NORTHERN WASCO COUNTY PEOPLE’S UTILITY DISTRICT

SPECIAL SESSION OF THE BOARD OF DIRECTORS

AGENDA

WEDNESDAY, APRIL 17, 2019 AT 10:00 A.M.

PUD CONFERENCE ROOM
2345 River Road
The Dalles, Oregon

<table>
<thead>
<tr>
<th>ITEM</th>
<th>REQUESTED ACTION</th>
</tr>
</thead>
<tbody>
<tr>
<td>A.</td>
<td>Consideration and approval on changing the Retirement Plan contribution.</td>
</tr>
</tbody>
</table>

This Agenda is subject to last minute changes. Meetings are ADA accessible. For special accommodations please contact the Northern Wasco County PUD Office in advance, (541) 296-2226. TDD 1-800-735-2900.
DATE:        April 12, 2019

TO:          Board of Directors

FROM:        Cyndi Gentry, SPHR, SHRM-SCP

SUBJECT:     Change to district contribution to retirement benefit

After Executive Session on April 2, 2019, the board approved the new Collective Bargaining Agreement (CBA) effective April 1, 2019. This CBA changed the district contribution to the retirement plan for union members. It went from up to 12% match, to a 5% contribution and up to 7% match. This change will cost approximately $12,100 in the first year, based on current employee contribution levels, at the new wage rates effective April 1, 2019.

Making this same change for non-union employees will cost the district approximately $77,980 in the first year, based on current employee contribution levels, at the new wage rates effective March 25, 2019.

These two groups combined would cost approximately $90,080 in the first year.

I am recommending that the board approve this change to the district contribution to the retirement plan for non-union employees. This recommendation is consistent with the district’s strategic object of recruiting, engaging, and retaining high performing employees.