compensation, and training.

Definitions – Protected Classification

This Policy prohibits harassment, discrimination or retaliation because of an individual's protected classification. "Protected Classification" includes race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age (40 and over), sexual orientation, or military and veteran status, or any other basis protected by law. This Policy prohibits discrimination, harassment or retaliation because: (1) of an individual's protected classification; (2) the perception that an individual

has a protected classification; or (3) the individual associates with a person who has or is perceived to have a protected classification.

Definitions – Protected Activity

This Policy prohibits discrimination, harassment, or retaliation because of an individual's protected activity. Protected activity includes: (1) making a request for an accommodation for a disability; (2) making a request for accommodation for religious beliefs; (3) making a complaint under this Policy; (4) opposing violations of this Policy; or (5) participating in an investigation under this Policy.

Definitions – Discrimination

This Policy prohibits treating covered individuals differently and adversely because of the individual's protected classification, actual or perceived; because the individual associates with a person who is member of a protected classification, actual or perceived; or because the individual participates in a protected activity as defined in this Policy.

Definitions – Harassment

Harassment includes, but is not limited to, the following types of behavior that are taken because of a person's actual or perceived protected classification:

1. Speech, such as epithets, derogatory comments or slurs, and propositioning on the basis of a protected classification. This includes inappropriate comments about appearance, dress, physical features, gender identification, or race-oriented stories and jokes.
2. Physical acts, such as assault, impeding or blocking movement, offensive touching, or physical interference with normal work or movement. This includes pinching, grabbing, patting, or making explicit or implied job threats or promises in return for submission to physical acts.
3. Visual acts, such as derogatory posters, cartoons, emails, pictures or drawings related to a protected classification.
4. Unwanted sexual advances, requests for sexual favors and other acts of a sexual nature, where submission is made a term or condition of employment, where submission to or rejection of the conduct is used as the basis for employment decisions, or where the conduct is intended to or actually does unreasonably interfere with an individual's work performance or create an intimidating, hostile, or offensive working environment.

Guidelines for Identifying Harassment

Harassment includes any conduct that would be unwelcome or unwanted to an individual of the recipient's same protected classification. The following guidelines to determine if conduct is unwelcome or unwanted should be followed:

1. It is no defense that the recipient "appears" to have consented to the conduct at issue by failing to protest about the conduct. A recipient may not protest for many legitimate reasons, including the need to avoid being insubordinate or to avoid being ostracized or subjected to retaliation.

2. Simply because no one has complained about a joke, gesture, picture, physical contact, or comment does not mean that the conduct is welcome. Harassment can evolve over time. Small, isolated incidents might be tolerated up to a point. The fact that no one has yet complained does not preclude someone from complaining if the conduct is repeated in the future.
3. Even visual, verbal, or physical conduct between two people who appear to welcome the conduct can constitute harassment of a third person who witnesses the conduct or learns about the conduct later. Conduct can constitute harassment even if it is not explicitly or specifically directed at a particular individual.
4. Conduct can constitute harassment even if the individual has no intention to harass. Even well-intentioned conduct can violate this Policy if the conduct is directed at, or implicates a protected classification, and if an individual would find it offensive (e.g., gifts, over-attention, endearing nicknames, hugs).

Definitions – Retaliation

Retaliation occurs when an employer takes adverse conduct against a covered individual because of the individual’s protected activity as defined in this Policy. “Adverse conduct” may include but is not limited to: (1) disciplinary action; (2) counseling; (3) taking sides because an individual has reported harassment or discrimination; (4) spreading rumors about a complainant or about someone who supports or assists the complainant; (5) shunning or avoiding an individual who reports harassment or discrimination; or (6) making real or implied threats of intimidation to prevent or deter an individual from reporting harassment or discrimination.

Proactive Approach

The ~~Contra Costa Mosquito and Vector Control District~~ District takes a proactive approach to potential Policy violations and will conduct an investigation if its supervisory or management employees become aware that harassment, discrimination or retaliation may be occurring, regardless of whether the recipient or third party reports a potential violation.

Complaint Procedure

A covered individual who believes to have been subjected to discrimination, harassment or retaliation may make a complaint – orally or in writing – to any supervisor, manager, or department head, without regard to any chain of command. Any supervisory or management employee who receives a harassment complaint should immediately notify the General Manager or ~~Administrative Services Manager~~ Human Resources and Risk Manager. Upon receiving notification of a harassment complaint, the General Manager or ~~Administrative Services Manager~~ Human Resources and Risk Manager will complete and/or delegate the following steps. If the General Manager or ~~Administrative Services Manager~~ Human Resources and Risk Manager is accused, or a witness to the events at issue, an individual with higher authority will complete and/or delegate the following steps:-

1. Authorize and supervise the investigation of the complaint and/or investigate the complaint. The investigation will usually include interviews with: (1) the complainant; (2) the accused; and (3) other persons who have relevant knowledge concerning the allegations in the complaint.

2. Review the factual information gathered through the investigation to determine whether the alleged conduct violates the Policy giving consideration to all factual information, the totality of the circumstances, including the nature of the conduct, and the context in which the alleged incidents occurred.
3. Report a summary of the determination as to whether this Policy has been violated to appropriate persons. If discipline or sanctions are imposed, the level of discipline or sanctions will not be communicated to the complainant.
4. If conduct in violation of this Policy occurred, take or recommend to the appointing authority prompt and effective remedial action. The remedial action will be commensurate with the severity of the offense.
5. Take reasonable steps to protect the complainant from further harassment, discrimination or retaliation.

Option to Report to Outside Administrative Agencies

An individual has the option to report harassment, discrimination or retaliation to the U.S. Equal Employment Opportunity Commission (EEOC) or the California Department of Fair Employment and Housing (DFEH). These administrative agencies offer legal remedies and a complaint process. The nearest offices are listed on the Internet, in the government section of the telephone book or employees can check the posters that are located on the District's bulletin boards for office locations and telephone numbers.

Confidentiality

Every effort will be made to assure the confidentiality of complaints made under this Policy to the greatest extent allowed by law. Complete confidentiality cannot occur, however, due to the need to fully investigate and the duty to take effective remedial action. An employee who is interviewed during the course of an investigation is prohibited from attempting to influence any potential witness while the investigation is ongoing. An employee may discuss their interview with a designated representative. The ~~Contra Costa Mosquito and Vector Control District~~ District will not disclose a completed investigation report except as it deems necessary to support a disciplinary action, to take remedial action, to defend itself in adversarial proceedings, or to comply with the law or court order.

Responsibilities

- (a) Each non-manager or non-supervisor is responsible for:
1. Treating all individuals in the workplace or on worksites with respect and consideration.
 2. Modeling behavior that conforms to this Policy.
 3. Participating in periodic training.
 4. Cooperating with the District's investigations by responding fully and truthfully to all questions posed during the investigation.
 5. Taking no actions to influence any potential witness while the investigation is ongoing.

6. Reporting any act they the employee believes in good faith constitutes harassment, discrimination, or retaliation as defined in this Policy, to the immediate supervisor, or department head, or ~~Administrative Services Manager~~Human Resources and Risk Manager, or General Manager.

(b) In addition to the responsibilities listed above, each manager and supervisor is responsible for:

1. Informing employees of this Policy.
2. Taking all steps necessary to prevent harassment, discrimination and, retaliation from occurring, including monitoring the work environment and taking immediate appropriate action to stop potential violations, such as removing inappropriate pictures or correcting inappropriate language.
3. Receiving complaints in a fair and serious manner, and documenting steps taken to resolve complaints.
4. Following up with those who have complained to ensure that the behavior has stopped and that there are no reprisals.
5. Informing those who complain of harassment or discrimination of their option to contact the EEOC or DFEH regarding alleged Policy violations.
6. Assisting, advising, or consulting with employees and the General Manager regarding this Policy.
7. Assisting in the investigation of complaints involving employee(s) in their departments and, when appropriate, if the complaint is substantiated, recommending appropriate corrective or disciplinary action in accordance with these Policies, up to and including termination.
8. Implementing appropriate disciplinary and remedial actions.
9. Reporting potential violations of this Policy of which they become aware to the ~~Administrative Services Manager~~Human Resources and Risk Manager or General Manager, regardless of whether a complaint has been submitted.
10. Participating in periodic training and scheduling employees for training.

Reasonable Accommodation

The ~~Contra Costa Mosquito and Vector Control District~~District has a strong commitment to complying with the provisions of the Americans with Disabilities Act (ADA). Absent undue hardship or direct threats to the health and safety of employees, it is the policy of the District to provide reasonable accommodations to:

- Qualified individuals with disabilities, both applicants and employees, to enable them to perform essential job functions; and
- Employees with conditions related to pregnancy, childbirth, or a related medical condition, if the employee requests, and with the advice of the employee's health care provider; and

- Employee victims of domestic violence, sexual assault, or stalking to promote the safety of the employee victim while at work; and
- Employees who request reasonable accommodation to address a conflict between religious belief or observance and any employment requirement.

Reasonable accommodation decisions will be made on a case-by-case basis. Once it is determined that the employee is a qualified~~s~~ disabled employee under the ADA, the District will verify the employee's restrictions and assess the impact on the essential functions of the employee's current job. The employee is responsible for providing verification of the disability as requested and for working with the District to identify reasonable accommodations.

MANAGEMENT

Employee Property

An employee's personal property, including but not limited to lockers, packages, purses, and backpacks, may be inspected upon reasonable suspicion of unauthorized possession of ~~Contra-Costa Mosquito and Vector Control District~~District property, possession of dangerous weapons or firearms, or abuse of the District's drug and alcohol policy.

Employment of Relatives

~~Contra-Costa Mosquito and Vector Control District~~The District may refuse to hire relatives of present employees if doing so could result in actual or potential problems in supervision, security, safety, or morale, or if doing so could create potential conflicts of interest. The District defines "relatives" as spouses, registered domestic partners, children, siblings, parents, in-laws, step-relatives, cousins, nieces and nephews.

If two employees marry, become registered domestic partners, or become related, causing actual or potential problems such as those described above, only one of the employees will be retained with the District, unless reasonable accommodations can be made to eliminate the actual or potential problems. The employees will have 30 days to decide which relative will stay with the District. If this decision is not made within the time allowed, the General Manager of ~~Contra-Costa Mosquito and Vector Control District~~the District will make the decision, taking the employment history and job performance of both employees into account.

Names and Addresses

~~Contra-Costa Mosquito and Vector Control District~~The District is required by law to keep current all employees' names and contact information including addresses and emergency phone numbers. Employees are responsible for notifying the District in the event of a name or address change.

Open-Door

Suggestions for improving ~~Contra-Costa Mosquito and Vector Control District~~the District are always welcome. At some time, employees may have a complaint, suggestion, or question about the employee's job, working conditions, or the treatment the employee is receiving. Employees' complaints, questions, and suggestions also are of concern to the District.

If the employee has a complaint, suggestion or question, the employee should speak with their immediate supervisor as soon as possible. If the employee is not comfortable speaking to their immediate supervisor, the employee should bring the issue to the ~~Administrative Services Manager~~Human Resources and Risk Manager or any other member of management. Safety concerns can may be brought directly to the Safety Committee members or submitted anonymously in the Safety Box, located in the kitchen.

Moreover, if the employee has raised the issue and if the problem persists, the employee may present it to the General Manager, who will investigate and provide a solution or explanation.

While a written complaint will assist the District in investigating the employee's concerns, it is not required to put the complaint in writing.

This procedure cannot guarantee that every problem will be resolved to the employee's satisfaction. However, ~~Contra Costa Mosquito and Vector Control District~~the District values each employee's observations and employees should feel free to raise issues of concern without the fear of retaliation.

Personnel Records

Employees have a right to inspect or receive a copy of the personnel records that ~~Contra Costa Mosquito and Vector Control District~~the District maintains relating to performance or to any grievance concerning the employees. Certain documents may be excluded or redacted from the personnel file by law, and there are legal limitations on the number of requests that can be made.

Any request to inspect or copy personnel records must be made in writing to the General Manager or Human Resources and Risk Manager.

Employees may designate a representative to conduct the inspection of the records or receive a copy of the records. However, any designated representative must be authorized by the employee in writing to inspect or receive a copy of the records. ~~Contra Costa Mosquito and Vector Control District~~The District may take reasonable steps to verify the identity of any representative designated by the employee in writing to inspect or receive a copy of the employee's personnel records.

The personnel records may be made available to the employee either at the place where the employee works or at a mutually agreeable location (with no loss of compensation for going to that location to inspect or copy the records). The records will be made available no later than 30 calendar days from the date ~~Contra Costa Mosquito and Vector Control District~~the District receives the written request to inspect or copy the personnel records (unless the employee/ representative and the District mutually agree in writing to a date beyond 30 calendar days but no later than 35 calendar days from receipt of the written request).

If the employee requests a copy of the contents of their file, the employee may be charged the actual cost of copying at the rate of up to 10 (ten) cents per page. Disclosure of personnel information to outside sources, other than the employee's designated representative, will be limited. However, ~~Contra Costa Mosquito and Vector Control District~~the District will cooperate with requests from authorized law enforcement or local, state, or federal agencies conducting official investigations and as otherwise legally required.

Social Media

~~Contra Costa Mosquito and Vector Control District~~The District understands that its employees use social media sites to share events in their lives, to communicate, and to discuss their opinions with others, including family, friends and co-workers. However, the use of social media may present certain risks and carries with it certain responsibilities. To assist employees in making responsible decisions about their use of social media, the District has established this policy and guidelines for appropriate use of social media.

Understand Employee's Rights and Responsibilities in Using Social Media Technology:

Use good and ethical judgment. To the extent the employee's social media use impacts District employees and clients, they should follow District policies and regulations as applicable, including but not limited to those that protect individual privacy rights, anti-discrimination and harassment policies, and the anti-workplace violence policy.

Employees should keep in mind that if the employee's conduct adversely affects the employee's job performance, the performance of their co-workers, or adversely affects members of the public served by the District, the District may take disciplinary action against the employee up to and including termination.

Employees should also keep in mind that they are more likely to resolve work-related complaints by speaking directly with their co-workers or via other channels such as by speaking with the District's ~~Administration~~Human Resources Department, or by filing an internal complaint, if applicable. Nevertheless, if the employee decides to post complaints or criticism, the employee should avoid using statements, photographs, video or audio that reasonably could be viewed as unlawful harassment or discrimination or otherwise violation of the law such as unlawful threatening conduct. Examples of such conduct might include offensive posts that could contribute to a hostile work environment on the basis of race, religious creed, color, national origin, ancestry, physical or mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation or any other status protected by law. Examples of unlawful threatening conduct include posting material that would make a reasonable person afraid for their safety or the safety of their family.

Employees should strive for accuracy in any blog or post and they should include a link to the sources of information. If the employee makes a mistake, they should correct the information, or retract it promptly.

Employees should never post any information or rumors that they know to be false about their co-workers or District customers.

Employees should not disclose information that may violate customer or employee rights. For example, they should not disclose another individual's social security number, medical information or financial information in a manner that violates that person's rights.

If a blog or post online is published and the content is related to the work the employee or subjects associated with the District do, the employee should make it clear that they are not speaking on

behalf of the District. It is best to include a disclaimer such as “The postings on this site are my own and do not necessarily reflect the views of the District.”

If employees want to keep their personal life separate from their professional or work life, they should use privacy settings to restrict personal information on public sites, and they should consider who they invite or accept to join their social network as those individuals will have access to their profile, photographs, etc.

Employees should understand that even if they have private settings, those they invite into their network can easily, print, save, cut, paste, modify or publish anything they post. Material can be archived on the Internet even after they remove it.

[This policy is not intended to limit the ability of employees to discuss with other employees the terms and conditions of their employment, including such topics as wages, job performance, workload, supervisors, or staffing.](#)

Using social media at work:

Employees must never use working hours when they are not on break for their personal social media use. They ~~should~~ may not use District email addresses to register on social networks, blogs or other online tools utilized for personal use. Employees may not use District-owned devices for viewing or posting to personal social media accounts. The Public Affairs Department are the only employees who may post on behalf of the District on District social media accounts.

Media contacts:

The District strives to anticipate and manage crisis situations in order to reduce disruption to our employees and the public that we service and maintain our reputation. To best serve these objectives, the District will respond to the news media in a timely and professional manner only through its designated spokesperson. Employees are not authorized to comment for the District and should direct inquiries regarding the District’s position to the General Manager.

DISTRICT PROPERTY

Bulletin Boards

~~Contra Costa Mosquito and Vector Control District~~The District maintains bulletin boards located at approved locations within the District buildings. Bulletin boards are used to provide information to employees concerning safety and other information required by law and items related to day to day operations.

Employees may not post items on District bulletin boards unless the following conditions are met:

- Postings may be made by District employees only;
- The information to be posted must first be approved by the employee's supervisor;
- Postings are limited to 8.5 x 11 inches in size;
- Bulletin boards will be updated as needed; and
- Posted items will be dated and will be removed after 30 days, in most cases.

Solicitation and Distribution of Literature

In order to ensure efficient operation of the District's business and to prevent disruption to employees, we have established control of solicitations and distribution of literature on District property. The District has enacted rules applicable to all employees governing solicitation, distribution of written material, and entry onto the premises and work areas. All employees are expected to comply strictly with these rules. Any employee who is in doubt concerning the application of these rules should consult with a supervisor.

No employee shall solicit or promote support for any cause or organization during working time or during the working time of the employee or employees at whom such activity is directed.

No employee shall distribute or circulate any written or printed material in work areas at any time, or during working time or during the working time of the employee or employees at whom such activity is directed.

Under no circumstances will non-employees be permitted to solicit or to distribute written material for any purpose on District property.

This policy is not intended to limit the ability of employees to discuss with other employees the terms and conditions of their employment, including such topics as wages, job performance, workload, supervisors, or staffing.

Electronic Media

This policy is intended to protect the District's computer systems and electronic information.

For purposes of this policy, the following definitions apply: "Computers" are defined as desktop computers, laptops, handheld devices (including but not limited to iPhones, ~~BlackBerrys~~, smartphones, iPads, and other electronic tablets and cell phones), chromebooks, computer software/hardware and servers, and GPS units.

~~Contra Costa Mosquito and Vector Control District~~The District also uses various forms of "electronic communication." "Electronic communications" include e-mail, text messages, telephones, cell phones and other handheld devices (such as cell phones, BlackBerrys or smartphones or writing tablets or iPads), fax machines, and online services including the Internet.

"Electronic information" is any information created by an employee using computers or any means of electronic communication, including but not limited to, data, messages, multimedia data, and files.

The following general policies apply

Computers and all data transmitted through the District's servers are District property owned by the District for the purpose of conducting District business. These items must be maintained according to the District's rules and regulations. Computers must be kept clean and employees must exercise care to prevent loss and damage. Prior authorization must be obtained before any District property may be removed from the premises.

Cell phones (including handheld devices and smartphones such as iPhones) may be provided to some employees to assist them in performing their job. Cell phones are District property. Data (including web browsing), messages (including voice mail, mobile email, instant messaging and text messaging), and other stored electronic information are subject to monitoring and the employee should not have an expectation of privacy in the use of this District property.

The District may ask the employee to assign a password to their District cell phone to prevent unauthorized access. This password does not affect the District's ownership of the cell phone or ability to monitor the information.

District cell phones must not be used in any manner that violates any other District policy, including safety policies, confidentiality policies, and policies against discrimination and harassment.

All electronic communications also remain the sole property of the District's and are to be used for District business. For example, email messages are considered District records. Electronic information created by an employee using any computer or any means of electronic communication is also the property of the District's and remains the property of the District's.

Information stored in the District's computers and file servers are the property of the District and may not be distributed outside the District in any form whatsoever without the written permission

of the General Manager.

Violation of any of the provisions of this policy, whether intentional or not, will subject District employees to disciplinary action, up to and including termination.

Monitoring of District Property

~~Contra Costa Mosquito and Vector Control District~~ The District reserves the right to inspect all District property to ensure compliance with its rules and regulations, without notice to the employee and at any time, not necessarily in the employee's presence. The District's computers and all electronic communications and electronic information are subject to monitoring and no one should expect privacy regarding such use. The District reserves the right to access, review and monitor electronic files, information, messages, text messages, e-mail, Internet history, browser-based webmail systems and other digital archives and to access, review and monitor the use of computers, software, and electronic communications to ensure that no misuse or violation of District policy or any law occurs. E-mail may be monitored by the District and there is no expectation of privacy. Employees should assume that e-mail may be accessed, forwarded, read or heard by someone other than the intended recipient, even if marked as "private." Employees may not delete emails or calendar entries from their District account without being instructed by either the IT Systems Administrator or the General Manager.

Employee passwords may be used for purposes of security, but the use of a password does not affect the District's ownership of the electronic information or ability to monitor the information. The District may override an employee's password for any reason.

Employees are not permitted to access the electronic communications of other employees or third parties unless directed to do so by management.

Prohibited Use

All existing District policies apply to employee use of computers, electronic communications, electronic information, and the Internet. This includes policies that deal with misuse of District assets or resources. It is a violation of the District's policy to use computers, electronic communications, electronic information, or the Internet, in a manner that is discriminatory, harassing or obscene; constitutes copyright or trademark infringement; violates software licensing rules; is illegal; or is against District policy. It is also a violation of policy to use computers, electronic communications, electronic information, or the Internet to communicate confidential or sensitive information or trade secrets.

The display of any kind of sexually explicit multimedia content, message, or document on any District computer is a violation of the District's policy against sexual harassment.

Employees are prohibited from using District-issued cell phones and any other District property to conduct personal business. Employees who are provided a District cell phone may use the phone for personal reasons only in the case of an emergency. Other personal use is prohibited.

This description of prohibited usage is not exhaustive and it is within the discretion of the District's to determine if there has been a violation of this policy. Employees who engage in prohibited use

will be subject to discipline up to and including immediate termination.

This policy is not intended to limit the ability of employees to discuss with other employees the terms and conditions of their employment, including such topics as wages, job performance, workload, supervisors, or staffing.

Computer and Internet Use Options

~~Contra Costa Mosquito and Vector Control District~~ The District provides computers, electronic communications, electronic information and information technology resources, including the Internet, to its employees to help them do their job. Generally, these District resources and property should be used only for business related purposes; however, there are a few exceptions:

- To send and receive necessary and occasional personal communications;
- To use the telephone system, cell phones or smartphones for brief and necessary personal calls or messages; and
- To access the Internet for brief personal searches and inquiries during meal times or other breaks, or outside of work hours, provided that employees adhere to all other usage policies.

Any personal usage of District property must not interfere with the employee's work performance, take away from work time, consume supplies, slow other users, slow the servers or computer systems, tie up printers or other shared resources, or violate any District policy, including policies against harassment, discrimination and disclosure of confidential or trade secret information. All policies relating to monitoring usage of District property apply.

Employee-owned Devices

Employee's own computers (including handheld devices) and electronic communications are not to be used during work time on the work premises. Employees may use personal devices during non-working times, such as breaks and meal periods; however, all other District policies against inappropriate usage, including the District's no tolerance for discrimination, harassment or retaliation in the workplace, apply.

Employer Property

Lockers, furniture, desks, computers, cell phones, data processing equipment/software, vehicles and GPS units are ~~Contra Costa Mosquito and Vector Control District~~ District property and must be maintained according to District rules and regulations. They must be kept clean and are to be used only for work-related purposes. The District reserves the right to inspect all District property including computer or phone data or messages to ensure compliance with its rules and regulations, without notice to the employee and at any time, not necessarily in the employee's presence. Prior authorization must be obtained before any District property may be removed from the premises.

Under no circumstances may an employee use any District equipment, vehicles, tools, supplies, machines, or any other item that is District property while an employee is engaged in any outside employment, activity or enterprise.

District vehicles may not be taken home for any purpose without prior approval by the General Manager. Any vehicle approved to be taken home for work purposes must be kept in a secure location, occupied by employees.

All keys issued to the employee during the course of the employee's employment are District property. Employees should only take home with them the keys/fobs necessary to access the District facilities and their offices. All other keys, including vehicle keys, should remain locked up on District premises at the end of each day and should not be taken home, except for special circumstances as authorized by the employee's supervisor or the General Manager.

District voice mail and/or electronic mail (e-mail) including texting, instant messaging, pagers and mobile email are to be used for business purposes. The District reserves the right to monitor voice mail messages, e-mail messages, instant messages and text messages to ensure compliance with this rule, without notice to the employee and at any time, not necessarily in the employee's presence.

No personal locks may be used on District-provided lockers unless the employee furnishes a copy of the key or the combination to the lock. Unauthorized use of a personal lock by an employee may result in losing the right to use a District locker.

~~Contra Costa Mosquito and Vector Control District~~ The District may periodically need to assign and/or change "passwords" and personal codes for voice mail, e-mail, and cell phones. These communication technologies and related storage media and databases are to be used only for District business and they remain the property of the District. The District reserves the right to keep a record of all passwords and codes used and/or may be able to override any such password system. Messages on the District voice-mail and email systems are subject to the same District policies against discrimination and harassment as are any workplace communications. Offensive, harassing or discriminatory content in such messages will not be tolerated.

For security reasons, employees should not leave personal belongings of value in the workplace.

Terminated employees should remove any personal items at the time they leave ~~Contra Costa Mosquito and Vector Control District~~ the District. Personal items left in the workplace are subject to disposal if not claimed at the time of an employee's termination.

Housekeeping

All employees are expected to keep their work areas clean and organized. People using common areas such as lunch rooms, locker rooms, and restrooms are expected to keep them sanitary. Please clean up after meals and dispose of trash properly.

Off-Duty Use of Facilities

Employees are prohibited from remaining on ~~Contra Costa Mosquito and Vector Control District~~ District premises or making use of District facilities while not on duty. Employees are expressly prohibited from using District facilities, District property, or District equipment for personal use. This includes disposal of personal items in the District garbage bins.

Parking

Employees may park their vehicles in designated areas, if space permits. If space is unavailable, employees must park in permissible public areas in the vicinity of ~~Contra Costa Mosquito and Vector Control District~~ District property. Employees may not use parking areas specifically designated for customers, vendors, District vehicles, or reserved for managers. The District is not responsible for any loss or damage to employee vehicles or contents while parked on District property.

Smoking

Smoking is not allowed in any enclosed area of the facility. Smoking is also prohibited within 100 feet of any entrance or exit. Smoking is not allowed in any District vehicle. Smoking refers to the use of traditional cigarettes, vape pens, and e-cigarettes.

~~Personal Use of District Cell Phone~~

~~Cell phones (including handheld devices and smartphones such as BlackBerrys and iPhones) may be provided to some employees to assist them in performing their job. Cell phones are District property. Data (including web browsing), messages (including voice mail, mobile email, instant messaging and text messaging), and other stored electronic information are subject to monitoring and the employee should not have an expectation of privacy in the use of this District property.~~

~~The District may ask the employee to assign a password to their District cell phone to prevent unauthorized access. This password does not affect the District's ownership of the cell phone or ability to monitor the information.~~

~~District cell phones must not be used in any manner that violates any other District policy, including safety policies, confidentiality policies, and policies against discrimination and harassment.~~

~~Employees are prohibited from using District-issued cell phones and any other Contra Costa Mosquito and Vector Control District property to conduct personal business. Employees who are provided a District cell phone may use the phone for personal reasons only in the case of an emergency. Other personal use is prohibited.~~

~~Solicitation and Distribution of Literature~~

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~~employees governing solicitation, distribution of written material, and entry onto the premises and work areas. All employees are expected to comply strictly with these rules. Any employee who is in doubt concerning the application of these rules should consult with a supervisor.~~

~~No employee shall solicit or promote support for any cause or organization during working time or during the working time of the employee or employees at whom such activity is directed.~~

~~No employee shall distribute or circulate any written or printed material in work areas at any time, or during working time or during the working time of the employee or employees at whom such activity is directed.~~

~~Under no circumstances will non-employees be permitted to solicit or to distribute written material for any purpose on District property.~~

COMPENSATION AND PAYROLL PRACTICES

Work Hours, Work Schedules and Attendance

The District regular open hours for business are between the hours of 8:00 am and 4:30 pm, Monday through Friday. Regular work schedules are from 7:00 am to 3:30 pm and from 8:00 am to 4:30 pm. Work schedules are determined at the discretion of the department head with consultation with the General Manager and according to the needs of the department or the District. A non-exempt overtime-eligible employee shall be in attendance and at work during the hours specified by their supervisor. All employees are expected to be at their desks or work stations at the start of their scheduled shifts, ready to perform their work and work until the end of their work shift. During high temperature periods, special projects, mosquito control treatments, or two-person projects (for example brushing and sewer baiting), work days or start/end times for some employees may be temporarily adjusted.

Employees requesting a modified work schedule must fill out the Modified Work Schedule Request Form. No employee will be granted a modified work schedule for more than six months. No more than two employees can be on a modified work schedule at one time. Justification for modified work schedules includes personal, family or specific project needs. Modified work schedules must be approved by the General Manager or their designee.

The workday (a consecutive 24-hour period) begins at 12:01 a.m. and ends at midnight. The workweek begins on Sunday and ends on Saturday except for alternate work week (AWW) schedules. Employees on AWW will have their workday and workweek defined based on their regular day off (RDO).

Alternate Workweek

Based on District's operational needs, employees may be approved to work an Alternate Workweek (AWW) schedule, which must be approved by the General Manager's discretion. The details of the Alternate Workweek program are available in a separate AWW Policy.

The objective of the District's alternate work week (AWW) program is to provide more efficient vector control and late afternoon services to the public.

Definitions

- The 9/80 compressed work schedule consists of working eight days of nine hours, one day of eight hours with the tenth day off (regular day off) in a two-week period.
- The calendar week is Sunday through Saturday.
- The work week is a seven-day (168 consecutive hours) period that is established to calculate overtime.
- It does not change from week to week. It could be the same as the calendar week, but it doesn't have to be.
- The work schedule is the schedule of hours that an employee is actually expected to

work. The schedule may change from week to week and can be whatever combination of hours that the employer needs or requires the employee to work.

- The regular day off is the day that the employee is off every other week.
- The short day is the eight-hour day of the 9/80 schedule.

Special Notes

A change in the work week, special procedures, and special record keeping are required when a non-exempt employee is placed on a 9/80 schedule. Regular days off shall be taken as scheduled except on holidays.

For employees approved for AWW, each calendar year the participating employee will be asked to select their regular day off based on seniority and minimum staffing requirements. If a represented employee initially does not participate, they cannot bump a less senior employee from their regular day off if they opt to join the program during that calendar year.

Eligibility

Employees must have an acceptable performance appraisal on their last review prior to requesting an AWW. They must fill out an AWW request form and have their supervisor's approval, followed by the General Manager's approval. Certain positions may not be eligible for an AWW due to lack of backup coverage or due to the supervisory duties of the position.

Evaluation

At any time, the General Manager can evaluate the success of the program. Any employee may be removed from an AWW schedule at the discretion of the employee's supervisor and/or the General Manager. The General Manager's decision to continue or discontinue the program will be final.

Coverage

It is vital for management to ensure adequate field and office coverage. Certain positions may not be eligible for an AWW due to lack of backup coverage for their position.

Working on the employee's Day Off

If an employee is required to work on their regular day off, they may be eligible for overtime pay if they have worked more than 80 hours in the two-week time period. Time off due to vacation or sick leave does not count towards hours worked for computing overtime.

Holiday, Vacation and Sick Pay

If the employee takes a sick or vacation day on a regularly scheduled nine-hour day, nine hours of leave must be recorded. If a holiday falls on a regularly scheduled 9-hour day, the employee will use 1 hour of vacation accrual to cover the additional hour needed for the holiday. If a holiday coincides with the employee's regular day off, the employee will receive 8 hours of time added as an earned day off (EDO) on the ETB or time-keeping system. Typically, employees are not able to accumulate their earned days off. Scheduling of earned days off is subject to supervisor's approval.

Overtime for Non-Exempt Employees

Employees may be required to work overtime as necessary. Only actual hours worked in a given workday or workweek can apply in calculating overtime. Time off due to vacation or sick leave does not count towards hours worked for computing overtime. The District will attempt to distribute overtime evenly and accommodate individual schedules. Overtime for represented employees will be distributed in accordance with the MOU. All overtime work must be previously

~~authorized~~ requires prior authorization by a supervisor. The ~~Contra Costa Mosquito and Vector Control District~~ District provides compensation for all overtime hours worked by non-exempt employees in accordance with state and federal law as follows:

- All hours worked in excess of eight (8) hours in one workday or forty (40) hours in one workweek will be treated as overtime. A workday begins at 12:01 am and ends at midnight 24 hours later. Workweeks begin each Sunday at 12:01 am except for alternate week schedules;
- Overtime shall be paid at a rate one and one-half times the employee's regular rate of pay.

Non-exempt, overtime-eligible employees are not permitted to work overtime except as directed and authorized by their supervisor, or in case of emergency, as determined by the District. Working overtime without prior authorization or approval is grounds for discipline. In emergency situations that necessitate working overtime, the employee must notify a supervisor as soon as possible. If the supervisor denies the request to work overtime, the employee must obey the supervisor's directive and cease working. Failure to follow these overtime approval procedures may subject the employee to disciplinary action, up to and including termination, for violating the overtime approval procedures.

Exempt employees may have to work hours beyond their normal schedules as work demands require. No overtime compensation will be paid to exempt employees.

~~Special rules for overtime exist for alternate work week schedules. The work week for alternate work week schedules is determined based on the regular day off (RDO) and should be defined by the Administrative Services Manager. Overtime worked will be reported in the pay period in which it is worked. Authorized time worked in excess of the scheduled eight/nine-hour days or in excess of 40 hours per work week will count as overtime.~~

Compensatory Time off (CTO)

In accordance with the provisions of the Fair Labor Standards Act and California Law, non-exempt public employees who work overtime automatically accrue Compensatory Time Off (CTO) of work instead of receiving payment for overtime hours worked on that particular pay period. Employees accrue compensatory time at the rate of one and one-half hours for each overtime hour which will be worked during this any particular pay period. Compensatory time may be accrued up to 240 hours and must be used or paid in accordance with District policy and the law. Once the 240 hour maximum is reached, employees are responsible to request payment or use the CTO Comp time Balances. If the employee does not elect to do either, the Administration Department will automatically pay out 40 hours of Compensatory Time Off Comp time to bring their balance under 240 hours. Employees may request to be paid for compensatory time by filling out a request form and submitting it to the Administration Department. It is the employee's responsibility to monitor their compensatory time.

Timekeeping Requirements

All non-exempt employees are required to record time worked electronically using the Employee Toolbox (ETB) program for payroll purposes. Employees must record their own time at the end of each work day. Any requests or changes on ETB must be approved by a supervisor. Exempt employees are required to record their time off on ETB.

All employees are required to review their ETB entries at the end of each month but no later than the

3rd of the following month.

Employees are not allowed to work "off-the-clock". Working off-the-clock violates District policy. Any work performed before or after a regularly scheduled shift must be approved in advance by the employee's supervisor. If the employee performs any off-the-clock work, they should report the work to their supervisor.

Any errors on the employee's ETB should be reported immediately to their supervisor, who will attempt to correct legitimate errors.

Call-In Pay

The District will pay employees for half of the regularly scheduled workday if employees report to work as scheduled but no work is available. The District will not pay employees for reporting under the following circumstances:

1. Interruption of work because of the failure of any or all public utilities.
2. Interruption of work because of natural causes or other circumstances beyond the District's power to control.

Meal and Rest Periods

All nonexempt employees are entitled to periodic rest break periods during the work day. If the employee is a nonexempt employee, they will be paid for all such break periods and they will not clock out. The employee is expected to return to work promptly at the end of any rest break.

Generally, employees will be provided with one (1) 15-minute rest period for every four hours they work (or major fraction thereof, which is defined as two (2) hours). If they work more than six (6) hours and up to ten (10) hours in a work day, they will receive one (1) rest break during the first half of their shift and one (1) rest break during the second half of their shift. If they work more than ten (10) hours and up to fourteen (14) hours, they will be entitled to an additional paid 15-minute rest break. Insofar as practicable, the rest period must be in the middle of each four (4) hour work period. Rest periods may not be combined to shorten the workday or to extend the meal period.

If the employee works more than five (5) hours in a workday, they are also entitled to a non-compensated 30-minute meal period. The employee's supervisor will advise them of the scheduling of their meal period, however the meal period must begin before the end of the employee's fifth hour of work and shall be taken separately from rest periods. Employees must not perform any work during their meal period, and they must stop working for 30 full, consecutive minutes.

All rest breaks and meal breaks should be taken away from the regular work area. Employees may leave the premises for their meal periods.

Employees who exceed the time limits prescribed above for lunch and/or rest periods may be subject to discipline.

Waiver of meal period

Employees may waive their meal periods only when they will complete their workday in six hours or less. The employee must notify their supervisor in writing if they are waiving their meal period for that day. If employees work more than 10 hours in a day, they may waive their second meal periods only if they take their first meal period *and* they do not work more than 12 hours that day.

If for any reason the employee does not take the applicable rest breaks and/or meal breaks, the employee must notify the supervisor immediately.

Lactation Break Time and Location

The District will provide a reasonable amount of break time to accommodate any employee desiring to express breast milk for the employee's infant child each time the employee has a need to express milk. The break time shall, if possible, run concurrently with any break time already provided to the employee. If the employee takes lactation breaks at times other than their provided break times, then the lactation break shall be unpaid or the employee may choose to use accrued leave.

Those desiring to take a lactation break at times other than their provided break times must notify a supervisor prior to taking such a break. Breaks may be reasonably delayed if they would seriously disrupt operations. Once a lactation break has been approved, the break should not be interrupted except for emergency or exigent circumstances.

The District will provide a room or other appropriate location in close proximity to the employee's worksite that is not in a bathroom to express milk in private. The room or location will meet the following requirements:

- Be shielded from view and free from intrusion while being used to express milk;
- Be safe, clean, and free of hazardous materials;
- Contain a surface on which to place a breast pump and personal items;
- Contain a place to sit; and
- Have access to electricity needed to operate an electric battery-powered breast pump.

An employee occupying such private area shall either secure the door or otherwise make it clear to others through signage that the area is occupied and should not be disturbed. All other employees should avoid interrupting an employee during an authorized break under this section, except to announce an emergency or other urgent circumstance.

The District will provide access to a sink with running water and a refrigerator, or other cooling device, suitable for storing milk, in close proximity to the employee's work area.

Notification of Unforeseen Late Arrival or Absence

Employees of ~~Contra Costa Mosquito and Vector Control District~~ the District are expected to be punctual and regular in attendance. Employees are expected to report to work as scheduled, on time, and prepared to start work. Employees also are expected to remain at work for their entire work schedule, except for meal periods or when required to leave on authorized District business. Late arrival, early departure, or other unanticipated and unapproved absences from scheduled hours are disruptive and must be avoided.

If an employee is unexpectedly unable to report for work as scheduled, they must call ~~925-685-9301(925) 771-6199~~ and leave a message ~~in voice mailbox 399~~ before the time they are scheduled to begin working for that day. The message should only include the employee's name and the time they expect to miss from work, without reason or explanation. Absent extenuating circumstances, employees must call in on any day they are scheduled to work and will not report to work.

In all cases of absence or tardiness, employees must provide a legitimate reason or explanation to their supervisor, the Human Resources and Risk Manager, or the General Manager upon their return. Employees also must inform the District of the expected duration of any absence. ~~Absent extenuating circumstances, employees must call in on any day they are scheduled to work and will not report to work.~~

Excessive absenteeism or tardiness (whether excused or not) will not be tolerated. ~~The~~ District defines excessive absenteeism as more than six separate episodes in a six-month period. Excessive absenteeism will be subject to disciplinary action up to and including termination. Vacations and protected leaves of absence are not considered absences in regard to this section.

If the employee fails to report for work without any notification and the absence continues for a period of three days, the District will consider that the employee has abandoned their employment and has voluntarily terminated.

Payment of Wages

All regular full-time employees are paid on a semi-monthly salary basis, seasonal and temporary workers are paid on an hourly basis. Paydays are on the 15th and on the last day of the month. The semi-monthly pay periods end on the 15th day and the last day of the month respectively. If a regular payday falls on a weekend or holiday, employees will be paid on the preceding workday.

Paychecks are normally available by 3:30 p.m. at the District office. If there is an error on an employee's check, please report it immediately to the Administration department. ~~Contra Costa Mosquito and Vector Control District~~ The District offers automatic payroll deposit for regular, permanent, full-time employees. Employees may begin and stop automatic payroll deposit at any time. To begin automatic payroll deposit, employees must complete a form (available from the Administration department) and return it at least 10 days before the pay period for which they would like the service to begin. Employees should carefully monitor their payroll deposit statements for the first two pay periods after the service begins.

To stop automatic or change payroll deposit, employees should complete the form available from the Administration department and return it at least 10 days before the pay period for which they would like the service to end. Employees will receive a regular payroll check on the first pay period after the receipt of the form, provided it is received no later than 10 days before the end of the pay period.

Deductions for Exempt Employees

An employee of a public agency who otherwise meets the requirements of 29 CFR Sec. 541.118 shall not be disqualified from exemption under Secs. 541.1, 541.2, or 541.3 on the basis that such employee is paid according to a pay system established by statute, ordinance, or regulation, or by a policy or practice established pursuant to principles of public accountability, under which the

employee accrues personal leave and sick leave and which requires the public agency employee's pay to be reduced or such employee to be placed on leave without pay for absences for personal reasons or because of illness or injury of less than one work-day when accrued leave is not used by an employee because:

- (1) permission for its use has not been sought or has been sought and denied;
- (2) accrued leave has been exhausted; or
- (3) the employee chooses to use leave without pay.

Deductions from the pay of an employee of a public agency for absences due to a budget-required furlough shall not disqualify the employee from being paid "on a salary basis" except in the workweek in which the furlough occurs and for which the employee's pay is accordingly reduced. [57 FR 37677, Aug. 19, 1992]

This salary pay policy is intended to comply with the salary pay requirements of the Fair Labor Standards Act and shall be construed in accordance with the Act. Employees are encouraged to direct any questions concerning their salary pay to the General Manager so that any inadvertent error can be corrected.

Expense Accounts

~~Contra Costa Mosquito and Vector Control District~~The District reimburses employees for approved business expenses on the 15th and on the last day of each month. Employees who have incurred approved business expenses must submit required receipts and the appropriate form to their supervisor for approval.

More details can be found on the District's Procurement and Disposal Policy. For any questions about the District's expense reimbursement policy, employees should contact the Administrative Services Manager.

Longevity Pay

Employees covered under a collective bargaining agreement (represented) with fifteen (15) years of service with the District will receive an added two percent (2%) increase to their base pay. In addition to the foregoing, for each additional five (5) years of service with the District, employees will receive an additional one percent (1%) increase with a cap of five percent (5%) total over base in longevity pay.

Unrepresented employees, i.e. those not covered under a collective bargaining agreement, will receive an added two percent (2%) increase to their base pay at ten (10) years of service with the District, and an additional one percent (1%) increase for each additional 5 years of service with the District with a cap of six percent (6%).

PERFORMANCE EVALUATION

Employees will receive annual performance evaluations in the beginning of the year for performance in the previous year. The evaluation will be conducted by the supervisor and will be reviewed and approved by the General Manager prior to discussion with the employee. The employee will sign the performance evaluation to indicate receipt and discussion of the evaluation. Such signature by the employee will not be construed as agreement by the employee with the evaluation. An employee does not have the right to appeal or submit a grievance regarding any matter relating to the content of a performance evaluation, instead the employee will have ~~five-seven (75)~~ working days to make written comments to be attached to the evaluation. Such comments will become a permanent part of the evaluation. In addition, new employees will receive evaluations at one (1), three (3), six (6), nine (9) and twelve (12) months of employment. ~~for new hires, performance evaluations will be conducted after one (1) month, three (3) months, upon completion of the probationary period, and on the anniversary of the hiring date.~~ The frequency of performance evaluations may vary depending upon length of service, job position, past performance, changes in job duties or recurring performance problems. An employee's performance may also be formally evaluated at any other time not specified above, for specific reasons.

The purpose of performance evaluations is to help employees perform in accordance with their job description and organizational goals, promote a better understanding of job specific expectations, facilitate communication between the employee and the supervisor, help employees develop and maintain good job skills and prepare for job or career advancement, acknowledge outstanding performance, and document the employee's progress toward fulfilling performance standards in areas needing improvement. Performance evaluations should be an inherent part of the ongoing supervision process by which employees are informed of their performance expectations, and periodically advised of their progress and any performance deficiencies. The intent of the performance evaluation is to apprise the employee of the past year's performance. The intent of the evaluation is not to surprise the employee with negative issues that were not raised at the time of the occurrence.

Performance evaluations may review factors such as the quality and quantity of the work performed, job knowledge, initiative, work attitude, and attitude toward others. The performance evaluations are intended to make the employee aware of progress, areas for improvement, and objectives or goals for future work performance. Favorable performance evaluations do not guarantee increases in salary or promotions. Salary increases, and promotions are solely within the discretion of ~~Contra Costa Mosquito and Vector Control District~~ the District and depend upon many factors in addition to performance. After the review, the employee will be required to sign the evaluation report simply to acknowledge that it has been presented to them, that they have discussed it with their supervisor, and that they are aware of its contents.

LEAVES OF ABSENCE

Vacation

Eligible regular full-time employees earn vacation leave while in paid status until they reach the applicable vacation accrual cap. Employees accrue vacation time according to their full or part-time status and the number of consecutive years the employee has worked for the District as follows:

COMPLETED YEARS OF REGULAR SERVICE	ANNUAL ACCRUAL	MONTHLY ACCRUAL RATE
0	10 working days	6.67 hours
1	15 working days	10.0 hours
5	20 working days	13.33 hours
10	25 working days	16.67 hours

Temporary and part-time employees do not accrue paid vacation time. For regular full-time employees, vacation hours accrual is prorated at the time of hire based on hire date and is recorded monthly. The accrual becomes available for the employee to use on the first day of the month following the accrual period.

Vacation can accrue up to a maximum of twenty (20) days' vacation allowance more than the employee's regular vacation allowance for that year. Once this cap is reached, no further vacation will accrue until some vacation is used. When some vacation is used, vacation compensation will begin to accrue again. The District does not grant compensation for any period of time during which the accrued vacation compensation was at the cap.

An employee whose employment terminates will be paid for accrued unused vacation days on a pro rata basis.

Employees become eligible to take accrued vacation after six months of active service as work schedules permit. Vacation schedules must be coordinated and cleared with the employee's supervisor. Contra-Costa Mosquito and Vector Control District schedules determine permissible vacation periods, which employees may need to defer or otherwise adjust accordingly.

The District may require that no more than three (3) consecutive weeks of any vacation may be taken at one time between March 1 and October 1 (the vector season). The number of employees allowed to take vacations during the vector season shall not exceed two (2). Exceptions to the foregoing may be allowed with the General Manager's approval.

Employees on unpaid leave do not accrue vacation time. If a holiday occurs during the employee's vacation period, the employee will be granted one additional day of vacation, to be

taken at a time approved in advance by their supervisor.

Required Use of Vacation Before Unpaid Sick Leave

Employees are required to take accrued and unused vacation before taking unpaid leave or having unpaid absences. If the employee is absent for a reason that qualifies them for Paid Family Leave (PFL) or because of a disability that qualifies them for State Disability Insurance (SDI) benefits, they should contact the Administrative Services Manager and to discuss coordination of their benefits.

Vacation Buy Back

Employees may elect once every twelve (12) months to cash-out accrued vacation at the employee's regular rate of pay. A cash-out shall not be more than one hundred twenty (120) hours every twelve (12) month period, which is defined as January through December each year. In order to elect a cash-out for future accrued vacation for the upcoming calendar year, an employee must file an irrevocable election with the District no later than December 31st of the prior year specifying the number of hours and designating the applicable pay period for the cash-out. At the time of the cash-out, the employee must have accrued the number of hours subject to the cash-out.

In addition, the employee must have taken one hundred twenty (120) hours of vacation in the previous calendar year, the minimum amount for a cash-out is forty (40) hours, and the employee must have a minimum remaining accrued vacation balance of one hundred sixty (160) hours at the time of the cash-out.

Holidays

The District observes the following paid holidays:

1. New Year's Day January 1st
2. Martin Luther King, Jr., Day 3rd Monday in January
3. President's Day 3rd Monday in February
4. Cesar Chavez Day March 31
5. Memorial Day Last Monday in May
6. Independence Day July 4th
7. Labor Day 1st Monday in September
8. Veteran's Day November 11th
9. Thanksgiving Day 4th Thursday in November
10. Day after Thanksgiving Day 4th Friday in November
11. Christmas Day December 25th

When a holiday falls on a Saturday or Sunday, it is usually observed on the preceding Friday or the following Monday respectively. However, the District may close on another day or grant compensating time off instead of closing. Holiday observance will be announced in advance.

To be eligible for holiday pay, an employee must be regularly scheduled to work on the day on which the holiday is observed and must work their regularly scheduled working days immediately preceding and immediately following the holiday, unless an absence on either day is approved in advance by their supervisor or the absence is otherwise protected by law. Non-exempt employees required to work on a paid-scheduled holiday will receive overtime pay plus holiday pay.

~~In addition, three (3) floating holidays will be provided in lieu of Lincoln's Birthday, Admission Day and Columbus Day. This allows for normal operations to continue on those holidays or the designated workday for the holiday to be taken. Employees may arrange to take their floating holiday in the same manner that vacation leave is scheduled but must be taken as a full day and only after that holiday is accrued/earned. The floating holiday is not earned/accrued until February 12th for Lincoln's Day, September 9th for Admission Day and the second Monday in October for Columbus Day.~~

~~Supervisors should make every effort to allow an employee to take the floating holiday on the day that they prefer; however, a regular work force is to be maintained.~~

Sick Leave

California law provides for mandatory paid sick leave (PSL) under the Healthy Workplaces, Healthy Families Act (the "Act"). This paid sick leave policy is intended to comply with the requirements of the Act.

Employees cannot be discriminated or retaliated against for requesting or using the statutory amount of accrued paid sick time. For any questions about paid sick leave, employees should contact the Administrative Services Manager Human Resources and Risk Manager.

Eligible Employees

Beginning July 1, 2015, all employees who have worked in California for 30 or more days within a year from the start of their employment will be entitled to paid sick time.

An employee may use accrued sick leave beginning on the 90th day after the first day of employment with the District, subject to the limits and request provisions in this Policy. (Labor Code § 246(c) and (j).)

Sick Pay Amount/Accrual

Eligible employees will receive sick leave as follows:

Regular full-time employees will accrue paid sick leave at the rate of eight (8) hours for each full month or major portion of a month of service. Unused sick leave shall accumulate from year to year.

Seasonal or part-time employees will be provided three days or 24 hours of paid sick time. The full amount will be placed into the employee's leave bank at the start of employment. The employee will need to meet the 90-day employment requirement before taking any leave. Unused paid sick time will not carry over from year to year for returning employees.

The District does not pay employees for unused paid sick time.

Qualifying Reasons for Paid Sick Leave

Paid sick time can be used for the following reasons:

- Diagnosis, care or treatment of an existing health condition for an employee or covered family member, as defined below.
- Preventive care for an employee or an employee's covered family member.
- For certain, specified purposes when the employee is a victim of domestic violence, sexual assault or stalking.

For purposes of paid sick leave, a covered family member includes:

- A child defined as a biological, foster or adopted child; a stepchild; or a legal ward, regardless of the age or dependency status of the child. A "child" also may be someone for whom the employee has accepted the duties and responsibilities of raising, even if not the legal child.
- A "parent" defined as a biological, foster or adoptive parent; a stepparent; or a legal guardian of an employee or the employee's spouse or registered domestic partner. A parent may also be someone who accepted the duties and responsibilities of raising the employee when the employee was a minor child, even if not the legal parent.
- A spouse.
- A registered domestic partner.
- A grandparent.
- A grandchild.
- A sibling.

Use of Paid Sick Leave

If the need for paid sick leave is foreseeable, employees shall provide advance oral or written notification to the supervisor. If the need for paid sick leave is not foreseeable, employees shall provide notice to the supervisor as soon as practicable.

An employee's use of paid sick time may run concurrently with other leaves under local, state or federal law.

Paid sick leave is a benefit that also covers absences for work-related illness or injury. Employees who have a work-related illness or injury are covered by workers' compensation insurance. However, workers' compensation benefits usually do not cover absences for medical treatment. When the employee reports a work-related illness or injury, the employee will be sent for medical treatment, if treatment is necessary. The employee will be paid regular wages for the time spent seeking initial medical treatment. Any further medical treatment will be under the direction of the health care provider. Any absences from work for follow-up treatment, physical therapy or other prescribed appointments will not be paid as time worked. If the employee has accrued and unused paid sick leave, it may be used to receive pay for these absences.

If the employee does not have accrued, paid sick leave, or if the employee has used all sick leave,

they may choose to substitute vacation/paid time off for further absences from work, related to the illness or injury.

When the employee retires from active service, the unused sick leave balance may be converted to service credits on an hour for hour basis. Only members who retire directly from active service are eligible to receive this type of service credit.

As an incentive for infrequent sick leave usage, if an employee uses forty hours or less of sick leave in a calendar year, they will be credited with an additional eight (8) hours of vacation time on January 1 of the following year. Employees are encouraged to not report to work when injury or illness prevents them from adequately performing their job functions or when their illness may be contagious to other employees.

Sick leave is not a vested benefit and unused sick leave is not paid out at termination.

Kin Care

Employees may use the statutory 24 hours paid sick leave (PSL) for Kin Care to attend to a covered family member (defined above) who is ill. In addition, regular full-time employees may use up to one-half of their additional yearly sick leave accrual (one half of 72 hours). This totals 60 hours per calendar year for regular full-time employees (24 hours + 36 hours (one-half of the additional 72 hours of yearly accrual)). Leave for this purpose may not be taken until it has actually accrued.

~~Optional~~ Use of Paid Sick Leave Before Unpaid Leave

Employees who are absent because of their own disability may be eligible for disability insurance benefits (SDI or Employer Provided Insurance). There is customarily an unpaid waiting period before benefits begin. If the employee has accrued paid sick leave, sick leave will be used for the waiting period, before disability payments begin. If the employee has no accrued sick leave, any accrued vacation will be used during this waiting period.

Disability benefits do not replace all of the employee's usual wages. If the absence is also covered by a protected leave, the employee may choose to supplement their disability benefits with sick leave. If the employee is not eligible for a protected leave, they must supplement the disability benefits with accrued sick leave.

Employees who have opted out of the Employer Provided Insurance and chosen to participate in the California State Disability program may be eligible for Paid Family Leave (PFL). If the employee is absent for a reason that is qualifying for Paid Family Leave (PFL) payments, and the employee has not yet accrued or has no vacation available, they are required to use any accrued and unused sick leave during the 7-day waiting period before PFL benefits begin.

PFL benefits do not replace all of the employee's usual wages. PFL benefits will be supplemented with any accrued and unused sick leave.

Personal Leave

A personal leave of absence without pay may be granted at the discretion of ~~Contra Costa Mosquito and Vector Control District~~ the District. Requests for personal leave should be limited to unusual

circumstances requiring an absence of longer than two weeks. Approved personal absences of shorter duration are not normally treated as leaves, but rather as excused absences without pay.

The length of the leave may not exceed six (6) consecutive months, unless the District approves an extension up to another six (6) months.

An employee on an authorized leave of absence will be reinstated in accordance with the following considerations:

1. The employee is placed in his/her former job if available or;
2. In a comparable job at the same grade or;
3. In a lower job if available.

If re-employed, the employee will be paid at the same salary as prior to commencement of the leave, unless the salary exceeds the maximum of the lower grade job, in which case the employee will receive the maximum payment for that grade.

The employee's anniversary date shall be adjusted forward by the amount of time away from work.

If no job is available at the expiration of the leave, the employee will be offered reinstatement when the first suitable position becomes available. The employee will be terminated if the employee has not:

1. Accepted a suitable position offered.
2. Been reinstated within twelve (12) months of the expiration of the leave.

Such leaves shall only be granted after all accrued vacation and holiday credits have been used; however, an employee may request that one week's vacation be retained.

Employees are expected to return all District property at the beginning of a Personal Leave of Absence. Employees on Leave may not perform any work or access District Information Systems.

The decision of the General Manager shall be final.

School and Child Care Activities Leave

Employees are encouraged to participate in the school or child care activities of their child(ren). The absence is subject to all of the following conditions:

- Time off under this policy can only be used by parents, guardians, grandparents, stepparents, foster parents or a person who exercises parental authority to one or more children of the age to attend kindergarten through grade 12 or a licensed child care provider;
- The amount of time off for school or child care activities described below cannot exceed a total of 40 hours each year;
- Covered employees can use the time off to find, enroll or reenroll a child in a school or with a licensed child care provider or to participate in activities of the child's school or licensed child care provider. The time off for these purposes cannot exceed eight hours in any calendar month.

Employees planning to take time off for these purposes must provide reasonable advance notice to their supervisor;

- Covered employees can also use time off to address a "child care provider or school emergency" if the employee gives notice to the employer. A child care provider or school emergency means that the employee's child cannot remain in a school or with a child care provider due to one of the following:
 - The school or child care provider has requested that the child be picked up, or has an attendance policy (excluding planned holidays) that prohibits the child from attending or requires the child to be picked up from the school or child care provider;
 - Behavioral or discipline problems;
 - Closure or unexpected unavailability of the school or child care provider, excluding planned holidays; or
 - A natural disaster, including, but not limited to, fire, earthquake ~~or flood~~ or flood.
- Employees must provide their supervisor with documentation from the school or licensed child care provider verifying that they were engaged in these child related activities on the day and time of the absence;
- If more than one parent is employed by ~~Contra Costa Mosquito and Vector Control District~~ the District, the first employee to request such leave will receive the time off. The other parent will receive the time off only if the leave is approved by the supervisor;
- Employees must use vacation leave in order to receive compensation for this time off;
- Employees who do not have paid time off available will take the time off without pay.

Time Off for Voting

If an employee does not have sufficient time outside of working hours to vote in an official state-sanctioned election, the employee may take off enough working time to vote. Such time off shall be taken at the beginning or the end of the regular working shift, whichever allows for more free time, and the time taken off shall be combined with the voting time available outside of working hours to a maximum of two hours combined. Under these circumstances, an employee will be allowed a maximum of two hours of time off during an election day without loss of pay. When possible, an employee requesting time off to vote shall give the supervisor at least two days' notice.

Bereavement Leave

In the event of a death in the immediate family of an employee, the employee shall, upon request, be granted up to ~~three~~ twenty four (24) ~~days~~ working hours bereavement leave with pay to make arrangements for the funeral/memorial service and attend same. Upon the employee's request, the District shall grant an additional ~~two~~ five (5) days bereavement leave that shall be charged against the employee's accumulated sick leave credits in cases where extensive travel is required to attend the funeral. In addition, an employee may request to use vacation and shall receive consideration for the request even if it is made during a period of time off restrictions. For the purpose of this paragraph the immediate family shall be restricted to parent, legal guardian, grandparent, spouse, domestic partner, child (including miscarriage), stepchild, grandchild, sister, brother, sister-in-law, brother-in-law, son-in-law, daughter-in-law, mother-in-law, father-in-law or member of employee's extended family living in the employee's household. An employee shall also receive vacation consideration for a person who

does not meet the definition of “immediate family.”

Verification of death and/or proof of relationship may be required by the District as a condition for granting bereavement leave benefits when said documentation becomes available to the employee.

Civil Air Patrol Leave

~~Contra Costa Mosquito and Vector Control District~~The District provides eligible employees who are volunteer members of the California Wing of the Civil Air Patrol and are called to emergency operational missions up to 10 days of unpaid leave per calendar year. Leave for a single emergency operational mission will generally be limited to three days unless an extension is granted by appropriate government entities and approved by the District.

To be eligible, employees must have been employed with the District for 90 days immediately preceding the commencement of leave. Additionally, the District may require certification from the proper Civil Air Patrol authority to verify the eligibility of the employee for the leave requested or taken.

Employees may use accrued, unused paid time off (including vacation/compensatory time off) for leave taken under this policy.

Employees requesting leave under this policy should comply with the following requirements:

1. As soon as practicable after hire, or on becoming designated as a member of the California Wing of the Civil Air Patrol, the employee should notify their supervisor of the status.
2. When called to service, the employee should notify their supervisor as soon as practicable of the need for leave under this policy, including providing information regarding the start and end dates for the requested leave.
3. When returning from leave under this policy, the employee should provide their supervisor with appropriate written documentation confirming that during the leave the employee was actively engaged in an emergency operational mission.
4. On returning from leave under this policy, the employee will typically be restored to the same position, or to an equivalent position, with equivalent pay, benefits, and other employment terms and conditions.

Employees with questions regarding this policy should contact the ~~Administrative Services Manager~~Human Resources and Risk Manager or General Manager.

Domestic Violence, Sexual Assault, or Stalking Leave for Treatment

Employees who are victims of domestic violence, sexual assault or stalking are eligible for unpaid leave. Although the leave is generally unpaid, employees can use their paid sick time under California's Healthy Workplaces, Healthy Families Act for the purposes described below.

An employee may request leave for any of the following purposes:

- To seek medical attention for injuries caused by domestic violence, sexual assault or stalking;
- obtain services from a domestic violence shelter, program or rape crisis center as a result of domestic violence, sexual assault or stalking;
- To obtain psychological counseling related to experiencing domestic violence, sexual assault or stalking;
- To participate in safety planning and take other actions to increase safety from future domestic violence, sexual assault or stalking including temporary or permanent relocation.

Please contact the General Manager and provide reasonable advance notice of the need for leave unless advance notice is not feasible. ~~Contra Costa Mosquito and Vector Control District~~The District will, to the extent allowed by law, maintain the confidentiality of an employee requesting leave under this provision.

Extended Medical Leave

A medical leave of absence may be granted for non-work-related medical disabilities (other than pregnancy, childbirth, and related medical conditions) with a doctor's written certificate of disability. Extended disability leaves will also be considered on a case-by-case basis, consistent with the District's obligations under federal and state disability laws.

Employees should request any leave in writing as far in advance as possible. If a medical leave is granted, the District will pay the employee sick pay for the period of time equivalent to the employee's accumulated sick pay earned. The employee may also use any paid vacation time previously accrued.

A medical leave begins on the first day the employee's doctor certifies that the employee is unable to work and ends when the doctor certifies that the employee is able to return to work. An employee returning from a medical disability leave must present a doctor's certificate declaring fitness to return to work.

Employees are expected to return all District property at the beginning of an Extended Medical Leave of Absence. Employees on Leave may not perform any work or access District Information Systems.

If returning from a non-work-related medical leave, the employee will be offered the same position held at the time the leave began, if available. If the employee's former position is not available, a comparable position will be offered. If neither the same nor a comparable position is available, the employee's return to work will depend on job openings existing at the time of the scheduled return. The District makes no guarantees of reinstatement, and the employee's return will depend on the employee's qualifications for existing openings.

California workers' compensation laws govern work-related injuries and illnesses. California

pregnancy disability laws govern leaves taken because of pregnancy, childbirth, and related medical conditions. An employee who needs reasonable accommodations should contact the [Administrative Services Human Resources and Risk Manager](#) or General Manager and discuss the need for an accommodation.

Family/Medical Leave

State and federal family and medical leave laws provide up to 12 workweeks of unpaid family/medical leave within a 12-month period, under the following conditions:

- The employee has more than 12 months of service;
- The employee has worked at least 1,250 hours during the previous 12-month period before the need for leave; and
- The employee is employed at a work site where there are 50 or more employees within a 75-mile radius. [This requirement is waived for Public Employers.](#)

Leave may be taken for one or more of the following reasons:

- The birth of the employee's child or placement of a child with the employee for adoption or foster care (FMLA/CFRA);
- Incapacity due to pregnancy, prenatal medical care or childbirth (FMLA ~~only~~/PDL);
- To care for the employee's spouse, child, or parent who has a serious health condition (FMLA/CFRA); [Note: the CFRA has an expanded list of qualified family members](#)
- To care for the employee's registered domestic partner (CFRA only);
- For a serious health condition that makes the employee unable to perform their job (FMLA/CFRA);

For additional information about eligibility for family/medical leave, contact the [Human Resources and Risk Manager Administration Department](#) and [fill out the form to start the designation process.](#)

Military Family Leave Entitlements

Eligible employees whose spouse, son, daughter or parent is on covered active duty or call to covered active-duty status may use their 12-week leave entitlement to address certain qualifying exigencies. Qualifying exigencies may include attending certain military events, arranging for alternative childcare, addressing certain financial and legal arrangements, attending certain counseling sessions, and attending post-deployment reintegration briefings. Eligible employees may also take a special leave entitlement of up to 26 weeks of leave to care for a covered servicemember during a single 12-month period. (FMLA/CFRA for 12 weeks if the care provider is eligible for both, followed by 14 weeks of (FMLA only), or 26 weeks of FMLA only if leave is not CFRA covered leave). A covered servicemember is either:

- A current member of the Armed forces, including a member of the National Guard or Reserves, who is undergoing medical treatment, recuperation or therapy, is otherwise in outpatient status, or is otherwise on the temporary disability retired list, for a serious injury or illness*; or
- A veteran who was discharged or released under conditions other than dishonorable at any time

during the five-year period prior to the first date the eligible employee takes FMLA leave to care for the covered veteran, and who is undergoing medical treatment, recuperation, or therapy for a serious injury or illness. *

*The FMLA definitions of "serious injury or illness" for current servicemembers and veterans are distinct from the FMLA definition of "serious health condition."

Calculating the 12-month period

For purposes of calculating the 12-month period during which 12 weeks of FMLA or qualifying exigency leaves may be taken, ~~Contra Costa Mosquito and Vector Control District~~ the District uses the 12-month rolling period.

Under most circumstances, leave under federal and state law will run at the same time and the eligible employee will be entitled to a total of 12 weeks of family and medical leave in the designated 12-month period.

For leave to care for a covered servicemember, the 12-month period begins on the first day of the leave, regardless of how the 12-month period is calculated for other leaves. Leave to care for a covered servicemember is for a maximum of 26 workweeks during a 12-month period.

Pregnancy, Childbirth or Medical Conditions

Leave because of the employee's disability for pregnancy, childbirth or related medical condition is not counted as time used under ~~California law~~ (the California Family Rights Act, but instead as Pregnancy Disability Leave). However, time off because of pregnancy disability, childbirth or related medical condition does count as family and medical leave under federal law (the Family and Medical Leave Act). Employees who take time off for pregnancy disability and who are eligible for family and medical leave will also be placed on family and medical leave that runs at the same time as their pregnancy disability leave. Once the pregnant employee is no longer disabled, or once the employee has exhausted PDL and has given birth she may apply for leave under the California Family Rights Act, for purposes of baby bonding.

Any leave taken for the birth, adoption, or foster care placement of a child does not have to be taken in one continuous period of time. California Family Rights Act leave taken for the birth or placement of a child will be granted in minimum amounts of two weeks. However, the District will grant a request for a California Family Rights Act leave (for birth/placement of a child) of less than two weeks' duration on any two occasions. Any leave taken must be concluded within one year of the birth or placement of the child with the employee.

Leave Procedures

The following procedures shall apply when an employee requests family medical or pregnancy disability leaves:

Employees should contact the ~~Administration department~~ Human Resources and risk Manager as soon as they realize the need for ~~family/medical~~ leave. If the leave is based on the expected birth, placement for adoption or foster care, or planned medical treatment for a serious health condition of the employee or a family member, the employee must notify the District at least 30 days before leave

is to begin, if possible. The employee must consult with the supervisor regarding scheduling of any planned medical treatment or supervision in order to minimize disruption to the operations of the District. Any such scheduling is subject to the approval of the health care provider of the employee or the health care provider of the employee's child, parent, or spouse. If the employee cannot provide 30 days' notice, the District must be informed as soon as is practical. If the Family and Medical Leave Act/California Family Rights Act request is made because of the employee's own serious health condition, the District may require, at its expense, a second opinion from a health care provider that the District chooses. The health care provider designated to give a second opinion will not be one who is employed on a regular basis by the District. If the second opinion differs from the first opinion, the District may require, at its expense, the employee to obtain the opinion of a third health care provider designated or approved jointly by the employer and the employee. The opinion of the third health care provider shall be considered final and binding on the District and the employee.

Certification

~~Contra Costa Mosquito and Vector Control District~~ The District requires the employee to provide certification within 15 days of any request for family and medical leave under state and federal law, unless it is not practicable to do so. The District may require recertification from the health care provider if additional leave is required. *(For example, if an employee needs two weeks of family and medical leave, but following the two weeks needs intermittent leave, a new medical certification will be requested and required.)* If the employee does not provide medical certification in a timely manner to substantiate the need for family and medical leave, the District may delay approval of the leave, or continuation thereof, until certification is received. If certification is never received, the leave may not be considered family and medical leave.

If the leave is needed to care for a sick child, spouse, or parent, the employee must provide a certification from the health care provider stating:

- Date of commencement of the serious health condition;
- Probable duration of the condition;
- Estimated amount of time for care by the health care provider; and
- Confirmation that the serious health condition warrants the participation of the employee.

~~When both parents are employed by the District, and request simultaneous leave for the birth or placement for adoption or foster care of a child, the District will not grant more than a total of 12 workweeks family/medical leave for this reason.~~

If an employee cites their own serious health condition as a reason for leave, the employee must provide a certification from the health care provider stating:

- Date of commencement of the serious health condition;
- Probable duration of the condition; and
- Inability of the employee to work at all or perform any one or more of the essential functions of their position because of the serious health condition.

If an employee is absent because of their own serious health condition, the District will also require a medical release to return to work form or certification from the employee's health care provider that

the employee is able to resume work. Failure to provide certification by the health care provider of the employee's fitness to return to work will result in denial of reinstatement for the employee until the certificate is obtained.

Leave Related to Military Service

A leave taken due to a "qualifying exigency" related to military service must be supported by a certification of its necessity. A leave taken due to the need to care for a servicemember shall be supported by a certification by the servicemember's health care provider or other certification allowed by law. Special certification requirements apply to leaves related to military service.

Health and Benefit Plans

An employee taking family medical leave will be allowed to continue participating in any health and welfare benefit plans in which the employee was enrolled before the first day of the leave (for a maximum of 12 workweeks, or 26 workweeks if the leave is to care for a covered servicemember) at the level and under the conditions of coverage as if the employee had continued in employment for the duration of such leave. The District will continue to make the same premium contribution as if the employee had continued working. The continued participation in health benefits begins on the date leave first begins. In some instances, the District may recover from an employee all premiums paid to maintain health coverage if the employee fails to return to work following family/medical leave. Employees on pregnancy disability leave will be allowed to continue to participate in group health coverage for up to a maximum of four months of pregnancy disability leave (if such insurance was provided before the leave was taken) on the same terms as if the employee had continued to work. For benefits in which the employee contributes to the premium or payment, the employee is responsible for maintaining continuation of the payment to the District. Payment is due ~~when it would be made by payroll deduction prior to the 25th of the month for the following month's coverage. If the employee is not using accrued leave balances, the E~~employees ~~may be requested~~will be required to pay premiums directly to the District.

Substitution of Paid Leave

Generally, FMLA/CFRA leave is unpaid. The District may require, or employees may choose, to use accrued paid leave while taking FMLA/~~CFRA~~ leave. In order to use paid leave for FMLA/~~CFRA~~ leave, employees must comply with the District's normal paid leave policies. For more information on those specific circumstances requiring or allowing the substitution of paid leave, contact the Administration department.

Reinstatement

Under most circumstances, upon return from family/medical leave, an employee will be reinstated to their original job or to an equivalent job with equivalent pay, benefits, and other employment terms and conditions. However, an employee has no greater right to reinstatement than if the employee had been continuously employed rather than on leave. For example, if an employee on family/medical leave would have been laid off had the employee not gone on leave, or if the employee's job is eliminated during the leave and no equivalent or comparable job is available, then the employee

would not be entitled to reinstatement. In addition, an employee's use of family/medical leave will not result in the loss of any employment benefit that the employee earned before using family/medical leave. Reinstatement after family/medical leave may be denied to certain salaried "key" employees under the following conditions:

- An employee requesting reinstatement was among the highest-paid 10 percent of salaried employees employed within 75 miles of the work site at which the employee worked at the time of the leave request;
- The refusal to reinstate is necessary because reinstatement would cause substantial and grievous economic injury to the District's operations;
- The employee is notified of the District's intent to refuse reinstatement at the time the District determines the refusal is necessary; and
- If leave has already begun, the District gives the employee a reasonable opportunity to return to work following the notice described previously.

Time Accrual

Please contact the Administration department with any questions regarding accrual of other District provided paid leave benefits (such as vacation, compensatory time off, or sick leave) during unpaid FMLA/CFRA leave.

Carryover

Leave granted under any of the reasons provided by state and federal law will be counted as family/medical leave and will be considered as part of the 12-workweek entitlement (26-workweek entitlement if leave is to care for a servicemember) in any 12-month period. No carryover of unused leave from one 12-month period to the next 12-month period is permitted.

Intermittent Leave

Employees may take Family and Medical Leave Act/California Family Rights Act leave intermittently (in blocks of time, or by reducing their normal weekly or daily work schedule) if the leave is for the serious health condition of the employee's child, parent, or spouse, or of the employee, and the reduced leave schedule is medically necessary as determined by the health care provider of the person with the serious health condition. The smallest increment of time that can be used for such leave is 15 minutes. See also the discussion of Pregnancy, Childbirth or Related Medical Conditions above.

Employees are expected to return all District property at the beginning of an Extended Medical Leave of Absence. Employees on Leave may not perform any work or access District Information Systems.

Jury Duty, Witness Leave, and Required Attendance in Court

~~Contra Costa Mosquito and Vector Control District~~ The District encourages employees to serve on

jury duty when called. Employees will receive full salary while serving. Employees should notify their supervisor of the need for time off for jury duty as soon as a notice or summons from the court is received. Employees may be requested to provide written verification from the court clerk of performance of jury service. If work time remains after any day of jury selection or jury duty, employees will be expected to return to work for the remainder of their work schedule.

Attendance in court in connection with an employee's usual official duties or in connection with a case in which the District is a party, together with travel time necessarily involved, shall not be considered absence from duty within the meaning of this policy.

A seasonal employee who has been employed seasonally during the course of at least two (2) consecutive calendar years shall be entitled to an annual maximum of five (5) days of paid absence from duty under this section.

Fees Paid by the Court

As the District is providing full salary while serving, the employee should decline any mileage allowance or other fee paid by the court.

Leave Donation Program Catastrophic Leave Bank and Leave Donation

Statement of Policy

The District has Leave Donation Policy that will be made available to employees at the General Manager's discretion. The details of the Leave Donation Program are available in a separate Leave Donation Program Policy.

~~Contra Costa Mosquito and Vector Control District has a leave donation program that is meant to provide assistance to employees who are suffering from a crisis event that has resulted in a need for additional time off in excess of their available sick or other paid time. The program allows eligible employees to voluntarily donate time from their available accrued vacation leave to their co-workers in accordance with the policy.~~

~~**This policy is strictly voluntary.** The policy does not guarantee any employee the right to extended leave beyond what is provided for by the District's stated policy and its legal obligations. Final approval of receipt of any vacation leave donation and of the ability to donate accrued vacation leave rests with the General Manager.~~

~~Donations made under this policy shall be deemed to be equivalent one hour increments and are not based on the job classification or salary of the donating employee or the recipient employee.~~

Eligibility to Donate

~~In order for an employee to donate accrued vacation leave to another employee they must:~~

- ~~• Be employed by Contra Costa Mosquito and Vector Control District for one year or more;~~
- ~~• Donate accrued vacation leave in units of eight hours;~~
- ~~• Donate no more than 40 hours of vacation leave per year;~~

- Maintain a minimum of 80 hours in the employee's current vacation balance after the donation;
- Not be currently on an approved leave of absence.

Guidelines for Receipt of Leave Donation

Employees who would like to receive donated time from co-workers, must have a crisis event as determined by General Manager.

A crisis event includes circumstances such as the following:

- A catastrophic injury or illness of an employee or immediate family member;
- Death of an immediate family member;
- A crisis of a severe nature that directly impacts the employee, such as a catastrophic casualty loss due to a natural disaster.

The donated time can only be used for time off related to the approved crisis event. Recipient employees must use their own available paid leave time prior to using any donated time. Employees who receive donated time may receive no more than 480 hours (12 weeks) within a rolling 12-month period. The leave donation program does not guarantee the recipient employee the right to extended leave beyond the District's stated policy and its legal obligations. The decision as to whether a personal leave should be granted, whether there is a crisis event, or whether the employee can receive donated time is within the discretion of the Contra Costa Mosquito and Vector Control District.

Any donated time that is in excess of the time used by the recipient for the approved crisis event will be returned to the donor. There is no "cash" value to the recipient of the donated time.

Procedure

Employees who wish to donate accrued vacation time to a co-worker must make a written request to the Administration department, who will confirm eligibility. The request must be approved by the General Manager.

The identity of donors will remain confidential.

Donations under the program are voluntary and no employee will be subject to intimidation or disparate treatment for participating in or declining to participate in the leave donation program. Misrepresenting or falsifying the need to receive donated leave under this program is grounds for discipline, including termination.

Military Leave

The District recognizes the service and contribution of its employees who are a part of the national and state military. In addition to the military leave provided to employees under applicable federal law, the District provides up to 17 days of job-protected unpaid leave per calendar year to employees who are members of the reserve corps of the armed forces of the United States, the National Guard or the naval militia when called to military duty for purposes of military training, drills, encampment,

naval cruises, special exercises or the like, including travel time. Additionally, employees in the California State Military Reserve are entitled to a temporary military leave of absence without pay while engaged in military duty for purposes of military training, drills, unit training assemblies or similar inactive duty training not to exceed 15 calendar days annually, including travel time.

Eligibility

Eligible employees are members of the reserve corps of the armed forces of the United States, the National Guard or the naval militia, or members of the California State Military Reserve.

Procedures

Employees requesting leave under this policy should comply with the following requirements:

1. Employees should request leave under this policy with as much advanced notice as practicable.
2. In support of their request for leave under this policy, employees should complete a District leave request form and provide their supervisor with a copy of their orders or other appropriate written certification that the employees have been called to federal military duty for purposes of military training, drills, encampment, naval cruises, special exercises or that state military members have been called for military training, drills, unit training assemblies or similar inactive duty training.

Additionally, employees may choose to use accrued paid leave (such as vacation or paid time off), concurrently with some or all of the leave under this policy. To receive paid leave, eligible employees must comply with the District's normal procedures for the applicable paid-leave policy as stated herein.

Employees are expected to return all District property at the beginning of a Military Leave of Absence. Employees on Leave may not perform any work or access District Information Systems.

Military Spouse Leave

Employees who work more than 20 hours per week and have a spouse in the Armed Forces, National Guard or Reserves who have been deployed during a period of military conflict are eligible for up to 10 unpaid days off when their spouse is on leave from military deployment.

Employees must request this leave in writing to the General Manager, within two business days of receiving official notice that their spouse will be on leave. Employees requesting this leave are required to attach to the leave request written documentation certifying the spouse will be on leave from deployment.

Employees are expected to return all District property at the beginning of a Military Spouse Leave of Absence. Employees on Leave may not perform any work or access District Information Systems.

Pregnancy Disability Leave

Any employee planning to take pregnancy disability leave should advise the ~~Administration department~~Human Resources and Risk Manager as early as possible. The individual should make an appointment with the ~~Administrative Services Manager~~Human Resources and Risk Manager to discuss the following conditions:

- Duration of pregnancy disability leave will be determined by the advice of the employee's physician, but employees disabled by pregnancy may take up to four months of leave per pregnancy (the working days the employee normally would work in one-third of a year or 17 1/3 weeks). Part-time employees are entitled to leave on a pro rata basis. The four months of leave include any period of time for actual disability caused by the employee's pregnancy, childbirth, or related medical condition. This includes leave for severe morning sickness and for prenatal care, doctor-ordered bed rest, as well as other reasons. The employee's healthcare provider determines how much time the employee needs for their disability.
- ~~Contra Costa Mosquito and Vector Control District~~The District will also reasonably accommodate medical needs related to pregnancy, childbirth, or related conditions or temporarily transfer the employee to a less strenuous or hazardous position (where one is available) or duties if medically needed because of their pregnancy.
- Employees who need to take pregnancy disability must inform ~~Contra Costa Mosquito and Vector Control District~~the District when a leave is expected to begin and how long it will likely last. If the need for a leave, reasonable accommodation, or transfer is foreseeable (such as the expected birth of a child or a planned medical treatment), employees must provide reasonable advance notice at least 30 days before the pregnancy disability leave or transfer is to begin. Employees must consult with the ~~Administrative Services Manager~~Human Resources and Risk Manager regarding the scheduling of any planned medical treatment or supervision in order to minimize disruption to the operations of the District. Any such scheduling is subject to the approval of the employee's health care provider.
- For emergencies or events that are unforeseeable, the employee must notify the District, at least verbally, as soon as practical after the employee learns of the need for the leave.
- Failure to comply with these notice requirements may result in delay of leave, reasonable accommodation, or transfer.
- Pregnancy leave usually begins when ordered by the employee's physician. The employee must provide the District with a written certification from a health care provider for need of PDL, reasonable accommodation or transfer. The certification must be returned no later than 15 calendar days after it is requested by the District. Failure to do so may, in some circumstances, delay PDL leave, reasonable accommodation or transfer. Employees should see the ~~Administration department~~Human Resources and Risk Manager for a medical certification form to give to their health provider
- Leave returns will be allowed only when the employee's physician sends a release.
- An employee will be required to use accrued sick time (if otherwise eligible to take the time) during a pregnancy disability leave. An employee will be allowed to use accrued vacation or personal time (if otherwise eligible to take the time) during a pregnancy disability leave.
- Leave does not need to be taken in one continuous period of time and may be taken intermittently, as needed. Leave may be taken in increments of ~~one hour~~15 minutes.

If intermittent leave or leave on a reduced work schedule is medically advisable the employee may, in some instances, be required to transfer temporarily to an available alternative position that meets the employee's needs. The alternative position need not consist of equivalent duties but must have the equivalent rate of pay and benefits. The employee must be qualified for the position. The position must better accommodate the employee's leave requirements than the employee's regular job. Transfer to an alternative position can include altering an existing job to better accommodate the employee's need for intermittent leave or a reduced work schedule.

Upon submission of a medical certification that an employee is able to return to work from a pregnancy disability leave, an employee will be reinstated to the same position held at the time the leave began or, in certain instances, to a comparable position, if available. There are limited exceptions to this policy. An employee returning from a pregnancy disability leave has no greater right to reinstatement than if the employee had been continuously employed.

Employees on pregnancy disability leave will be allowed to continue to participate in group health insurance coverage for up to a maximum of four months of disability leave (if such insurance was provided before the leave was taken) at the level and under the conditions that coverage would have been provided if the employee had continued in employment continuously for the duration of the leave. In some instances, the District can recover from an employee premium paid to maintain health coverage if the employee fails to return following pregnancy disability leave. PDL may impact other benefits or a seniority date. Please contact the [Administration department Human Resources and Risk Manager](#) for more information.

Employees are expected to return all District property at the beginning of a Pregnancy Disability Leave of Absence. Employees on Leave may not perform any work or access District Information Systems.

Paid Family Leave

Employees may be eligible for Paid Family Leave (PFL) wage replacement benefits, which are funded through payroll deductions and coordinated through the Employment Development Department (EDD). PFL provides limited compensation for up to ~~six~~ eight (8) weeks after an unpaid, seven-day waiting period when an employee needs to take leave from work to care for a parent, child, spouse or registered domestic partner who is seriously ill, or for a working parent who wants time to bond with the newborn, foster child or newly adopted child. The PFL program does not provide employees with a right to a leave of absence; it is limited to a state-mandated wage replacement benefit.

Victims of Crime Leave

An employee who is a victim or who is the family member of a victim of certain serious crimes may take time off from work to attend judicial proceedings related to the crime or to attend proceedings involving rights of the victim.

A family member of a crime victim may be eligible to take this leave if they are the crime victim's spouse, parent, child or sibling. Other family members may also be covered depending on the purpose of the leave.

The absence from work must be in order to attend judicial proceedings or proceedings involving rights of the victim. Only certain crimes are covered. The employee must provide reasonable advance notice of the need for leave, and documentation related to the proceeding may be required. If advance notice is not possible, the employee must provide appropriate documentation within a reasonable time after the absence.

Any absence from work to attend judicial proceedings or proceedings involving victim rights will be unpaid, unless paid time off is taken.

For more information regarding this leave (including whether the employee is covered, when and what type of documentation is required, and which type of paid time off can be used), employees should contact the [Administrative Services Manager](#) [Human Resources and Risk Manager](#).

Volunteer Civil Service Personnel

No employee shall be disciplined for taking time off to perform emergency duty as a volunteer firefighter, peace officer, or emergency rescue personnel. Employees are also eligible for unpaid leave for required training. If the employee is an official volunteer firefighter, the employee should alert their supervisor about the possibility of time off for emergency duty.

Management Leave

~~On January 1 of each~~ Each year, employees who are exempt from FLSA overtime will receive forty (40) hours paid management leave, accrued at the rate of 10 hours per quarter. This management leave cannot be used before it is accrued. ~~This management leave must be used during the calendar year in which it is received, or it will be lost.~~ Newly hired or newly promoted employees who are exempt from FLSA overtime will receive a prorated amount of Management Leave for the year in which they are hired.

Coordination of Benefits

When the employee authorizes, the difference between the amount granted pursuant to such Workers' Compensation or disability (SDI or private) and the employee's regular pay will be deducted from the employee's accumulated sick leave, vacation, floating holidays, and compensatory time, if any. The employee will continue in pay status and receive pay until the employee's accumulated sick leave, and authorized compensatory time, floating holidays and vacation days, have been depleted to the nearest hour.

DISCIPLINE

Discipline Process

Overview

Violation of District policies and rules may warrant disciplinary action. The District has established a system of progressive discipline that includes verbal warnings, written warnings, suspensions, demotions and termination. The District may, in its sole discretion, utilize whatever form of discipline is deemed appropriate under the circumstances, up to and including termination of employment.

If an incident occurs which requires investigation before the facts can be ascertained, the supervisor may suspend the employee with pay pending the investigation.

If the supervisor deems it appropriate, another member of management may be present to witness the imposition of the disciplinary procedure.

Levels of Discipline

The District may impose the following types of discipline:

1. COUNSELING MEMO – A counseling memo will be placed in the employee’s personnel file and may not be appealed under this policy.
2. VERBAL WARNING - With respect to verbal warnings, an employee's supervisor may verbally communicate to an employee any conduct or performance not in compliance with the causes for action for discipline set forth in the Employee Conduct section of this handbook, or any other appropriate unlisted cause of action, which must be approved. The supervisor may detail the areas of improvement, the degree of improvement required, and notice that failure to improve will result in more serious disciplinary action.

The supervisor who administers the verbal warning shall prepare a brief memorandum identifying the name of the employee, the nature and date of the conduct requiring discipline, and the date the verbal warning was provided. A copy of the memorandum shall be placed in the employee's personnel file. A verbal warning may not be appealed under this policy.

3. WRITTEN REPRIMAND - With respect to written reprimands, an employee's supervisor may communicate in writing to an employee any conduct or performance not in compliance with the causes for action set forth in the Employee Conduct section, or any other appropriate unlisted cause of action, which must be improved. All such reprimands shall be provided by a supervisor to an employee at a pre-arranged meeting, at which time the contents of the reprimand will be discussed. The written reprimand shall contain the name of the employee, the time and date of the meeting, the nature and date of the conduct requiring discipline, the action required of the employee to correct the unacceptable conduct or performance and a warning that any further incident of unacceptable conduct or performance will result in further discipline, up to and including termination. The reprimand shall also contain the following statement, which the

employee shall be asked to sign at the conclusion of the written warning meeting:

"I hereby acknowledge that the contents of this memorandum have been discussed with me and that I have received a copy of this memorandum"

Employee's signature _____ Date _____

A copy of the signed memorandum shall thereafter be provided to the employee and the original copy placed in the employee's personnel file. In the event an employee refuses to sign a given memorandum, a notation to that effect shall be made on the memorandum, with a copy of the memorandum being provided to the employee and the original copy placed in the employee's file.

An employee shall have ten (10) working days within which to file a written response to any written reprimands and said response shall be placed in the employee's personnel file. A written reprimand may not be appealed under this policy.

4. SUSPENSION WITHOUT PAY
5. DEMOTION
6. REDUCTION IN PAY
7. TERMINATION

Pre-Disciplinary Process for Suspension Without Pay, Demotion, Reduction in Pay or Termination

Only ~~regular~~, for-cause employees have the right to the pre-disciplinary and appeal processes outlined in this section. All employees other than for-cause employees, namely **temporary, seasonal, at-will, and probationary** employees, may be disciplined or separated at will, with or without cause, and without the pre-disciplinary and appeal procedures listed below.

Notice of Intent to Discipline: The employee will be provided a written Notice of Intent to Discipline that contains the following information:

- The level of discipline intended to be imposed;
- The specific charges upon which the intended discipline is based;
- A summary of the facts upon which the charges are based;
- A copy of all written materials, reports, or documents upon which the intended discipline is based;
- Notice of the employee's right to respond either in person at a pre-disciplinary *Skelly* conference, or in writing, and the date that response (or the request for a conference) is due;
- Notice of the employee's right to have a representative of the employee's choice at the pre-disciplinary conference, should they decide to respond orally; and
- Notice that the failure to respond at the time specified shall constitute a waiver of the right to respond prior to the imposition of discipline.

Response by Employee and Skelly Conference: If the employee requests a *Skelly* conference, the General Manager or his/her designee will conduct an informal meeting with the employee. During the informal meeting, the employee shall have the opportunity to rebut the charges against him or her and present any mitigating circumstances. The General Manager or his/her designee will consider the employee's presentation before issuing the disciplinary action. The employee's failure to attend the conference, or to deliver a written response by the date specified in the *Skelly* notice, is a waiver of the right to respond, and the intended disciplinary action may be imposed on the date specified in the *Skelly* letter.

Final Notice of Discipline: After the *Skelly* conference and/or timely receipt of the employee's written response, the General Manager or his/her designee will: 1) take no disciplinary action; or 2) modify the intended discipline; or 3) impose the intended disciplinary action. If any discipline will be imposed, the General Manager or his/her designee will provide the employee with a notice that contains the following:

- The level of discipline to be imposed and the effective date of the discipline;
- The specific charges upon which the discipline is based;
- A summary of the facts that show that the elements of each charge at issue in the intended discipline;
- A copy of all materials upon which the discipline is based; and
- A reference to the employee's appeal right and deadline to appeal.

Delivery of the Final Notice of Discipline: The final notice of discipline will be sent by a method that verifies delivery to the last known address of the employee, or delivered to the employee in person. If the notice is not deliverable because the employee has moved without notifying the District or the employee refuses to accept delivery, the effective date of discipline will be the date the post office or delivery service attempted delivery.

Evidentiary Appeal Hearing

Request for Appeal: An employee may appeal a suspension, reduction in pay, demotion or discharge by submitting a written request to appeal to the General Manager or his/her designee within fourteen (14) calendar days from: 1) receipt of the final notice of discipline; or 2) the date of attempted delivery by the post office or delivery service of the notice to the last known address of the employee. Failure to file a timely written request for an appeal waives the right to an appeal hearing and any appeal of the discipline.

Appeal Hearing Officer: The District and the employee shall jointly select a neutral hearing officer from a list provided by **State Mediation and Conciliation Service (SMCS)**. The hearing officer's task is to conduct an evidentiary hearing and write an advisory decision that will be provided to the District's Personnel Committee within sixty (60) days after the conclusion of the hearing.

Conduct of the Hearing:

1. **Sworn Testimony:** All witnesses shall be sworn in prior to testifying.
2. **Employee Appearance:** The employee must appear personally before the hearing officer at the

time and place set for the hearing. The employee may be represented by any person they select.

3. **Evidence:** Hearings need not be conducted according to technical rules relating to evidence and witnesses, but hearings shall be conducted in a manner that the hearing officer decides is the most conducive to determining the truth. The rules dealing with privileges shall be effective to the same extent that they are recognized in civil actions. Irrelevant or unduly repetitious evidence may be excluded. The appeal hearing officer shall determine the relevance, weight and credibility of testimony and evidence.
4. **Exclusion of Witnesses:** During the examination of a witness, all other witnesses, except the parties, shall be excluded from the hearing.
5. **Burden of Proof:** The District has the burden of proof by the preponderance of the evidence.
6. **Authority of Hearing Officer:** The appeal hearing officer shall not have the power to alter, amend, change, add to, or subtract from any of the terms of these Policies.
7. **Professionalism:** All parties and their attorneys or representatives shall not, by written submission or oral presentation, disparage the intelligence, ethics, morals, integrity or personal behavior of their adversaries or the appeal hearing officer.
8. **Presentation of the Case:** The parties will address their remarks, evidence, and objections to the appeal hearing officer. The appeal hearing officer may terminate argument at any time and issue a ruling regarding an objection or any other matter. The appeal hearing officer may limit redundant or irrelevant testimony, or directly question the witness.
9. Oral closing arguments may be permitted at the discretion of the appeal hearing officer. The District argues first, the employee argues second, and if the District reserved a portion of its time for rebuttal, the District may present a rebuttal. Either party may request to submit a written brief and/or a draft decision. The appeal hearing officer will determine whether to allow written briefs or draft decisions, the deadline for submitting briefs, and the page limit for briefs.

Appeal Hearing Officer's Advisory Decision: Within sixty (60) days of the conclusion of the hearing, the appeal hearing officer shall make written findings and a recommended decision as to the discipline. The Personnel Committee shall review the findings and recommendations of the appeal hearing officer and may then affirm, revoke, or modify the findings, recommendations, or disciplinary action taken. The decision of the Personnel Committee is final. There is no process for reconsideration. The District will mail a copy of the final written findings and decision, along with a proof of service of mailing that confirms that the decision was sent both to the employee him/herself, as well as to the employee's representative. It shall be the responsibility of the employee to inform the District of his/her address. A copy of the decision shall also be provided to the General Manager.

REDUCTIONS IN FORCE AND RESIGNATION

Reductions in Force

Under some circumstances, the District may need to restructure or reduce its workforce. If it becomes necessary to restructure our operations or reduce the number of employees, the District will attempt to provide advance notice, if possible, so as to minimize the impact on those affected. If possible, employees subject to layoff will be informed of the nature of the layoff and the foreseeable duration of the layoff, whether short-term or indefinite.

In determining which employees will be subject to layoff, the District will take into account, among other things, operation and requirements, the skills, productivity, ability and past performance of those involved and also, where appropriate, the employee's length of service.

Regular full-time employees, whose layoff is permanent, will be entitled to one month's severance pay. In addition, if the employee is part of a collective bargaining agreement (represented), the employee should refer to the MOU regarding this policy.

Voluntary Resignation

Voluntary termination results when an employee voluntarily resigns employment ~~at from Contra Costa Mosquito and Vector Control District~~ the District or fails to report to work for three consecutively scheduled workdays without notice to, or approval by, a supervisor (unless the absence is protected by law). All District-owned property, including vehicles, keys, fobs, uniforms, identification badges, cell phones, computers, tablets, and credit cards, must be returned immediately upon termination of employment.

EMPLOYEE CONDUCT

Business Conduct and Ethics

No employee may accept a gift or gratuity from any customer, vendor, supplier, or other person doing business with ~~Contra Costa Mosquito and Vector Control District~~ the District because doing so may give the appearance of influencing business decisions, transactions or service. Please discuss expenses paid by such persons for business meals or trips with the General Manager in advance.

Conducting Personal Business

Employees are to conduct only ~~Contra Costa Mosquito and Vector Control District~~ District business while at work. Employees may not conduct personal business or business for another employer during their scheduled working hours.

Confidential Information

In the course of work, employees may have access to confidential information, including but not limited to customer financial data or employee personnel information. Each employee has a responsibility to prevent revealing or divulging any such information, unless it is necessary to do so in the performance of official duties, or as required by law.

What employees should do:

- Lock or secure confidential information at all times
- Shred confidential documents when they're no longer needed
- Make sure they only view confidential information on secure devices
- Only disclose information to other employees when it's necessary and authorized
- Keep confidential documents inside Districts premises unless it's absolutely necessary to move them

What employees shouldn't do:

- Use confidential information for any personal benefit or profit
- Disclose confidential information to anyone outside unless required to do so by law or requested by the employee
- Replicate confidential documents and files and store them on insecure devices

Conflicts of Interest

All employees must avoid situations involving actual or potential conflict of interest. Personal or romantic involvement with a competitor, supplier, or subordinate employee of ~~Contra Costa Mosquito and Vector Control District~~the District, which impairs an employee's ability to exercise good judgment on behalf of the District, creates an actual or potential conflict of interest. Supervisor-subordinate romantic or personal relationships also can lead to supervisory problems, possible claims of sexual harassment, and morale problems.

Notice

An employee involved in any of the types of relationships or situations described in this policy should immediately and fully disclose the relevant circumstances to the immediate supervisor, or any other appropriate supervisor, for a determination about whether a potential or actual conflict exists. If an actual or potential conflict is determined, ~~Contra Costa Mosquito and Vector Control District~~the District may take whatever corrective action appears appropriate according to the circumstances. Failure to disclose facts shall constitute grounds for disciplinary action.

Customer Relations

Employees are expected to be polite, courteous, prompt, and attentive to every customer. When employees encounter an uncomfortable situation that they do not feel capable of handling, a supervisor should be called immediately.

Ours is a service business and all of us must remember that the public always comes first. While the public is not always right, the public is never wrong.

The public are to be treated courteously and given proper attention at all times. Employees should never regard the public's questions or concerns as an interruption or an annoyance. Employees must respond to inquiries from the public, whether in person or by telephone, promptly and professionally. Employees should never place a telephone caller on hold for an extended period, and should direct incoming calls to the appropriate person and make sure the call is received.

Through their conduct, employees should show their desire to assist the customers in obtaining the help they need. If an employee is unable to help a customer, the employee should find someone who can.

All correspondence and documents, whether to customers or others, must be neatly prepared and error-free. Attention to accuracy and detail in all paperwork demonstrates the employee's commitment to those with whom we do business.

Employees should never argue with a customer. If a problem develops or if a customer remains dissatisfied, the employee should ask their supervisor or the General Manager to intervene.

Dress Code and Other Personal Standards

Each employee is a representative of ~~Contra Costa Mosquito and Vector Control District~~the District in the eyes of the public; therefore, each employee must report to work properly groomed and wearing appropriate clothing. Employees are expected to dress neatly and appropriately for the jobs they are performing. Employees who report to work inappropriately dressed may be asked to clock out and return in acceptable attire.

These dress code standards and guidelines apply to our workplace:

- Clothing should be clean and reflect a high standard of personal hygiene; and should not cause a disruption in the workplace.
- Clothing should not allude to any obscenities, violence, sex, or advertise alcohol, tobacco, or illegal substances.
- Muscle shirts, sweatshirts, sweat suits, shorts, tennis shoes, flip-flop and/or casual sandals cannot be worn at the District.
- Jeans, including denim wear (pants, dresses, and skirts) may not be worn by office personnel who assist or meet with the public, except on Fridays, when business casual dress will be permitted. Jeans and t-shirts may be appropriate attire for employees who conduct work that requires durable clothing. If jeans and t-shirts are determined appropriate for these job functions, they may be worn as long as they are clean, in good repair, and comply with the other provisions of this policy.
- Employees may not wear clothing that exposes the midriff; pants that are excessively baggy or hanging below the waist; any excessively short, tight, or revealing clothing; and visible undergarments.
- Hair length and facial hair shall not interfere with the performance of job functions or PPE.
- Employees who engage in any type of hazardous materials or specialized duty are required to wear protective clothing and footwear.
- All employees who wear uniforms should appear in complete uniform as defined in the policy. The uniform should be worn only when on official duty, or when it is reasonable to expect recall to duty. All uniforms must be clean, neat, and in good repair.
- The District provides field employees with headwear as part of their uniform. When wearing caps, they must be worn with the bills to the front. Unauthorized headwear should not be worn while employees are on duty.
- Visible facial jewelry (other than ear rings) may be required to be removed; and tattoos may be required to be covered.

All clothing should be clean and without rips or holes.

All employees required to wear uniforms provided by ~~Contra Costa Mosquito and Vector Control District~~the District must take care of their uniforms and report any wear or damage to their supervisors. Cleaning and maintenance of uniforms will be provided by a vendor. Supervisors will inform the employee of additional requirements regarding acceptable attire. Certain employees may be required to wear safety equipment or clothing. Any deviations from these guidelines must be approved by the employee's supervisor.

Department managers may issue more specific guidelines concerning any exceptions to this policy.

Drug and Alcohol Use

The purpose of this policy is to promote a drug and alcohol-free workplace and to eliminate drug and alcohol-related inefficiencies and risks. The policy applies to all District employees, whether they are on District property, or are performing District-related business elsewhere, except as this policy is superseded by a memorandum of understanding or federally mandated drug and alcohol policies. Compliance with this policy is a condition of employment. Disciplinary action will be taken against those who violate this policy.

~~Contra Costa Mosquito and Vector Control District~~ The District is concerned about the use of alcohol, cannabis, cannabis products, illegal drugs, or controlled substances as it affects the workplace. Use of these substances, whether on or off the job and whether they are deemed legal or not as in the case of cannabis in the State of California, can detract from an employee's work performance, efficiency, safety, and health, and therefore adversely impact District operations. In addition, the use or possession of these substances on the job constitutes a potential danger to the welfare and safety of other employees and exposes the District to the risks of property loss or damage, or injury to other persons. Furthermore, the use of prescription drugs and/or over-the-counter drugs may also affect an employee's job performance and may seriously impair the employee's value to the District. The legalization of the recreational use of cannabis does not in any way alter the District's policy for maintaining a workplace that is free from any improper use of any controlled substance.

The following rules and standards of conduct apply to all employees while on District property, at work, or working on District business. The following are strictly prohibited by District policy:

- Possession or use of an illegal and/or controlled substance, or being under the influence of, or impaired by, an illegal and/or a controlled substance, alcohol or cannabis, cannabis products while on the job;
- Driving a District vehicle while under the influence of a controlled substance, alcohol or cannabis or cannabis products;
- Distribution, sale, or purchase of an illegal or controlled substance, alcohol or cannabis, cannabis products while on the job.

Violation of these rules and standards of conduct will not be tolerated. The District may also bring the matter to the attention of appropriate law enforcement authorities.

In order to enforce this policy, ~~Contra Costa Mosquito and Vector Control District~~ the District reserves the right to conduct searches of District property or employees and/or their personal property, and to implement other measures necessary to deter and detect abuse of this policy.

An employee's conviction on a charge of illegal sale or possession of any controlled substance while off District property will not be tolerated because such conduct, even though off duty, reflects adversely on ~~Contra Costa Mosquito and Vector Control District~~ the District. In addition, the District must keep people who sell or possess controlled substances off District premises in order to keep the controlled substances themselves off the premises.

~~Contra Costa Mosquito and Vector Control District~~The District will encourage and reasonably accommodate employees with alcohol or drug dependencies to seek treatment and/or rehabilitation. Employees desiring such assistance should request a treatment or rehabilitation leave. The District is not obligated, however, to continue to employ any person whose performance of essential job duties is impaired because of drug, alcohol, cannabis, or cannabis products use. Additionally, employees who are given the opportunity to seek treatment and/or rehabilitation, but fail to successfully overcome their dependency or problem, will not be automatically reemployed or given a second opportunity to seek treatment and/or rehabilitation. This policy on treatment and rehabilitation is not intended to affect the District's treatment of employees who violate the regulations described previously. Rather, rehabilitation is an option for an employee who acknowledges a chemical dependency and voluntarily seeks treatment to end that dependency.

News Media Contacts

Employees may be approached for interviews or comments by the news media. Only contact people designated by the General Manager may comment to news reporters on ~~Contra Costa Mosquito and Vector Control District~~District policies or events relevant to the District.

Off-Duty Conduct

While ~~Contra Costa Mosquito and Vector Control District~~the District does not seek to interfere with the off-duty and personal conduct of its employees, certain types of off-duty conduct may adversely impact the District's legitimate business interests where there is a reasonable nexus between the off-duty conduct and the employee's duties and responsibilities to the District. Off-duty conduct by an employee that directly conflicts with the District's essential business interests and disrupts business operations will not be tolerated.

Other Employment

While employed by ~~Contra Costa Mosquito and Vector Control District~~the District, employees are expected to devote their energies to their jobs with the District. Employment that directly conflicts with the District's essential business interests and disrupts business operations is strictly prohibited.

Employees who wish to engage in additional employment that may create a real conflict of interest must submit a written request to ~~Contra Costa Mosquito and Vector Control District~~the District explaining the details of the additional employment. If the additional employment is authorized, the District assumes no responsibility for it. ~~Contra Costa Mosquito and Vector Control District~~The District shall not provide workers' compensation coverage or any other benefit for injuries occurring from or arising out of additional employment. Authorization to engage in additional employment can be revoked at any time.

Prohibited Cell Phone Use

Employees shall use District-issued cell phones for business purposes only. Employees may not use personal or non-District-issued cell phones or other devices while on working time, except for occasional use, as long as the usage does not interfere with the employee's work performance, take away from work time, or violate any District policy. All other District policies, including the District's no tolerance for discrimination, harassment, or retaliation in the workplace apply. The District reserves the right to adjust this policy on a case-by-case basis as it deems appropriate.

Employees also may not use cell phones or devices with audio or video recording capabilities or cameras in the following work areas that the District has designated as confidential, secure or private, unless the employee is engaged in protected activity related to improving the terms and conditions of employment, such as documenting health and safety issues. This restriction applies to the following areas:

- Restrooms;
- Locker rooms;
- Areas designated as private, solely for use of women to express breast milk.

~~Prohibited Use of District Cell Phone While Driving~~

~~In the interest of the safety of our employees and other drivers, Contra Costa Mosquito and Vector Control District employees are prohibited from using cell phones (including all smartphones) or other wireless communication devices (including tablets and laptops) while driving on District business and/or District time except for the use of navigation tools. This prohibition includes any use of the cell phone or other wireless communications device, such as answering and placing calls, engaging in conversations, texting, web browsing, or using any smartphone application while driving.~~

~~If the employee's job requires that they keep their cell phone or other communication device turned on while they are driving, they must use a hands free, voice operated device at all times. Under no circumstances should employees place phone calls while operating a motor vehicle while driving on District business and/or District time. All navigation information should be entered prior to driving. Violating this policy is a violation of law and a violation of District rules.~~

~~Employees Under Age 18~~

~~A person under the age of 18 years is prohibited from driving a motor vehicle while using a wireless telephone, even if equipped with a hands-free device, or while using a mobile service device. The prohibition would not apply to such a person using a wireless telephone or a mobile service device for emergency purposes. Violating this policy is a violation of law and a violation of District rules.~~

~~Writing, sending, or reading text-based communication—including text messaging, instant messaging, e-mail, web browsing and use of smartphone applications—on a wireless device or cell phone while driving is also prohibited under this policy. Violating this policy is a violation of law and a violation of District rules.~~

Prohibited Conduct

The following conduct is prohibited and will not be tolerated by ~~Contra Costa Mosquito and Vector Control District~~ the District. This list of prohibited conduct is illustrative only; other types of conduct that threaten security, personal safety, employee welfare and District operations also may be prohibited and may result in disciplinary action up to and including termination.

- Falsifying employment records, employment information, or other District records (note that employment information includes Social Security Numbers and any other documents used to verify identity and ability to work in the United States);
- Participating in the spread of gossip, rumors and/or misinformation;
- Inefficient or careless performance of job responsibilities or inability to perform job duties satisfactorily;
- Recording the work time of another employee or allowing any other employee to record their work time, or falsifying any time card, either their own or another employee's;
- Theft and deliberate or careless damage or destruction of any District property, or the property of any employee or customer;
- Removing or borrowing District property without prior authorization;
- Unauthorized use or misuse of District equipment, time, materials, or facilities;
- Provoking a fight or fighting during working hours or on District property;
- Participating in horseplay or practical jokes on District time or on District premises;
- Carrying firearms or any other dangerous weapons on District premises at any time;
- Engaging in criminal conduct whether or not related to job performance;
- Causing, creating, or participating in a disruption of any kind during working hours on District property;
- Insubordination, including but not limited to failure or refusal to obey the orders or instructions of a supervisor or member of management, or the use of abusive or threatening language toward a supervisor or member of management;
- Using abusive, threatening or intimidating language at any time on District premises;
- Participating in or promoting acts of intimidation, violence, threats, coercion, assault, and/or abusive behavior toward any person while in the course of District employment;
- Failing to notify a supervisor when unable to report to work;
- Unreported absence of three consecutive scheduled workdays. Absences protected by state or federal law do not count as violations of this policy;
- Failing to obtain permission to leave work for any reason during normal working hours;

- Failing to observe working schedules, including rest and lunch periods;
- Failing to provide a physician's certificate when requested or required to do so;
- Sleeping or malingering on the job;
- Making or accepting personal telephone calls, including cell phone calls, of more than three minutes in duration during working hours, except in cases of emergency or extreme circumstances;
- Working overtime without authorization or refusing to work assigned overtime;
- Violation of dress standards;
- Violating any safety, health, security or District policy, rule, procedure or violation of the District's drug and alcohol policy;
- Committing a fraudulent act or a breach of trust under any circumstances;
- Committing of or involvement in any act of unlawful harassment of another individual; and
- Failing to promptly report work-related injury or illness.

BENEFITS

Below is a summary of the benefits offered by ~~Contra Costa Mosquito and Vector Control District~~ the District. For more detailed and up to date information, employees should refer to the District's Benefit Handbook or contact the ~~Administration department~~ Human Resources and Risk Manager.

Vacation

Eligible regular full-time employees earn vacation leave while in paid status until they reach the applicable vacation accrual cap. Employees accrue vacation time according to their full or part-time status and the number of consecutive years the employee has worked for the District as follows:

<u>COMPLETED YEARS OF REGULAR SERVICE</u>	<u>ANNUAL ACCRUAL</u>	<u>MONTHLY ACCRUAL RATE</u>
<u>0</u>	<u>10 working days</u>	<u>6.67 hours</u>
<u>1</u>	<u>15 working days</u>	<u>10.0 hours</u>
<u>5</u>	<u>20 working days</u>	<u>13.33 hours</u>
<u>10</u>	<u>25 working days</u>	<u>16.67 hours</u>

Temporary and part-time employees do not accrue paid vacation time. For regular full-time employees, vacation hours accrual is prorated at the time of hire based on hire date and is recorded monthly. The accrual becomes available for the employee to use on the first day of the month following the accrual period.

Vacation can accrue up to a maximum of one hundred sixty (160) hours vacation allowance more than the employee's regular vacation allowance for that year. Once this cap is reached, no further vacation will accrue until some vacation is used. When some vacation is used, vacation compensation will begin to accrue again. The District does not grant compensation for any period of time during which the accrued vacation compensation was at the cap.

An employee whose employment terminates will be paid for accrued unused vacation days on a pro rata basis.

Employees become eligible to take accrued vacation after six months of active service as work schedules permit. Employees who take vacation time while still on probation (between six (6) and twelve (12) months of employment) will have their probationary period extended by the amount of vacation time taken. Vacation schedules must be coordinated and cleared with the employee's supervisor. The District schedules determine permissible vacation periods, which employees may need to defer or otherwise adjust accordingly.

The District may require that no more than three (3) consecutive weeks of any vacation may be taken at one time between March 1 and October 1 (the vector season). The number of

employees allowed to take vacations during the vector season shall not exceed two (2) from the same department. Exceptions to the foregoing may be allowed with the General Manager's approval.

Employees on unpaid leave do not accrue vacation time. If a holiday occurs during the employee's vacation period, the employee will receive holiday pay for the holiday, rather than be required to use vacation time.

Required Use of Vacation Before Unpaid Sick Leave

Employees are required to take accrued and unused vacation before taking unpaid leave or having unpaid absences. If the employee is absent for a reason that qualifies them for Paid Family Leave (PFL) or because of a disability that qualifies them for State Disability Insurance (SDI) benefits, they should contact the Human Resources and Risk Manager to discuss coordination of their benefits.

Vacation Buy Back

Employees may elect once every twelve (12) months to cash-out accrued vacation at the employee's regular rate of pay. A cash-out shall not be more than one hundred twenty (120) hours every calendar year. In order to elect a cash-out for future accrued vacation for the upcoming calendar year, an employee must file an irrevocable election with the District no later than December 31st of the prior year specifying the number of hours and designating the applicable pay period for the cash-out. At the time of the cash-out, the employee must have accrued the number of hours subject to the cash-out.

In addition, the employee must have taken one hundred twenty (120) hours of vacation in the previous calendar year, the minimum amount for a cash-out is forty (40) hours, and the employee must have a minimum remaining accrued vacation balance of one hundred sixty (160) hours at the time of the cash-out. Only leave hours accrued prior to the date of the payment in the calendar year for which an election is made may be considered for payment.

Holidays

The District observes the following paid holidays:

- | | |
|--|---------------------------------|
| <u>1. New Year's Day</u> | <u>January 1st</u> |
| <u>2. Martin Luther King, Jr., Day</u> | <u>3rd Monday in January</u> |
| <u>3. President's Day</u> | <u>3rd Monday in February</u> |
| <u>4. Cesar Chavez Day</u> | <u>March 31</u> |
| <u>5. Memorial Day</u> | <u>Last Monday in May</u> |
| <u>6. Independence Day</u> | <u>July 4th</u> |
| <u>7. Labor Day</u> | <u>1st Monday in September</u> |
| <u>8. Veteran's Day</u> | <u>November 11th</u> |
| <u>9. Thanksgiving Day</u> | <u>4th Thursday in November</u> |
| <u>10. Day after Thanksgiving Day</u> | <u>4th Friday in November</u> |
| <u>11. Christmas Day</u> | <u>December 25th</u> |

When a holiday falls on a Saturday or Sunday, it is usually observed on the preceding Friday or the following Monday respectively. However, the District may close on another day or grant

compensating time off instead of closing. Holiday observance will be announced in advance.

To be eligible for holiday pay, an employee must be regularly scheduled to work on the day on which the holiday is observed and must work their regularly scheduled working days immediately preceding and immediately following the holiday, unless a paid absence on either day is approved in advance by their supervisor or the absence is otherwise protected by law. Employees on Absence Without Pay (AWP) status will not receive holiday pay. Non-exempt employees required to work on a paid scheduled holiday will receive overtime pay plus holiday pay.

In addition, three (3) floating holidays will be provided in lieu of Lincoln's Birthday (February 12), Admission Day (September 9) and Indigenous Peoples' Day (October 11). This allows for normal operations to continue on those holidays or the designated workday for the holiday to be taken. Employees may arrange to take their floating holiday in the same manner that vacation leave is scheduled but must be taken as a full day and only after that holiday is accrued/earned. The floating holiday is not earned/acrued until February 12th for Lincoln's Day, September 9th for Admission Day and the second Monday in October for Indigenous Peoples' Day. New hires may use their floating holidays once they are earned regardless of probationary status.

Supervisors should make every effort to allow an employee to take the floating holiday on the day that they prefer; however, a regular work force is to be maintained. Floating holidays may not be carried over into the next calendar year and shall be forfeited.

Employee Assistance Program

~~Contra Costa Mosquito and Vector Control District~~The District offers an Employee Assistance Program (EAP). This program is for regular full-time employees and provides free, voluntary and confidential EAP services for the employee and the employee's immediate family members living within the same household.

The EAP is intended to help employees with the challenges of balancing work and family issues. Such issues may include, but are not limited to, relationship problems, domestic abuse, stress and anxiety, budget and/or money management concerns, legal concerns, parent/child conflicts, alcohol or drug abuse, loss or grief regarding a loved one, and concerns about child care and/or aging parents. The program provides problem assessment and referral at no cost to employees and eligible family members. If assistance is needed beyond the services provided by the EAP, options will be offered that may be covered under individual health insurance plans, or through other community programs. Use of the EAP is confidential; no one will know the employee is using it unless they choose to tell someone.

External Employee Education

Some employees may need to attend training programs, seminars, conferences, lectures, meetings, or other outside activities for the benefit of ~~Contra Costa Mosquito and Vector Control District~~the District or the individual employees. Attendance at such activities, whether required by the District or requested by individual employees, requires the written approval of the General Manager. To obtain approval, any employee wishing to attend an activity must submit a written request detailing

all relevant information, including date, hours, location, cost, expenses, and the nature, purpose, and justification for attendance. Attendance at any such event is subject to the following policies on reimbursement and compensation.

For attendance at events required or authorized by the District, customary and reasonable expenses will be reimbursed upon submission of proper receipts. Acceptable expenses generally include registration fees, materials, meals, transportation, and parking. Reimbursement policies regarding these expenses should be discussed with the General Manager in advance.

Employee attendance at authorized outside activities will be considered hours worked for non-exempt employees and will be compensated in accordance with normal payroll practices.

This policy does not apply to an employee's voluntary attendance, outside of normal working hours, at formal or informal educational sessions, even if such sessions generally may lead to improved job performance. While ~~Contra Costa Mosquito and Vector Control District~~ the District generally encourages all employees to improve their knowledge, job skills, and promotional qualifications, such activities do not qualify for reimbursement or compensation under this policy unless prior written approval is obtained as described previously.

Holidays

~~The list of holidays observed by the District can be found on page 36 of this handbook.~~

Health Benefits

Medical

~~Contra Costa Mosquito and Vector Control District~~ The District contracts with the California Public Employees Retirement System (CalPERS) Health Benefits Program to provide medical insurance for all regular full-time employees and retirees. Eligibility of retirees to participate in this program shall be in accordance with the regulations promulgated by PERS. The District shall pay the PERS required minimum premium cost per month to PERS on behalf of each active employee and retiree.

In addition to the PERS required minimum premium cost per month, the District shall establish a benefits account for each active regular full-time employee eligible for medical coverage who has enrolled in one of the PERS medical insurance plans offered by the District. All such employees shall receive monthly contributions from the District into their benefits account. Payment shall be sufficient to cover eight ~~five-three~~ percent (83%) of the premium of the PERS Kaiser HMO – Northern California plan available to District employees, less the PERS required minimum premium cost per month. Employees shall pay the remaining ~~fifteen-seventeen~~ percent (17%) of the premium cost. For employees without dependents, the amount shall be the single premium Kaiser HMO rate; for employees with one dependent, the amount shall be the two-party Kaiser HMO rate; and for employees with more than one dependent, the amount shall be the family Kaiser HMO rate. If an employee chooses another plan, the District contribution shall be no more than eight ~~five-three~~ (85%) of the PERS Kaiser HMO - Northern California plan premium, less the PERS required minimum premium cost per month, at the appropriate single, two-party or family rate, and the excess premium cost shall be paid by the employee.

For retirees who were hired before July 1, 2007, in addition to the contributions listed above, the District shall establish a benefits account for each retiree. All such employees shall receive monthly contributions from the District into their benefits account. Payment shall be sufficient to cover the premium of the Kaiser HMO plan, less the PERS required minimum premium cost per month. The District's total contribution is provided towards the cost of providing medical insurance for the retiree only. Dependents of the retiree may be covered at the retiree's own expense and in accordance with applicable PERS regulations. To be eligible for the benefits of this Section, the retiree must enroll or be enrolled in a PERS medical plan offered by the District at the time of separation and thereafter.

For eligible employees who retire and were hired on or after July 1, 2007, ~~the District will make contributions listed in the prior paragraph according to the following contribution schedule; retirees will receive the following percentage of the retiree only CalPERS Region 1 Kaiser HMO premium less the CalPERS minimum contribution according to the following vesting schedule:~~

Years of District Service	Contribution Rate
10	50%
11	55%
12	60%
13	65%
14	70%
15	75%
16	80%
17	85%
18	90%
19	95%
20	100%

For eligible employees who retire and were hired on or after December 31, 2021, retirees will receive the following percentage of the contribution rate according to the following vesting schedule. The contribution rate is defined as the employer's contribution towards the active employee only premium less the CalPERS minimum contribution.

<u>Years of District Service</u>	<u>Contribution Rate</u>
<u>10</u>	<u>50%</u>
<u>11</u>	<u>55%</u>
<u>12</u>	<u>60%</u>
<u>13</u>	<u>65%</u>
<u>14</u>	<u>70%</u>
<u>15</u>	<u>75%</u>
<u>16</u>	<u>80%</u>
<u>17</u>	<u>85%</u>
<u>18</u>	<u>90%</u>
<u>19</u>	<u>95%</u>
<u>20</u>	<u>100%</u>

In lieu of coverage under a health plan provided by the District, an employee who provides proof of coverage under a group plan that is comparable to that offered by the District through a spouse or other source, through another group medical plan that is comparable or of equal coverage, will

receive a monthly payment, equal to eight ~~five-three~~ percent (853%) of the premium of the employee only PERS Kaiser HMO – Northern California plan, in lieu of coverage. Such payment may be made either in cash, or into the employee's deferred compensation plan, at the employee's option. The employee must complete a form provided by the District and provide verification of coverage as specified on that form each year. Re-enrollment in a plan provided by the District will be subject to the requirements of the health plan provider.

Dental

~~Contra Costa Mosquito and Vector Control District~~ The District will contribute an amount necessary to provide dental benefits for regular full-time employees and eligible dependents.

Vision

~~Contra Costa Mosquito and Vector Control District~~ The District will contribute an amount necessary to provide vision benefits for regular full-time employees and eligible dependents.

Insurance

Disability

The State Disability Insurance (SDI) program provides short-term Disability Insurance (DI) and Paid Family Leave (PFL) benefits to eligible workers who need time off work. The SDI program is state mandated and funded by employee payroll deductions. Disability Insurance is a component of the SDI program and provides partial wage replacement benefits to eligible California workers who have a loss of wages when they are unable to perform their regular or customary work due to a non-work-related illness or injury, pregnancy, or childbirth.

~~Contra Costa Mosquito and Vector Control District~~ The District contributes an amount necessary to provide for short-term and long-term disability plans for regular full-time unrepresented employees ~~who are not covered by SDI.~~

Life

~~Contra Costa Mosquito and Vector Control District~~ The District will contribute an amount necessary to provide life insurance for regular full-time employees. All regular full-time employees will be provided coverage in the amount of their annual salary rounded to the nearest One Thousand Dollars, up to a \$150,000 maximum.

Unemployment Compensation

~~Contra Costa Mosquito and Vector Control District~~ The District contributes each year to the California Unemployment Insurance Fund on behalf of all employees.

Retirement Benefits

Participation in the retirement plan shall be consistent with the requirements of the California Public Employees' Pension Reform Act of 2013 as it is currently enacted and as it is amended in the future, and its implementing regulations, referred to hereinafter collectively as "PEPRA".

1. "New Members" - For purposes of this section "New Member" is defined by PEPRA to be any of the following:
 - a. An individual who becomes a member of any public retirement system for the first time on or after January 1, 2013, and who was not a member of any other public retirement system prior to that date.
 - b. An individual who becomes a member of a public retirement system for the first time on or after January 1, 2013, and who was a member of another public retirement system prior to that date, but who was not subject to reciprocity with the previous system.
 - c. An individual who was an active member in a retirement system and who, after a break in service of more than six months, returned to active membership in that system with a new employer. For purposes of this subdivision, a change in employment between state entities or from one school employer to another shall not be considered as service with a new employer.

Employees who are "New Members", as defined above, are eligible to participate in the Contra Costa County Employee Retirement Association. The retirement benefit is based on the highest average annual compensation over a three-year period and the maximum retirement benefit of 2.5% @ 67 formula.

2. "Classic Members": For purposes of this section "Classic Member" is defined as a member who does not meet the definition of a "New Member" as defined by PEPRA. Employees who are "Classic Members", as defined above, are eligible to participate in the Contra Costa County Retirement System Plan, designated as 2% @ 55.

Effective January 1, 2018, the District does not contribute to the employee portion of the required contribution, excluding cost of living contributions, for the Retirement Funds.

Social Security

Social Security is an important part of every employee's retirement benefit. ~~Contra Costa Mosquito and Vector Control District~~ The District pays a matching contribution to each employee's Social Security taxes.

Workers' Compensation

The District, in accordance with state law, provides insurance coverage for employees in case of work-related injury. The workers' compensation benefits provided to injured employees may include:

- Medical care;
- Cash benefits, tax free, to replace lost wages; and
- Vocational rehabilitation to help qualified injured employees return to suitable employment.

To ensure that the employee receives any workers' compensation benefits to which they may be entitled, they will need to:

- Immediately report any work-related injury to their supervisor;
- Seek medical treatment and follow-up care if required;
- Complete a written Employee's Claim Form (DWC Form 1) and return it to a supervisor or the ~~Administrative Services Manager~~ Human Resources and Risk Manager; and
- Provide the District with a certification from their health care provider regarding the need for workers' compensation disability leave, as well as their eventual ability to return to work from the leave.

No workers' compensation leave with pay will be granted until after the Vector Control Joint Powers Agency has declared the illness or injury to be compensable under the California Workers' Compensation Law and has been accepted on behalf of the District. An employee who has worked for the District for twelve (12) months or more and who is unable to work shall, at the employee's option, receive full salary for the term of the disability, not to exceed a cumulative total of three (3) months. The District shall pay the health premiums for employees granted a workers' compensation leave. Such payment shall cease two (2) months after the expiration of the leave.

Upon submission of a medical certification that an employee is able to return to work after a workers' compensation leave, the employee under most circumstances will be reinstated to the same position held at the time the leave began, or to an equivalent position, if available. An employee returning from a workers' compensation leave has no greater right to reinstatement than if the employee had been continuously employed rather than on leave. For example, if the employee on workers' compensation leave would have been laid off had the employee not gone on leave, or if the employee's position has been eliminated or filled in order to avoid undermining the District's ability to operate safely and efficiently during the leave, and no equivalent or comparable positions are available, then the employee would not be entitled to reinstatement.

An employee's return depends on the employee's qualifications for any existing openings. If, after returning from a workers' compensation disability leave, an employee is unable to perform the essential functions of the job because of a physical or mental disability, the District's obligations to the employee may include reasonable accommodation, as governed by the ADA (Americans with Disabilities Act).

Employees who are injured in a work-related incident will be referred to the District's designated workers' compensation medical provider for medical treatment for up to 30 days, unless prior to a work-related injury the District has received from the employee a written notice that the employee wishes to be treated by the employee's own physician. In all cases, employees may seek treatment from their own physician after 30 days, should they so desire.

The law requires this District to notify the workers' compensation insurance company of any concerns of false or fraudulent claims. Any person who makes or causes to be made any knowingly false or fraudulent material statement or material misrepresentation for the purpose of obtaining or denying workers' compensation benefits or payments is guilty of a felony. A violation of this law is punishable by imprisonment for one to five years, or by a fine not exceeding \$50,000 or double the

value of the fraud, whichever is greater, or both. Additional civil penalties may also apply.

Paid Sick Leave and Workers' Compensation Benefits

Paid sick leave is a benefit that also covers absences for work-related illness or injury. Employees who have a work-related illness or injury are covered by workers' compensation insurance. However, workers' compensation benefits usually do not cover absences for medical treatment. When the employee reports a work-related illness or injury, the employee will be sent for medical treatment, if treatment is necessary. The employee will be paid regular wages for the time spent seeking initial medical treatment.

Any further medical treatment will be under the direction of the health care provider. Any absences from work for follow-up treatment, physical therapy or other prescribed appointments will not be paid as time worked. If the employee has accrued and unused sick leave, the additional absences from work will be paid with the use of sick leave.

If the employee does not have accrued, paid sick leave, or if the employee has used all of the employee's sick leave, the employee is required to substitute vacation/paid time off for further absences from work, related to the illness or injury.

Flexible Spending Accounts

Full-time regular employees are eligible to enroll in the flexible spending account during open enrollment each year or after a qualifying life event. This benefit allows employees to set aside money from each pay check to pay for certain expenses with pre-tax wages. Employees may contribute up to the amount allowable by the IRS of pre-tax salary each calendar year for the type of account selected.

There are two types of flexible spending accounts:

Health Care Spending Account - This account allows employees to pay for most non-covered medical, dental, and vision expenses, deductibles and co-pays.

Dependent Care Spending Account - This account allows employees to pay qualified dependent care expenses such as childcare or elder day care.

SAFETY AND HEALTH

Employees Who Are Required to Drive

Employees who are required to drive a District vehicle or their own vehicles on District business will be required to show proof of current valid driving licenses before the first day of employment and, in the case of employees driving their own vehicles, proof of current effective insurance coverage.

~~Contra Costa Mosquito and Vector Control District~~ The District participates in a system that

regularly checks state Department of Motor Vehicles (DMV) records of all employees who drive as part of their job.

~~Contra Costa Mosquito and Vector Control District~~The District retains the right to transfer to an alternative position, suspend, or terminate an employee whose license is revoked, or who fails to maintain personal automobile insurance coverage or who is uninsurable under the District's policy.

Employees who have approval from the General Manager to drive their own vehicles on District business will be reimbursed per the procedure specified on the Travel section of this handbook.

Prohibited Use of District Cell Phone While Driving

In the interest of the safety of our employees and other drivers, District employees are prohibited from using cell phones (including all smartphones) or other wireless communication devices (including tablets and laptops) while driving on District business and/or District time except for the use of navigation tools. This prohibition includes any use of the cell phone or other wireless communications device, such as answering and placing calls, engaging in conversations, texting, web browsing, or using any smartphone application while driving.

If the employee's job requires that they keep their cell phone or other communication device turned on while they are driving, they must use a hands-free, voice-operated device at all times. Under no circumstances should employees place phone calls while operating a motor vehicle while driving on District business and/or District time. All navigation information should be entered prior to driving. Violating this policy is a violation of law and a violation of District rules.

Employees Under Age 18

A person under the age of 18 years is prohibited from driving a motor vehicle while using a wireless telephone, even if equipped with a hands-free device, or while using a mobile service device. The prohibition would not apply to such a person using a wireless telephone or a mobile service device for emergency purposes. Violating this policy is a violation of law and a violation of District rules.

Writing, sending, or reading text-based communication - including text messaging, instant messaging, e-mail, web browsing and use of smartphone applications - on a wireless device or cell phone while driving is also prohibited under this policy. Violating this policy is a violation of law and a violation of District rules.

Ergonomics

~~Contra Costa Mosquito and Vector Control District~~The District is subject to Cal OSHA ergonomics standards for minimizing workplace repetitive motion injuries. The District will make necessary adjustments to reduce exposure to ergonomic hazards through modifications to equipment and processes and employee training. The District encourages safe and proper work procedures and requires all employees to follow safety instructions and guidelines.

~~Contra Costa Mosquito and Vector Control District~~The District believes that reduction of ergonomic risk is instrumental in maintaining an environment of personal safety and well-being, and is essential to our business. ~~We~~The District intends to provide appropriate resources to create a risk-free

environment.

For any questions about ergonomics, please contact the General Manager or [Administrative Services Manager](#), [Human Resources](#) and [Risk Manager](#).

Health and Safety

Every employee is responsible for their safety as well as others in the workplace. To achieve our goal of maintaining a safe workplace, everyone must be safety-conscious at all times. In compliance with California law, and to promote the concept of a safe workplace, the District maintains an Injury and Illness Prevention Program (IIPP). The Injury and Illness Prevention Program is available for review by employees and/or employee representatives in the General Manager's office, and employees receive annual training on its contents.

~~The District will hold a safety incentive luncheon for all regular full-time employees for any six (6) month period that all regular full-time District employees go without a lost time accident.~~

Heat Illness

The District is concerned with employee health and safety. Employees who work outside may be exposed to extreme temperatures or adverse working conditions, particularly in the summer months. All employees are trained in the recognition and prevention of heat illness. Employees who work outside are encouraged to frequently drink water. Employees who work outside are also allowed and encouraged to take a cool-down rest in the shade of at least five minutes (in addition to the time needed to access the shade) when needed to protect themselves from overheating. These preventative cool-down rests are paid time.

Employee should refer to the District's Injury Illness and Prevention Program (IIPP) or talk to their supervisor for details on how to ensure they are protected from heat illness dangers.

Recreational Activities and Programs

~~Contra Costa Mosquito and Vector Control District~~ [The District](#) or its insurer will not be liable for payment of workers' compensation benefits for any injury that arises out of an employee's voluntary participation in any off-duty recreational, social, or athletic activity that is not part of the employee's work-related duties.

Security

~~Contra Costa Mosquito and Vector Control District~~ [The District](#) has developed guidelines to help maintain a secure workplace. Be aware of persons loitering for no apparent reason in parking areas, walkways, entrances and exits, and service areas. Report any suspicious persons or activities to security personnel. Employees should secure their desks or offices at the end of the day. When employees are called away from their work area for an extended length of time, they should not leave valuable and/or personal articles in or around their workstation that may be accessible. The

security of facilities as well as the welfare of our employees depends upon the alertness and sensitivity of every individual to potential security risks. Employees should immediately notify any supervisor when unknown persons are acting in a suspicious manner in or around the facilities, or when keys, security passes, or identification badges are missing.

In order to ensure the safety and security of employees and District property, and to ensure that only authorized personnel has access to the District facilities and working areas, the following policies have been adopted:

- ~~Employee identification cards~~ – all employees have been issued an employee identification card;
- Visitors – All visitors must sign in and out at the front desk. Visitors should not have access to any District facilities or working areas without being escorted by an employee. “Visitors” may include employees’ friends and family, contractors, external vendors, stakeholders, members of the public.
- Delivery personnel (i.e. UPS, FedEx, uniform company, etc.) will be permitted to make their deliveries to the appropriate areas after signing in at the front desk.

~~IIPP Reference, Security~~

The District’s workplace security program is described in detail in the District’s Illness and Injury Prevention Program (IIPP).

Workplace Violence

“Workplace violence” is defined as any conduct that causes an individual to reasonably fear for their personal safety or the safety of their family, friends, and/or property. ~~Contra Costa Mosquito and Vector Control District~~The District has adopted the following workplace violence policy to ensure a safe working environment for all employees.

The District has zero tolerance for acts of violence and threats of violence. Without exception, acts and threats of violence are not permitted. All such acts and threats, even those made in apparent jest, will be taken seriously, and will lead to discipline up to and including termination.

Possession of non-work-related weapons on District premises and at District-sponsored events shall constitute a threat of violence.

It is every employee’s responsibility to assist in establishing and maintaining a violence-free work environment. Therefore, each employee is expected and encouraged to report any incident which may be threatening to them or their co-workers or any event which they reasonably believe is threatening or violent. Employees may report an incident to any supervisor or manager.

A threat includes, but is not limited to, any indication of intent to harm a person or damage property. Threats may be direct or indirect, and they may be communicated verbally or nonverbally. The following are examples of threats and acts that shall be considered violent – this list is in no way all-inclusive:

Example	Type of Threat
Saying, "Do you want to see your next birthday?"	Indirect
Writing, "Employees who kill their supervisors have the right idea."	Indirect
Saying, "I'm going to punch your lights out."	Direct
Making a hitting motion or obscene gesture	Nonverbal
Displaying weapons	Extreme
Stalking or otherwise forcing undue attention on someone, whether romantic or hostile	Extreme
Taking actions likely to cause bodily harm or property damage	Acts of violence

~~IIPP Reference, Workplace Violence~~

The District's workplace violence program is described in detail in the District's Illness and Injury Prevention Program (IIPP).

MISCELLANEOUS POLICIES AND PROCEDURES

Safety Incentive Program

The goal of the program is to encourage all employees to work safely and report safety and hazard issues. The District is dedicated to protecting the safety and health of all employees and the public.

Active eEmployees who incurred no lost time injuries and no injuries requiring more than first aid in the previous six-month period will receive an incentive for safe work practices. Incentives will be paid out semi-annually for the periods January thru June and July through December, each year. Under this program and following the no injury requirement stated above, represented employees will receive \$20.00 per month and unrepresented employees will receive \$15.00 per month. Employees who have had a lost time injury that requires more than first aid will not receive the safety incentive for that period. The incentive will not be paid for any month in which the employee performs no work.

In addition, supervisors will receive an additional incentive if their supervised employees as a whole incurred no loss time injuries and no injuries requiring more than first aid in the previous six-month period. This incentive will be \$10.00 per six-month period.

Seasonal employees will receive \$20.00 per month as an incentive for each month, or major portion of, they worked and incurred no lost time injuries and no injuries requiring more than first aid. Seasonal employees must have worked at the District for at least three (3) months for this incentive to apply. Incentives will be paid out at the end of their employment or season and is determined on a month-to-month basis.

As an additional incentive, if the District as a whole has not incurred any lost time injuries during a period of six months, a safety luncheon will be held for all regular employees.

Travel

The General Manager may authorize attendance, travel and reimbursement of all normal and necessary expenses incurred by employees representing the District on official business or at an approved function. The following guidelines shall govern the approval of the General Manager. In areas not specifically covered, the General Manager's decision shall prevail.

The governing factor in authorizing attendance at these functions is the benefit to the District as a result of such attendance in relation to the overall expense to the District. All employees must obtain approval of their supervisor and the General Manager prior to occurring District reimbursable expenses when business or function will require them to be away from work for a full day or more, or require overnight absences.

Travel shall be by means most economical to the District. If travel by air is indicated, coach or economy air travel will be used whenever possible. Travel by private automobile will be authorized in lieu of flying, when it does not necessitate more time away from the job. The total travel cost shall be computed on direct route distances, but in no case shall expense exceed the round-trip cost by air.

No employee shall be authorized mileage for privately-owned vehicle travel in the performance of official business or approved function within Contra Costa County or nearby if a District-owned vehicle is available and suitable for such use. When authorized, travel by private automobile will be reimbursed at the prevailing IRS mileage allowance.

No employee shall be reimbursed for mileage for privately-owned vehicle travel in the performance of official business or approved function outside Contra Costa County if a District-owned vehicle is available and suitable for such use, unless it has been authorized by the General Manager. When authorized, travel by private automobile will be reimbursed at the prevailing IRS mileage allowance.

When vehicles, either private or District-owned, are provided for authorized travel, employees shall pool rides whenever possible.

While attending approved functions, the burden or responsibility for sound judgement in expending District funds rests on the attending employee. The decision of the General Manager shall be final in cases where conflict of opinions on reimbursement exist.

Reimbursement of costs shall be based on the minimum number of days and hours required to transact District business. Early arrivals and late departures shall be at the employee's own expense except where prior approval of the General Manager is received.

The use of District vehicles shall be limited to official District business and travel reasonably related thereto. Transportation of persons other than employees or official District delegates is authorized by the General Manager only in situations where it relates to District business.

Advanced requests, receipts, and expense statements are to be submitted to the Administration Department for processing, payment and filing. Processing shall include verification of policy compliance. Receipts are required to be filed for all expenses such as registration, hotel, and travel.

If travel lasts less than 24 hours, meals are generally not a reimbursable expense. If a meal is an integral part of a business meeting, such as actual luncheon costs at an organized conference or working meals served at a meeting site, then the expense can be reimbursed. Employees should indicate the business purpose of the meal in the Comments box of the Travel Expense Report.

Use of District-Owned Vehicles

An employee who has foreseeable travel needs shall request use of a District vehicle. If the employee believes using a District vehicle is not practicable, the employee shall discuss the matter with his or her supervisor and the General Manager, who shall determine whether the use of a District vehicle is practicable, based on the total circumstances, including whether the employee must complete significant additional travel in order to secure the District vehicle.

When two or more employees are traveling to the same location, reasonable efforts shall be made for those employees to travel together.

The employee shall not use the District-owned vehicle for personal use while in possession of that vehicle. An employee using a District-owned vehicle is responsible for:

- a. operating the vehicle in a safe manner;
- b. payment of any fines or fees incurred as a result of operating the vehicle in violation of any traffic or parking law;
- c. reporting problems noticed with the vehicle;
- d. reporting any incident to the District immediately;
- e. returning the vehicle in a clean condition, ready for its next use.

Any employee who operates a District-owned vehicle after consuming any alcohol or illegal controlled substance shall be subject to disciplinary action up to and including termination.

Reimbursement for Use of a Personal Vehicle

All claims for mileage and expense reimbursement shall be submitted on a monthly basis except in instances where the claim does not exceed \$50.00. In such instances, the claimant must submit the claim for reimbursement when the \$50.00 figure is attained but not to exceed sixty (60) days. This does not include convention or similar travel reimbursement considerations which are reported immediately after return.

When two or more employees are traveling to the same location, reasonable efforts shall be made for those employees to travel together. Mileage reimbursement is only available to an employee who actually incurs mileage on a personal vehicle, not to others who may have ridden in the same vehicle.

Any exceptions to this procedure must have the prior written approval of the General Manager.

Regular mileage to and from an employee's home and work location is not a reimbursable expense.

Mileage is reimbursable only when a District vehicle is not available or practicable.

An employee who is required to report to an alternate work site, due to an unusual circumstance, may submit for reimbursement any mileage beyond the normal routine.

Meal Reimbursement

Per IRS regulations, the value of employer-provided meals and reimbursement for meals are included in the taxable income of the employee, unless there is some provision that allows for the meal to be excluded from taxable income. A meal may be excluded from the taxable income of the employee if the meal is a result of the employee traveling away from home overnight on business. A meal may also be excluded from the taxable income of the employee if the meal is for the convenience of the employer.

For meals to be excludable from taxable income, the amount reimbursed for a meal must be paid under an accountable plan. The accountable plan must meet the following: there is a business connection, the employee must substantiate the expense, and the employee must return any excess amounts. For IRS information about meal reimbursements see Circular E, Employer's Tax Guide (Publication 15), Employer's Tax Guide to Fringe Benefits (Publication 15-B, and Publication 463, Travel, Entertainment, Gift, and Car Expense.

It is the policy of ~~Contra Costa Mosquito and Vector Control District~~ **the District** to reimburse employees for actual meal expenses incurred while traveling away from home overnight on District business and for actual meal expenses that are for the convenience of the employer, such as attending a meeting that is conducted during a meal. This policy establishes the maximum amount of reimbursement for daily meal expenses, what is needed from the employee to request reimbursement of a meal expense, when a meal is eligible for reimbursement, what the District will not reimburse for, and when a reimbursement request may be reviewed.

Guidelines for amount to be reimbursed per meal:

Actual Expense for breakfast up to: \$12.00

Actual Expense for lunch up to: \$18.00

Actual Expense for dinner up to: \$35.00

In no case will daily reimbursement exceed \$65.00.

When traveling on District business, employees should use the District-issued credit card to pay for meals if they have been issued one. The same limits and maximum amounts apply for each meal, whether the employee is using the District-issued credit card or seeking reimbursement.

What is needed to substantiate the meal and request a meal reimbursement:

Employees must submit original itemized receipts with their reimbursement request. The receipt should show the amount of the expense, items purchased, the date of the expense, the time of the expense, and the location of the expense. These receipts must be the original receipt identifying what was purchased and from whom. Tips may be added to the receipt and are included in the maximum amount listed above. Simple debit card receipts or charge card receipts without itemized purchases are not acceptable. This policy is in conjunction with the Districts Procurement and Disposal Policy.

What constitutes a reimbursable meal:

A meal that an employee purchases when the employee has received overnight travel approval from the General Manager and does in fact stay away from home overnight for a work-related

event.

A meal that an employee purchases when attending a meal meeting for the convenience of the employer, whose main purpose of the meeting is the active conduct of business, which means, business is being discussed during the entire meal process.

Meals are reimbursed according to the following:

First day of travel

- Trip begins at or before 6 am - Breakfast may be claimed
- Trip begins at or before 11 am - Lunch may be claimed
- Trip begins at or before 5 pm - Dinner may be claimed

Travel continuing after 24 hours

- Trip ends at or after 7 am - Breakfast may be claimed
- Trip ends at or after 12 pm - Lunch may be claimed
- Trip ends at or after 6 pm - Dinner may be claimed

What is not reimbursable by the District:

~~Contra Costa Mosquito and Vector Control District~~ The District will not reimburse employees for the purchase of alcoholic beverages or snacks.

When may a reimbursement request be reviewed:

Reimbursement requests will be reviewed by the Administration Department prior to issuance of check, and may be reviewed during internal audit, and/or by the District auditors for compliance with this policy. Reimbursement requests may be reviewed by IRS auditors for compliance with IRS regulations. These reviews may involve review of: receipts for location of vendor, time receipt was issued by vendor, items to be reimbursed, advance travel authorization, the business purpose, and may involve obtaining further clarification from the department head and/or the employee.

Employee References

All requests for references must be directed to the General Manager or the Human Resources and Risk Manager. No other manager, supervisor, or employee is authorized to release references for current or former employees.

By policy, ~~Contra Costa Mosquito and Vector Control District~~ the District discloses only the dates of employment and the title of the last position held of former employees. ~~If you authorize the disclosure in writing, Contra Costa Mosquito and Vector Control District also will inform prospective employers of the amount of salary or wage you last earned.~~

Confirmation of Harassment, Discrimination and Retaliation Prevention Policy

I have received my copy of the District's Harassment, Discrimination and Retaliation Prevention policy. I understand and agree that it is my responsibility to read and familiarize myself with this policy.

I understand that the District is committed to providing a work environment that is free from harassment, discrimination and retaliation. This commitment includes but is not limited to an affirmative obligation to follow the District anti-harassment policy, participate in any good faith investigation, participate in training and generally support all of the District's efforts to maintain a harassment-free work environment. My signature certifies that I understand that I must conform to and abide by the rules and requirements described in this policy.

Employee's Signature _____

Employee's Printed Name _____

Date _____

Confirmation of Receipt

I have received my copy of the District's employee handbook. I understand and agree that it is my responsibility to read and familiarize myself with the policies and procedures contained in the handbook.

I understand that except for employment at-will status, any and all policies or practices can be changed at any time by the District. ~~Contra-Costa Mosquito and Vector Control District~~The District reserves the right to change my hours, wages, and working conditions at any time. I understand and agree that other than the ~~P~~resident of the Board of Trustees of Contra-Costa Mosquito and Vector Control District~~the District~~, no manager, supervisor, or representative of the District has authority to enter into any agreement, express or implied, for employment for any specific period of time, or to make any agreement for employment other than at-will; only the ~~b~~Board president has the authority to make any such agreement and then only in writing, signed by the ~~b~~Board president.

I understand and agree that nothing in the employee handbook creates or is intended to create a promise or representation of continued employment and that employment at ~~Contra-Costa Mosquito and Vector Control District~~the District is employment at-will; employment may be terminated at the will of either the District or me. My signature certifies that I understand that the foregoing agreement on at-will status is the sole and entire agreement between ~~Contra-Costa Mosquito and Vector Control District~~the District and me concerning the duration of my employment and the circumstances under which my employment may be terminated. It supersedes all prior agreements, understandings, and representations concerning my employment with ~~Contra-Costa Mosquito and Vector Control District~~the District.

Employee's Signature _____

Employee's Printed Name _____

Date _____



CONTRA COSTA MOSQUITO AND VECTOR CONTROL DISTRICT

155 Mason Circle
Concord, CA 94520
(925) 685-9301
fax (925) 685-0266

www.contracostamosquito.com

Job Title: Customer Service Specialist

Salary Range Monthly: \$4,832.32 – 6,475.02

Department: Administration

FLSA Employment Status: Non-Exempt

ESSENTIAL FUNCTIONS

Under the general direction of the General Manager and direct supervision of the Public Affairs Director, performs a wide variety of specialized customer service, administrative, and clerical duties. Secretarial work ranging from average to complex assignments, including but not limited to reception services; answering telephone, email inquiries and complaints on behalf of the public; data entry; paper and digital file archiving; dictation and transcription; and interface with the Board of Trustees. The Customer Service Specialist must work cooperatively and effectively with others encountered in the course of work, including the public, exercising diplomacy and tact, and must establish and maintain effective working relationships.

DISTINGUISHING CHARACTERISTICS

The duties of this classification involve initial interface with members of the public and general office support for District. The Customer Service Specialist performs a variety of administrative duties and must be able to prioritize, organize, and process own workload, initiate procedures to ensure that projects are completed and deadlines are met, and monitor workflow. Must be able to operate a variety of standard office machines and communication devices.

PRIMARY DUTIES

- Deals effectively with public officials and the general public, including answering questions about District programs
- Under the direction of the General Manager, assists in the preparation of the Board agenda, materials packet, compilation and publication of the agenda and minutes for Board meetings
- Enters data from requests from the public for District service into a database

- Plans, develops and implements office procedures, maintains and revises complex filing and record-keeping systems
- Operates computer and uses a wide variety of computer software systems
- Assists and addresses the public, staff and others in a professional and cooperative manner
- Communicates effectively verbally and in writing
- Classifies a wide variety of materials by subject
- Understands and implements oral and written directions
- Reviews and manages incoming mail with responsibility for sorting, routing, and identifying correspondence for proper distribution.
- Works outside of typical hours when appropriate to provide support and participate in community events where customer service skills and interacting with members of the public are required.
- Works outside of typical hours to attend Board meetings.
- Performs related work as required

Knowledge of the following is required to perform the essential function:

- Modern office methods, procedures and techniques
- Proper punctuation, spelling and grammatical usage
- Basic mathematics
- Various filing systems
- Rules, regulations, policies and procedures as they apply to program responsibilities and the Board of Trustees meetings

Ability to do the following is required to perform the essential function:

- Answer questions regarding general District programs and procedures via different media, such as online, by phone, and in person
- Build and maintain positive working relationships with all District employees, Board of Trustees, and members of the public using principles of good customer service
- Compose letters, memoranda and other written materials independently, properly applying District policies and procedures
- Classify an extensive variety of materials by subject
- Handle matters discreetly and effectively
- Gather, research, compile, tabulate, and analyze data
- Interpret rules and regulations
- Plan, develop and implement office procedures
- Understand and implement oral and written directions
- Perform related duties as assigned

QUALIFYING TRAINING AND EXPERIENCE

A combination of training and experience which demonstrates that a person has obtained the required knowledge and is able to perform the required work (with reasonable accommodation, if needed). Successful completion of a pre-employment physical examination will be required. A person with the following combined training and experience would typically qualify to compete in a selection process:

EDUCATION: Possession of a high school diploma, G.E.D. equivalency, or a high school proficiency certificate or other training program certificate.

EXPERIENCE: No professional experience required.

REQUIRED LICENSES, CERTIFICATIONS, AND REGISTRATIONS

Must have a valid California driver's license, with a good driving record and be insurable with the District's Insurance Carrier, using the accepted guidelines of the insurance provider. Must obtain and maintain Vector Control Technician certifications issued by California Department of Public Health in Categories A, B, C and D within two years of employment.

Employment Conditions:

Fair Labor Standards Act Overtime: Non-exempt, receives overtime compensation
Appointment and Removal Authority: General Manager.

Conditions of employment for all CCMVCD positions include successfully passing a Department of Justice Live Scan fingerprint check and completion of the Federal Employment Eligibility Verification Form I-9, as well as a pre-employment physical.

Per Chapter 8, Division 4 of Title 1 of the California State Government Code, public employees are declared to be "Disaster Service Workers." As such, District employees may be called upon to support the activities of the District during an emergency situation.

Applicants requesting reasonable accommodation during any phase of the examination process are instructed to contact the Human Resources and Risk Manager at (925) 771-6103.

A complete Employment Application must be submitted to be considered for this position.

Board Approval: _____



CONTRA COSTA MOSQUITO AND VECTOR CONTROL DISTRICT

155 Mason Circle
Concord, CA 94520
(925) 685-9301
fax (925) 685-0266

www.contracostamosquito.com

Job Title: Vector Control Planner

Salary Range Monthly: \$7,695.02 – \$10,310.80

Department: Operations

FLSA Employment Status: Non-Exempt

ESSENTIAL FUNCTIONS

Under the general direction of the General Manager and direct supervision of the Operations Manager and in collaboration with District management staff, the Vector Control Planner, following policies, regulations and Integrated Vector Management (IVM) principles, serves as a liaison between the District and private property owners, public agencies (local, state, and federal), and non-governmental agencies (NGOs) to prevent or solve significant vector sources in Contra Costa County. These sources include, but are not limited to, problematic water conveyance structures, irrigated pastures, underground storm drains, flood control channels, ditches, street gutters, stormwater Best Management Practices (BMPs), and Low Impact Development (LID) features. Duties involve coordination with public works departments, stormwater managers, resource managers, developers, engineers, and maintenance and code enforcement staff to ensure compliance with the California Health and Safety Code regarding vector production. The position enhances the District's ability to work with municipal and large private property owners to reduce or eliminate major mosquito breeding sources through IVM. In addition, the Vector Control Planner is responsible for coordinating the District's Unmanned Aerial Systems (UAS) and source reduction programs, including but not limited to the Neglected Swimming Pool and Cemetery Programs.

DISTINGUISHING CHARACTERISTICS

The Vector Control Planner serves as the District's liaison to other governmental agencies, private groups, and individuals in promoting vector source reduction. The position requires a thorough understanding of District source reduction policies, Integrated Vector Management principles, regulations pertaining to the California Health and Safety Code, NPDES standards, CEQA/federal environmental laws, and property rights. The Vector Control Planner must be familiar with stormwater management and

infrastructure design, public works engineering, and city code enforcement. Excellent communication and presentation skills are required, as is the ability to be persuasive and tenacious to ensure successful resolutions in vector control management. The position also requires knowledge of applicable regulations relating to small unmanned aircraft system rating privileges, limitations, flight operation, aerial pesticide application, as well as familiarity with pest management, pesticide application safety, varied pesticide application technology, and an understanding of laws and regulations as they apply to warrants and the abatement process.

PRIMARY DUTIES

The duties listed below are intended only as illustrations of the various types of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related, or a logical assignment to this position.

- Consult and advise local agencies (e.g., cities, flood control districts, state/federal agencies, etc.) in achieving mosquito control through source reduction of underground storm drain systems, flood channels, ditches, gutters, stormwater BMP/LID features, etc. in urban areas, as well as wetland habitats; issue abatement notices when appropriate.
- Develop procedures, methods, and standards for the successful implementation of mosquito source reduction through water management; ensure District compliance with all laws when enforcing the program.
- Coordinate, oversee and direct typical District Unmanned Aerial Systems operations while adhering to local, state, and federal law.
- Conduct and provide training to field employees on policies and procedures for any of the programs for which the Vector Control Planner is responsible.
- Work collaboratively with District staff in planning, setting goals, and implementing District programs; evaluate and oversee the design of source reduction projects.
- Conduct and provide training to Vector Control Inspectors and other field staff for the coordination of a source reduction program and enforcement methods; respond to staff requests to evaluate vector sources.
- Recommend program and policy changes to District management to improve vector control operational procedures and activities.
- Provide technical information to the staff, the public, and other governmental entities.
- Maintain records and prepare reports on problematic vector production sites for mosquitoes or other vectors to enforce abatement notices.
- Coordinate with local code enforcement to gain property owner compliance with unkempt swimming pools or other vector-related public nuisances.

- Review plans for new and redevelopment projects; provide written vector control evaluations for such projects (plan check, or CEQA review) as part of the environmental review process.
- Monitor legislation and developments regarding environmental regulations (e.g., CEQA, NPDES) and their impact on mosquito and other vector control programs.
- Monitor legislation and developments related to Unmanned Aerial System (UAS) operations, aerial pesticide applications and adapt accordingly.
- Perform related work as required.

Knowledge of the following is required to perform the essential function:

- Local, state, and federal laws, regulations, codes, ordinances, and guidelines governing programs related to vector control, especially environmental laws and regulations.
- Watershed management concepts and urban water engineering; methods of environmental assessment and mitigation.
- Vector reduction strategies and vector control practices.
- Computer programs and software such as Microsoft Office, MapVision, and mapping applications.
- Record keeping, and report writing.
- Standard scientific testing procedures and protocols.
- Proper use of English including spelling, grammar and punctuation; principles of composition and report preparation.
- Fundamentals of instruction and training.
- Operations and laws pertaining to Unmanned Aerial Systems (UASs).

Ability to do the following is required to perform the essential function:

- Define a problem and seek a solution for resolution.
- Prepare concise and effective correspondence for staff and the public.
- Gather, organize and analyze information and arrive at sound conclusions.
- Compile records and prepare oral and written reports.
- Maintain effective and collaborative working relationships with District staff, the public, and various interest groups; speak clearly and effectively before groups and individuals;
- Plan and organize work with a high degree of independence.
- Read, understand, interpret, evaluate and apply laws, regulations, policies, rules, and guidelines as they pertain to the position.
- Prepare, conduct, and oversee Unmanned Aerial Systems (UAS) operations.
- Adopt new, advanced, and evolving technologies to benefit District operations.

QUALIFYING TRAINING AND EXPERIENCE

A combination of training and experience which demonstrates that a person has obtained the required knowledge and is able to perform the required work (with reasonable accommodation, if needed). Combinations of education, training, and experience may be considered qualifying at the sole discretion of the District. A person with the following combined training and experience would typically qualify to compete in a selection process:

EDUCATION: Equivalent to graduating from High School, Bachelor's degree from an accredited college or university or graduate degree strongly preferred.

EXPERIENCE: Minimum 5 (five) years' experience within the vector control or related discipline. Experience that demonstrates the knowledge and skills needed to successfully perform the tasks above.

REQUIRED LICENSES, CERTIFICATIONS, AND REGISTRATIONS

- Must obtain and maintain Vector Control Technician certifications issued by California Department of Public Health in Categories A and B, within nine months of employment., and Categories C and D within two years of employment.
- Possession of a valid California driver's license; must qualify for insurance coverage by the District's insurance carrier.
- Must obtain and maintain a Part 107 Remote Pilot Certificate from the FAA within nine months of hire.
- Must obtain and maintain a California Department of Pesticide Regulation Unmanned Pest Control Aircraft Pilot Certificate with eighteen months of hire.

Employment Conditions:

Fair Labor Standards Act Overtime: Non-exempt, receives overtime compensation
Appointment and Removal Authority: General Manager.

Conditions of employment for all CCMVCD positions include successfully passing a Department of Justice Live Scan fingerprint check and completion of the Federal Employment Eligibility Verification Form I-9, as well as a pre-employment physical.

Per Chapter 8, Division 4 of Title 1 of the California State Government Code, public employees are declared to be "Disaster Service Workers." As such, District employees may be called upon to support the activities of the District during an emergency situation.

Applicants requesting reasonable accommodation during any phase of the examination process are instructed to contact the Human Resources and Risk Manager at (925)771-6103.

A complete Employment Application must be submitted to be considered for this position.

Board Approved: _____