



San Diego Community Power

Board of Directors
Regular Meeting
October 22, 2020



Happy 1-Year Anniversary, SDCP!





Meeting Agenda

Call to Order

Pledge of Allegiance

Roll Call

Items to be Added, Withdrawn, or Reordered on the Agenda

Public Comments Not on the Agenda

1. (Consent) Approval of the minutes from the Regular Meetings of the Board of Directors held on August 27 and September 24, 2020
2. (Consent) Adopt Resolution Designating Authorized Representatives to Sign Checks
3. (Consent) Approval of Amendment to Contract Services Agreement with Tosdal Law APC
4. Operations and Administration Report from the Interim CEO
5. Update of Amended Organizational Chart and Staffing Plan
6. Receive Update and Provide Direction and Authorization Regarding SDCP Employee Benefits Program
7. Approval of CCA Terms and Conditions in Substantive Form



Consent Calendar

1. Approval of minutes of the Regular Meetings of the Board of Directors of San Diego Community Power held on August 27, 2020 and September 24, 2020
2. Adopt Resolution Designating Authorized Representatives to Sign Checks
3. Approval of Amendment to Contract Services Agreement with Tosdal Law APC



Item 4:

Operations and
Administration
Report from the
Interim Chief
Executive Officer

Recommendation:

1. Receive and file update on various operational and administration activities.
2. Receive and file update on Regulatory Affairs.



Item 5:

Update of Amended
Organizational Chart
and Staffing Plan

Recommendation:

Receive staffing plan update
and proposed SDCP
organizational chart through
year-end 2021.



Item 6:

Receive Update and Provide Direction and Authorization Regarding SDCP Employee Benefits Program

Recommendation:

1. Receive employee benefits report and provide feedback and direction.
2. Authorize Interim CEO to a) negotiate with employee benefit providers for group health coverage, b) implement a final employee benefit plan, and c) perform ongoing maintenance of the employee benefit plan to accommodate changes in market conditions and benefit laws and regulations.

Overview

Review the Preliminary Employee Benefit Plan

Discuss and Obtain Board Input

Request Board Authority to Finalize Benefit Plan and Negotiate with Benefit Providers

Benefit Contracts and Agreements Be Approved by the Board

Employee Benefit Plans

- Health Benefits
- Retirement
- Leave Benefits / Paid Time Off
- Miscellaneous

Health Cafeteria Plan

- Cafeteria Health Plan
 - Monthly Stipend to Purchase Health Coverage: \$1,200
 - Medical – Dental – Vision
 - Employees Select Plan Type (PPO – HMO)
 - Employees Select Coverage Level (Single, Two Party, Family)
 - Opt-Out Incentive
 - Flexible Spending Options – Healthcare & Dependent Care
 - Tax Qualified Plan

Retirement

- Social Security & Medicare Participation - *Mandatory*
- Supplemental Retirement Plan
 - Employer Contribution 10%
 - 5 - Year Vesting Schedule
- Voluntary Employee Retirement Contribution
 - Subject to IRS Rules and Limits

Paid Time Off & Holidays

Paid Time Off

Vacation

Year 1-2: 80 Hours

Year 3-5: 120 Hours

Year 5+ 160 Hours

Sick Leave 96 Hours

Administrative Leave 80 Hours *(Exempt Staff)*

Overtime/Compensatory Time *(Non-Exempt Staff)*

Holidays (11)

New Year's Day

President's Day

Martin Luther King

Memorial Day

Fourth of July

Labor Day

Veterans Day

Thanksgiving

Christmas Eve

Christmas

New Year's Eve

Other Employee Benefits

- Ancillary Health & Welfare Benefits – *SDCP Paid*
 - Basic Life – 1.0 to 1.5 Times Annual Salary
 - Long Term Disability 66 2/3 Monthly Salary
 - Employee Assistance Program
- Alternative Transportation Incentive \$150 per month
- Technology Assistance \$100 per month

Discussion & Questions



Item 7:

Approval of CCA
Terms and
Conditions in
Substantive Form

Recommendation:

Adopt CCA Terms and
Conditions in Substantive
Form.



San Diego Community Power

NEXT REGULAR MEETING:

November 19, 2020

*Third Thursday of the month
due to the holiday

