

December Board Questions – D’Ambrosio

1. Job Description, page 132 – Can we require new employees are vaccinated? Write it into the job description?

We have not written it into the job description because we have an existing COVID-19 policy.

During the interview we will inquire about vaccination status. And we will inform any potential hire of the current District policy requiring vaccination except with valid exemptions for either disability or religious reasons. In other words, any potential new hire will be treated the same as any other District employee.

2. Section 115, page 154 – Is the proposed funding \$500K now from reserves and \$100K annually thereafter?

Yes, the proposed funding for FY 20-21 is \$500K from reserves and \$100K annually thereafter, also from reserves. These amounts were suggested to the Budget Committee based on the last 15 years of history with CalPERS – but the subject is meant to be revisited annually, much in the same manner as the contribution to Sea Level Rise is reviewed each year.

This suggested contribution level is not written in stone and may be approved/increased/decreased every year upon the recommendation of the Budget Committee and approval by the full Board. The same is true of any disbursements from the plan – the Budget Committee will recommend and the full Board will approve.