BEAUMONT-CHERRY VALLEY WATER DISTRICT
560 Magnolia Avenue, Beaumont, CA 92223

NOTICE AND AGENDA
MEETING OF THE PERSONNEL COMMITTEE

This meeting is hereby noticed pursuant to
California Government Code Section 54950 et. seq.

Tuesday, August 18, 2026 - 4:30 p.m.
560 Magnolia Avenue, Beaumont, CA 92223

TELECONFERENCE NOTICE
The BCVWD Personnel Committee members will attend in person at the BCVWD Administrative Office

This meeting is available to the public via Zoom teleconference
To access the Zoom conference, use the link below:
https://us02web.zoom.us/j/85792068838?pwd=cFArZHZ4aHRSUmJLeTBCZVpnUGRmdz09

To telephone in, please dial: **(669) 900-9128**
Enter Meeting ID: **857 9206 8838 •** ***Enter Passcode*****: 457586**

For Public Comment, use the ***"Raise Hand"*** *feature if on the video call when prompted. If dialing in, please* ***dial *9 to "Raise Hand"*** *when prompted*

Meeting materials will be available on the BCVWD's website:
https://bcvwd.gov/document-category/personnel-committee-agendas/

PERSONNEL COMMITTEE MEETING – AUGUST 18, 2026

Call to Order: Chair Covington

Roll Call

	John Covington, Chair
	Lona Williams

	Andy Ramirez (alternate)

Public Comment

PUBLIC COMMENT: RAISE HAND OR PRESS *9 to request to speak when prompted. If you are present in the Conference Room, please fill out a Request to Speak card and deliver it to the Recording Secretary.

At this time, any person may address the Committee on matters within its jurisdiction. However, state law prohibits the Committee from discussing or taking action on any item not listed on the agenda. Any non-agenda matters that require action will be referred to Staff for a report and possible action at a subsequent meeting.

Please limit your comments to three minutes. Sharing or passing time to another speaker is not permitted.

1. **Adjustments to the Agenda:** In accordance with Government Code Section 54954.2, additions to the agenda require a unanimous vote of the legislative body members present, which makes the determination that there is a need to take action, and the need to take action arose after the posting of the agenda.
   a. Item(s) to be removed or continued from the Agenda
   b. Emergency Item(s) to be added to the Agenda
   c. Changes to the order of the Agenda

ACTION ITEMS

2. **Acceptance of Personnel Committee Meeting minutes**
   Minutes may be accepted by consensus
   a. July 21, 2026 Regular Meeting (pages 4 - 7)

3. **Report / Update from BCVWD Employees Association** (no staff report)

Association Representatives		
Justin Petruescu	Luis Lomeli	Ericka Enriquez

4. **Comments / Reports / Updates from BCVWD Unrepresented Employees**
   No staff report. Individual exempt employees are invited to provide comments at this time

5. **Human Resources Report for July 2026** (pages 8 - 9)

6. **Ten-Year Historical Analysis of CalPERS Health Premium Trends (2018–2027)** (pages 10 - 13)

7. **Dental Benefits Survey Results** (pages 14 - 18)

8. **Annual Employee Engagement Results and Acknowledgment of 2025 Great Place to Work Certification** (pages 19 - 28)

9. Policies and Procedures Manual Updates / Revisions

a.	Policy 3095	Pregnancy Disability Leave	page 29
b.	Policy 3096	Lactation Accommodation	page 39

10. Action List for Future Meetings

11. Next Meeting Date: September 15, 2026

12. Adjournment

NOTICES

AVAILABILITY OF AGENDA MATERIALS - Agenda exhibits and other writings that are disclosable public records distributed to all or a majority of the members of the Beaumont-Cherry Valley Water District Personnel Committee in connection with a matter subject to discussion or consideration at an open meeting of the Committee are available for public inspection in the District's office, at 560 Magnolia Avenue, Beaumont, California ("District Office") during business hours, Monday through Thursday from 7:30 a.m. to 5 p.m. If such writings are distributed to members of the Board less than 72 hours prior to the meeting, they will be available from the District Office at the same time or within 24 hours' time as they are distributed to Board Members, except that if such writings are distributed one hour prior to, or during the meeting, they can be made available in the Board Room at the District Office. Materials may also be available on the District's website: https://bcvwd.gov/. (GC 54957.5)

REVISIONS TO THE AGENDA - In accordance with §54954.2(a) of the Government Code (Brown Act), revisions to this Agenda may be made up to 72 hours before the Meeting, if necessary, after mailings are completed. Interested persons wishing to receive a copy of the set Agenda may pick one up at the District's Main Office, located at 560 Magnolia Avenue, Beaumont, California, up to 72 hours prior to the Committee Meeting.

REQUIREMENTS RE: DISABLED ACCESS - In accordance with Government Code §54954.2(a), and the Americans with Disabilities Act (ADA), requests for a disability related modification or accommodation, including auxiliary aids or services, in order to attend or participate in a meeting, should be made to the District Office. Notification of at least 48 hours (two workdays) in advance of the meeting will generally enable staff to make reasonable arrangements to ensure accessibility. The Office may be contacted by telephone at (951) 845-9581, email at info@bcvwd.gov or in writing at the Beaumont-Cherry Valley Water District, 560 Magnolia Avenue, Beaumont, California 92223.

CERTIFICATION OF POSTING: A copy of the foregoing notice was posted near the regular meeting place of the Personnel Committee of Beaumont-Cherry Valley Water District and to its website at least 72 hours in advance of the meeting (Government Code §54954.2(a)).

Item 2

BEAUMONT-CHERRY VALLEY WATER DISTRICT AGENDA
560 Magnolia Avenue, Beaumont, CA 92223

MINUTES OF THE PERSONNEL COMMITTEE MEETING
Tuesday, July 21, 2026, at 4:30 p.m.

CALL TO ORDER
Chair Covington called the meeting to order at 4:30 p.m.

ROLL CALL

Directors present:	John Covington, Lona Williams
Directors absent:	None
Staff present:	General Manager Dan Jaggers Director of Information Technology and Cybersecurity Robert Rasha Director of Finance and Administration Sylvia Molina Human Resources and Risk Manager Ren Berioso Executive Assistant Lynda Kerney
BCVWD Employee Association reps:	Ericka Enriquez, Luis Lomeli, Justin Petruescu
Members of the Public:	None

PUBLIC COMMENT: None.

ACTION ITEMS

1. **Adjustments to the Agenda:** None.

2. **Acceptance of Personnel Committee Meeting minutes**
   a. June 16, 2026 Regular Meeting

   The Committee accepted the meeting minutes by the following vote:

MOVED: Williams	SECONDED: Covington	APPROVED
AYES:	Covington, Williams	
NOES:	None.	

3. **Report / Update from BCVWD Employees Association:** None.

4. **Report / Update from BCVWD Exempt Employees:** None.

5. **Human Resources Report**
   Human Resources and Risk Manager Ren Berioso presented highlights of the June 2026 report:
   - Currently 46 employees

- Notable anniversaries including Mike Morales (25 years), William Clayton (11 years).
- The Customer Service position has been filled, and the person has started work
- Turnover Rates:
  - June 2026 monthly turnover: 2.08% (three separations)
  - YTD turnover rate: 6.67%

Committee members acknowledged the anniversary milestones.

6. 2026 Risk Management Report for Second Quarter – April to June

Human Resources and Risk Management Manager Ren Berioso presented the second-quarter Risk Management Report covering workers' compensation, property damage and loss, claims against the District, emergency response, and Federal Emergency Management Agency (FEMA) training. Workers' compensation cases increased to four in the second quarter. Mr. Berioso said training continues to reinforce proper body mechanics and ergonomics, with mandatory training for field and office staff scheduled through ACWA JPIA.

Chair Covington asked how work-related injuries are evaluated given the potential for contributing factors outside the workplace. Mr. Berioso explained that incidents are documented in coordination with the employee and supervisor and evaluated along with medical information, with ACWA JPIA making a determination. He noted that the review considers the circumstances surrounding the injury and potential contributing factors.

Berioso reported a significant decrease in property damage and loss incidents, from five in the prior quarter to one minor external-party incident with an estimated loss of approximately $450. There were no District driver-related incidents during the quarter. He attributed the improvement in part to defensive driving training and increased employee accountability under the District's revised driver training and record policy. Chair Covington reported observing a District vehicle traveling at an excessive speed on Interstate 10 and encouraged continued attention to safe driving. General Manager Dan Jaggers emphasized maintaining a safe and responsible District presence in the community. In response to Chair Covington, Jaggers advised that implementation of vehicle cameras had been paused while the District pursued other measures first.

Mr. Berioso also reported reduced hydrant theft activity. Employee Association representative Luis Lomeli noted that many brass components have been replaced with ductile iron. Chair Covington observed that bollards had been installed around hydrants that had previously sustained repeated vehicle damage.

Mr. Berioso advised that one previously reported claim involving financial loss had been closed and that another matter remains pending and is being handled by ACWA JPIA. He reported no Emergency Response Team activity during the quarter and said FEMA training compliance remained at 92 percent, with staff continuing efforts toward full compliance.

7. CalPERS Adopted Health Premium Rates for Fiscal Year 2027 – Region 3 (Riverside, San Bernardino, and Los Angeles Counties)

Human Berioso presented the CalPERS-adopted 2027 health insurance premium rates. The District pays 100% of health insurance premiums for eligible employees and their dependents and the adopted rates will be considered in development of the FY 2027 budget. Based on current enrollment, average HMO premiums will increase 7.54% and PPO premiums will increase 6.93% in 2027. If the District's current 44 subscribers maintain the same plan selections, the estimated annual cost would increase from approximately $1.107 million to $1.173 million, an increase of

$65,934, or approximately 5.9%. Actual costs will depend on employee elections during open enrollment and any changes in staffing or enrollment.

Chair Covington requested a 10-year comparison showing the District's annual health insurance cost increases. Chair Covington and staff also discussed the comparatively higher cost and limited enrollment in PPO coverage. General Manager Jaggers noted that PPO coverage may be appropriate for particular needs but is not necessarily the most cost-effective option.

8. 2026 Employee Benefits Survey Results

Mr. Berioso presented results of the 2026 Employee Benefits Survey, explaining that the annual survey is intended to assess the effectiveness and perceived value of District benefits and identify opportunities for improvement. He emphasized that the results were descriptive rather than prescriptive, particularly while MOU negotiations are underway.

The 34 participants reported high satisfaction with the District's medical benefits and plan options, while dental and vision coverage received lower satisfaction ratings. Chair Covington asked what specifically employees found unsatisfactory about the dental plan and emphasized that meaningful employee feedback is necessary before considering changes. Mr. Berioso said written comments provided limited detail, although previous employee feedback had identified premium costs and out-of-pocket expenses as concerns. General Manager Jaggers noted that dental and vision coverage is employee funded. Mr. Berioso advised that staff continues to explore whether other providers could offer greater value at a lower cost.

Chair Covington emphasized that decisions regarding benefit changes should be supported by sufficient data and should consider their effect on the workforce as a whole. He encouraged obtaining more narrative feedback from employees to better understand the reasons underlying survey responses. Jaggers and Director of Information Technology and Cybersecurity Robert Rasha discussed the District's newly developed internal survey capability, which could be used to conduct focused follow-up surveys and obtain more detailed employee comments. Chair Covington supported using such information to inform future recommendations and decisions.

In reviewing overall satisfaction, Berioso reported that employees generally understood their available benefits and indicated that the package met their personal or family needs; however, only approximately half of respondents considered the District's overall benefits package competitive. This prompted substantial discussion regarding employees' understanding of the monetary and practical value of their total compensation. It was observed that the value of employer-paid benefits, particularly medical insurance, may not be readily apparent to employees who have little need for medical care or who focus primarily on take-home pay. Chair Covington emphasized that the District fully funds medical coverage without imposing an employer contribution cap and absorbs annual premium increases, providing employees and their families both significant financial value and peace of mind. Director Williams shared her experience with an employer contribution cap at another public agency and observed that the value of fully funded coverage may become more apparent when employees have experienced having to pay a portion themselves. The Committee and staff discussed the importance of employee education regarding the full value of the District's benefits and total compensation package.

Berioso reviewed additional survey findings regarding leave and time off, employee assistance and wellness programs, and retirement benefits. He noted lower satisfaction with vacation accrual and holidays and explained that changes to those benefits would be subject to the collective bargaining process. Current employee perks also received lower ratings. Employee Association representative Luis Lomeli asked whether the District's size affects the types of discount programs available. Mr. Jaggers assured that HR staff has focused on identifying enhanced wellness and employee-perk opportunities at little or no cost to the District and noted that greater employee education may also increase awareness and use of existing programs.

Mr. Berioso reported that retirement education had been identified as an area for improvement when the survey was conducted. The District subsequently hosted a CalPERS educational session tailored to the District's retirement contract. Mr. Lomeli described the session as highly informative, and staff indicated that it addressed information employees had previously identified as lacking.

Mr. Berioso concluded by reviewing areas of employee interest for future benefit enhancements and reiterated that the survey findings were informational and did not constitute recommendations for changes. Staff will continue using employee feedback and the District's internal survey tools to better understand employee priorities and identify opportunities to improve the overall benefits experience.

9. Launch of the 2026 Annual Engagement Survey Through Great Place to Work

Mr. Berioso introduced the launch of the survey for its 6th year. Last year, the District received an overall score of 95%. Chair Covington indicated the Board supports this, and it is a good way to check the pulse of the organization; but said it Is only as good as the truthfulness of responses.

General Manager Jaggers discussed the value of tracking survey results over time and considering them in conjunction with other organizational activities, including MOU negotiations and salary surveys, to identify trends in employee satisfaction and organizational health.

10. BCVWD Employee Association Initial Bargaining Proposals for the Successor Memorandum of Understanding (MOU)

Mr. Berioso advised that there have been eight meetings, and nine proposals were submitted by the MOU group. The General Manager / chief negotiator is in the process of discussion with the Board during closed session. The timeline is on target for the agreement before December 31, and a new MOU in place by January 2, 2027.

Mr. Jaggers noted that the Board had been briefed and the process is continuing. An initial presentation has been made.

11. Action List for Future Meetings

- Employee Association topics
- Employee Group 2027 Memorandum of Understanding
- Track / present policies that have been returned for further revision (Covington)
- 10-Year Health Insurance Cost/Premium History
- Employee Benefits Follow-Up Survey / Expanded Feedback

12. Next Meeting Date: August 18, 2026

ADJOURNMENT: *5:50 p.m.*

DRAFT UNTIL APPROVED

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John Covington, Chairman
to the Personnel Committee of the Beaumont-Cherry Valley Water District

Beaumont-Cherry Valley Water District
Personnel Committee Meeting
August 18, 2026

Item 5

HUMAN RESOURCES REPORT

TO: Personnel Committee

FROM: Ren Berioso, Human Resources and Risk Manager

SUBJECT: **Human Resources Report for the Month of July 2026**

Table 1: Personnel

The table below represents the District's current Workforce.
As of July 31, 2026

Total Current Employees (Excluding Board Members)	46
Full-Time Employees	45
Part-Time	1
Temporary	0
Interns	0
Separations	1
Retired Employee(s)	0

Table 2: New Hires

The table below represents newly hired employees.
As of July 31, 2026

Employee Name	Job Title	Division	Department
Jessica Morales	Customer Service Representative I	Customer Service and Utility Billing	Finance and Administration

Table 3: Anniversaries*

The table below represents BCVWD employee anniversaries.
As of July 31, 2026

Employee Name	Department	Years of Service
Robert Rasha	Information Technology and Cybersecurity	12 years
Evan Ward	Engineering	6 years

**Work Anniversaries for the purposes of this report are calculated from the hire date and do not determine employment conditions or terms. This report does not include elected officials.*

Table 4: Promotions or Division/Title Change

The table below represents promotions or Division/Title Changes.
As of July 31, 2026

Employee Name	Former Title	Changed to
None		

Table 5: Recruitment

The table below represents active/closed recruitment(s).
As of July 31, 2026

Position	Department	Update
Customer Service Representative I	Finance and Administration	Position closed: 7/5/2026 New Hire started: 7/13/2026
Water Utility Worker I	Operations	Position opened: 7/15/2026 Position closed: 7/30/2026

Tables 6 to 7: Separation/Retirement

Table 6 below represents employees separating from BCVWD.
As of July 31, 2026

Employee Name	Position Held	Department	Last Day
Gregory McAnally	Water Utility Worker I	Operations	7/1/2026

Table 7 below represents the monthly and year-to-date Turnover Rate comparing 2025 and 2026
As of July 31, 2026

Turnover Rate as of July 31, 2026	2.17%	1 Separation for this month
2026 Turnover Rate Year-to-Date	8.42%	4 Separations as of July 31, 2026
Turnover Rate as of July 31, 2025	2.08%	1 Separation for this month
2025 Turnover Rate Year-to-Date	8.99%	4 Separations as of July 31, 2025

Table 9: Communications

The table below represents HR communications to BCVWD employees.
As of July 31, 2026

Communication	Topic
Required Ergonomics Training – Backsafe & Sittingsafe Program	Training
Mandatory Training - Employee Navigator Platform for 2026 Open Enrollment	Training

Staff Report prepared by Ren Berioso, Human Resources and Risk Manager

Beaumont-Cherry Valley Water District Personnel Committee August 18, 2026	**Item 6**

STAFF REPORT

TO: Personnel Committee

FROM: Ren Berioso, Human Resources and Risk Manager

SUBJECT: **Ten-Year Historical Analysis of CalPERS Health Premium Trends (2018–2027)**

Staff Recommendation

Informational only.

Executive Summary

At the July 21, 2026 Personnel Committee meeting, following the presentation of the CalPERS Fiscal Year 2027 Health Premium Rates, the Personnel Committee directed Human Resources (HR) staff to review the historical trend of CalPERS health insurance premiums to determine whether the annual rate increases have shown a progressive year-over-year pattern.

HR staff analyzed CalPERS Region 3 Employee Only health plan premium data from 2018 through 2027 and found that while health insurance premiums have generally increased over the past ten years, the annual percentage increases have fluctuated rather than increased progressively each year. The analysis provides historical context for the 2027 premium rates and demonstrates that annual adjustments vary based on market conditions, actuarial experience, and healthcare cost trends.

Background

The Beaumont-Cherry Valley Water District provides health insurance benefits through the CalPERS Health Benefits Program for eligible employees and retirees. Each year, CalPERS establishes premium rates based on actuarial projections, healthcare utilization, medical inflation, negotiated provider contracts, and regional healthcare cost trends. These annual premium adjustments directly affect the District's employee benefits budget because the District fully funds health insurance premiums for eligible active employees and their dependents.

During the July 21, 2026 Personnel Committee meeting, staff presented the adopted CalPERS Region 3 health premium rates for Fiscal Year 2027. Following the presentation, the Personnel Committee requested that Human Resources conduct a historical review of CalPERS premium increases to determine whether the annual premium adjustments have progressively increased over time. This report summarizes the results of that analysis.

Discussion

Human Resources conducted a historical review of CalPERS Region 3 health insurance premiums over the ten-year period from 2018 through 2027 to evaluate whether annual premium increases have progressively increased over time, as requested by the Personnel Committee.

Table 1 below presents the monthly Family premium rates for each available CalPERS health plan from 2018 through 2027 (with year 2017 as the starting point). The table illustrates that while premium amounts have generally increased over the ten-year period, the magnitude of the increases has varied from year to year among the different health plans.

Table 1 – Historical CalPERS Region 3 Family Monthly Health Premium Rates

CalPERS Health Plan	2017 (Base)	2018	2019	2020	2021	2022
Anthem Blue Cross Select HMO	1541.23	1716.44	1630.38	1611.82	1661.66	1758.85
Anthem Blue Cross Trad'l HMO	1855.59	2040.27	2284.05	2346.84	2558.95	2432.48
Blueshield Access+ HMO	1757.55	1594.55	1741.35	2114.24	2170.69	2027.66
Health Net Salud y Mas	1078.45	1051.23	1112.31	1020.01	1073.49	1206.06
Kaiser Permanente	1492.11	1671.02	1608.46	1727.41	1741.58	1871.43
PERS Platinum	1861.29	1613.01	1701.70	1846.75	2693.78	2244.76
PERS Gold	1469.86	1490.35	1094.00	1132.92	1195.84	1496.46

Note: Values shown in ***red*** *indicate a decrease from the previous year's premium amount.*

CalPERS Health Plan	2023	2024	2025	2026	2027
Anthem Blue Cross Select HMO	1918.57	2186.94	2383.89	2502.97	2753.56
Anthem Blue Cross Trad'l HMO	2451.10	2632.94	2770.20	2934.18	3221.45
Blueshield Access+ HMO	1919.55	1967.29	2154.05	2386.57	2535.49
Health Net Salud y Mas	1576.48	1638.34	1857.44	1924.29	2084.55
Kaiser Permanente	1962.06	2250.07	2408.95	2519.53	2629.33
PERS Platinum	2580.73	2941.82	3285.70	3722.71	4027.40
PERS Gold	1768.96	2041.73	2257.19	2496.08	2637.70

Note: Values shown in ***red*** *indicate a decrease from the previous year's premium amount.*

Table 2 below summarizes the corresponding annual percentage change for each health plan and includes the average annual percentage increase across all plans. The analysis shows that annual premium adjustments have fluctuated throughout the review period rather than increasing progressively each year. The average annual premium change ranged from a decrease of 0.41% in 2019 to an increase of 10.46% in 2023, with average increases of 10.27% in 2024, 9.48% in 2025, 7.68% in 2026, and 7.51% in 2027.

Table 2 - Annual Percentage Change in CalPERS Region 3 Health Premium Rates

CalPERS Health Plan	2017 (Base)	2018	2019	2020	2021	2022
Anthem Blue Cross Select HMO	0%	11.37%	-5.01%	-1.14%	3.09%	5.85%
Anthem Blue Cross Trad'l HMO	0%	9.95%	11.95%	2.75%	9.04%	-4.94%
Blueshield Access+ HMO	0%	-9.27%	9.21%	21.41%	2.67%	-6.59%
Health Net Salud y Mas	0%	-2.52%	5.81%	-8.30%	5.24%	12.35%

CalPERS Health Plan	2017 (Base)	2018	2019	2020	2021	2022
Kaiser Permanente	0%	11.99%	-3.74%	7.40%	0.82%	7.46%
PERS Platinum	0%	-13.34%	5.50%	8.52%	45.87%	-16.67%
PERS Gold	0%	1.39%	-26.59%	3.56%	5.55%	25.14%
Total Percentage Average	**-**	**1.37%**	**-0.41%**	**4.89%**	**10.33%**	**3.23%**

*Note: Values shown in **red** indicate a significant percentage drop by less than 1%.*

CalPERS Health Plan	2023	2024	2025	2026	2027
Anthem Blue Cross Select HMO	9.08%	13.99%	9.01%	5.00%	10.01%
Anthem Blue Cross Trad'l HMO	0.77%	7.42%	5.21%	5.92%	9.79%
Blueshield Access+ HMO	-5.33%	2.49%	9.49%	10.79%	6.24%
Health Net Salud y Mas	30.71%	3.92%	13.37%	3.60%	8.33%
Kaiser Permanente	4.84%	14.68%	7.06%	4.59%	4.36%
PERS Platinum	14.97%	13.99%	11.69%	13.30%	8.18%
PERS Gold	18.21%	15.42%	10.55%	10.58%	5.67%
Total Percentage Average	**10.46%**	**10.27%**	**9.48%**	**7.68%**	**7.51%**

*Note: Values shown in **red** indicate a significant percentage drop by less than 1%.*

Although premium increases have varied annually, the overall trend reflects rising health insurance costs over the past decade. Individual health plans also experienced differing annual adjustments, including occasional decreases and double-digit increases, reflecting changing healthcare costs, actuarial experience, and negotiated provider contracts.

Based on the historical analysis, staff concludes that CalPERS health premiums have demonstrated a long-term upward trend; however, the annual percentage increases have not followed a progressive year-over-year pattern. Instead, premium adjustments have fluctuated over time, indicating that annual rate changes are driven by market and actuarial factors rather than a consistent escalation from one year to the next.

Fiscal Impact

This report is informational only and has no immediate fiscal impact.

The historical trend analysis provides additional context regarding CalPERS premium increases and does not alter the District's projected Fiscal Year 2027 health insurance costs. The District's health benefits budget will continue to be based on the adopted 2027 CalPERS premium rates and finalized employee enrollment following the 2026 Open Enrollment period.

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Attachment:

1. CalPERS Health Premium Historical Data from 2017-2027

Staff Report prepared by Ren Berioso, Human Resources and Risk Manager

CalPERS Health Premium Historical Data from 2017-2027

CalPERS Health Plan	2017 (Base)	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027
Anthem Blue Cross Select HMO	$ 1,541.23	$ 1,716.44	**$ 1,630.38**	**$ 1,611.82**	$ 1,661.66	$ 1,758.85	$ 1,918.57	$ 2,186.94	$ 2,383.89	$ 2,502.97	$ 2,753.56
Anthem Blue Cross Trad'l HMO	$ 1,855.59	$ 2,040.27	$ 2,284.05	$ 2,346.84	$ 2,558.95	**$ 2,432.48**	$ 2,451.10	$ 2,632.94	$ 2,770.20	$ 2,934.18	$ 3,221.45
Blueshield Access+ HMO	$ 1,757.55	**$ 1,594.55**	$ 1,741.35	$ 2,114.24	$ 2,170.69	**$ 2,027.66**	**$ 1,919.55**	$ 1,967.29	$ 2,154.05	$ 2,386.57	$ 2,535.49
Health Net Salud y Mas	$ 1,078.45	**$ 1,051.23**	$ 1,112.31	**$ 1,020.01**	$ 1,073.49	$ 1,206.06	$ 1,576.48	$ 1,638.34	$ 1,857.44	$ 1,924.29	$ 2,084.55
Kaiser Permanente	$ 1,492.11	$ 1,671.02	**$ 1,608.46**	$ 1,727.41	$ 1,741.58	$ 1,871.43	$ 1,962.06	$ 2,250.07	$ 2,408.95	$ 2,519.53	$ 2,629.33
PERS Platinum	$ 1,861.29	**$ 1,613.01**	$ 1,701.70	$ 1,846.75	$ 2,693.78	**$ 2,244.76**	$ 2,580.73	$ 2,941.82	$ 3,285.70	$ 3,722.71	$ 4,027.40
PERS Gold	$ 1,469.86	$ 1,490.35	**$ 1,094.00**	$ 1,132.92	$ 1,195.84	$ 1,496.46	$ 1,768.96	$ 2,041.73	$ 2,257.19	$ 2,496.08	$ 2,637.70

Note *: Values shown in red indicate a decrease from the previous year's premium amount.*

CalPERS Health Plan	2017 (Base)	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027
Anthem Blue Cross Select HMO	0%	11.37%	-5.01%	-1.14%	3.09%	5.85%	9.08%	13.99%	9.01%	5.00%	10.01%
Anthem Blue Cross Trad'l HMO	0%	9.95%	11.95%	2.75%	9.04%	-4.94%	0.77%	7.42%	5.21%	5.92%	9.79%
Blueshield Access+ HMO	0%	-9.27%	9.21%	21.41%	2.67%	-6.59%	-5.33%	2.49%	9.49%	10.79%	6.24%
Health Net Salud y Mas	0%	-2.52%	5.81%	-8.30%	5.24%	12.35%	30.71%	3.92%	13.37%	3.60%	8.33%
Kaiser Permanente	0%	11.99%	-3.74%	7.40%	0.82%	7.46%	4.84%	14.68%	7.06%	4.59%	4.36%
PERS Platinum	0%	-13.34%	5.50%	8.52%	45.87%	-16.67%	14.97%	13.99%	11.69%	13.30%	8.18%
PERS Gold	0%	1.39%	-26.59%	3.56%	5.55%	25.14%	18.21%	15.42%	10.55%	10.58%	5.67%
Total Percentage Average		**1.37%**	**-0.41%**	**4.89%**	**10.33%**	**3.23%**	**10.46%**	**10.27%**	**9.48%**	**7.68%**	**7.51%**

Note *: Values shown in red indicate a significant percentage drop by less than 1%.*

Beaumont-Cherry Valley Water District Personnel Committee August 18, 2026	Item 7

STAFF REPORT

TO: Personnel Committee

FROM: Ren Berioso, Human Resources and Risk Manager

SUBJECT: **Dental Insurance Feedback Analysis**

Staff Recommendation

Informational only.

Executive Summary

At the July 21, 2026 Personnel Committee meeting, Human Resources staff presented the results of the District's 2026 Employee Benefits Survey. Dental insurance received the lowest satisfaction rating among District employees, and the Personnel Committee directed staff to further evaluate the dental benefit results. In response, Human Resources and Risk Management conducted a focused dental insurance feedback survey to better understand employee satisfaction, cost concerns, and plan preferences. The survey received 43 responses, representing a 97.7% participation rate.

Background

The District's 2026 Employee Benefits Survey was presented to the Personnel Committee on July 21, 2026. Because dental insurance received the lowest employee satisfaction rating, the Personnel Committee directed Human Resources staff to conduct a more detailed analysis. A follow-up survey was conducted to gather feedback from employees enrolled in the Ameritas DPPO, Liberty DHMO, and those not enrolled in District dental coverage.

Discussion

Feedback indicates that Ameritas DPPO is the strongest candidate for change. Only 33% of Ameritas respondents reported being satisfied or very satisfied, and employees most frequently cited premium cost, out-of-pocket expenses, and coverage limitations. Liberty DHMO received stronger results, with 67% satisfied or very satisfied and 73% rating the plan as a good value; feedback generally supports retaining the plan while exploring improvements to copays and coverage for major procedures.

Among employees who are not enrolled, the primary reasons were alternative dental coverage and cost. Overall, the findings support comparing PPO alternatives, keeping Liberty DHMO in consideration, reviewing District contribution scenarios, and improving employee communication so plan differences are easier to evaluate.

Fiscal Impact : No fiscal impact. Dental insurance premiums are fully employee-paid.

Attachment(s):

1. Dental Insurance Feedback Analysis PowerPoint Presentation

07 - Attachment 1

DENTAL INSURANCE
FEEDBACK ANALYSIS

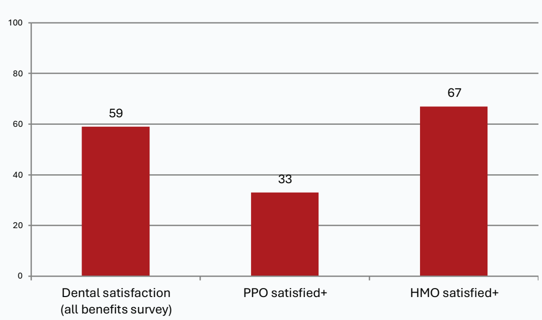
HUMAN RESOURCES AND RISK MANAGEMENT

1

What the Data Is Saying

A high response rate and distinct plan segments make the findings actionable.

43	97.7%	17	14	12
TOTAL RESPONSES	PARTICIPATION RATE	PPO: AMERITAS ENROLLEES	HMO: LIBERTY ENROLLEES	NOT ENROLLED



What We Found

Dental is the visible weak spot compared with broader health benefit satisfaction. In the dental-specific survey, Liberty HMO performs much better than Ameritas PPO on satisfaction and value.

What It Means

Treat this as a targeted plan-design problem, not a generic "employees dislike dental" problem. The Committee should evaluate different remedies for the PPO and HMO.

2

What Employees Said: The Dissatisfaction Themes

Staff feedback repeatedly connects dissatisfaction to cost carried by employees and gaps in high-cost care.

"The dental plans are expensive for the coverage. End up with a lot of out-of-pocket costs when treatment is needed."

"Coverage is not that great. The max coverage is low."

"The cost is carried by the employee."

"Employer cover some of the cost for a dental plan for the employee."

"Better coverage."

What's Driving the Feedback?

1) Employee-paid costs are visible and impactful.
2) Major services create perceived financial risk.
3) Employees compare BCVWD to other agencies.
4) Feedback differs by plan type: PPO members question value; HMO members generally value the plan but still want help with copays/limitations.

What Can The District Do Next?

Should BCVWD contribute toward dental premiums or copays?
Should the PPO be redesigned or marketed against alternatives?
Should the HMO be retained but improved for high-cost procedures and communication?

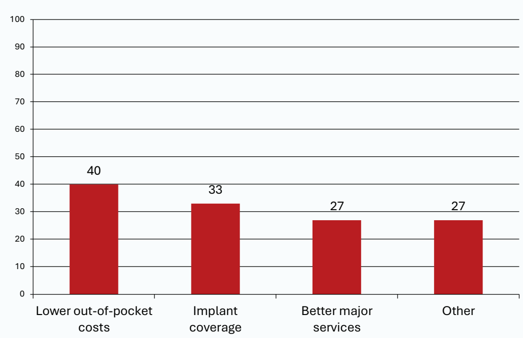
Ameritas DPPO: Employees See Low Value Relative to Cost

Staff feedback points to premium cost, out-of-pocket exposure, coverage limits, and stronger interest in PPO alternatives.

33%	33%	40%	40%	53%
SATISFIED / VERY SATISFIED	RATE PLAN GOOD VALUE	TOP FRUSTRATION: PREMIUM COSTS	WANT LOWER OUT-OF-POCKET COSTS	WANTS TO SWITCH TO GUARDIAN DENTAL

Requested PPO Improvements: Highest Impact

Question: "What improvements would have the greatest positive impact on your satisfaction?"



Staff feedback: why the plan feels low-value

"The dental plans are expensive for the coverage."
"The max coverage is low."
"Other water districts cover the dental premium, but not BCVWD."

Descriptive analysis: what is driving dissatisfaction

Cost burden	Premium cost is the top frustration.
Coverage limits	Employees cite low maximums and major services.
Switching signal	Guardian is viewed more favorably than Ameritas.

Prescriptive recommendation for PPO

Prepare for a PPO change unless renewal pricing materially improves. Ask the broker to compare Ameritas with Guardian/Delta PPO options, including scenarios for higher District contribution, higher annual maximums, and stronger major-service coverage.

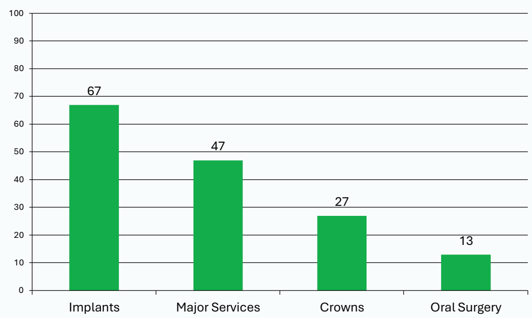
Liberty DHMO: Retain, But Improve Cost-Sharing & Coverage Gaps

Liberty performs better overall, so the issue is refinement rather than replacement.

67%	73%	33%	67%	80%
SATISFIED / VERY SATISFIED	RATE PLAN GOOD VALUE	TOP FRUSTRATION: COPAYS	WANTS IMPLANTS AS PART OF THE PLAN	WANTS TO RETAIN LIBERTY DENTAL

Coverage Gaps Employees Want to Address

Question: "What improvements would have the greatest positive impact on your satisfaction?"



Staff feedback: why the plan feels low-value

"It would be preferred if the monthly premium could be partially or fully covered by the District as a benefit."

"Plan does not cover some dental work; had to pay out of pocket for children's dental work."

Descriptive analysis: what is working and what is not?

Higher satisfaction
Higher perceived value
Strong carrier loyalty
Remaining concern is cost-sharing and limited coverage for major procedures

Prescriptive recommendation for PPO

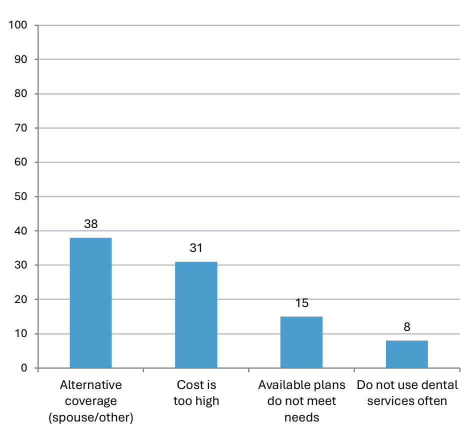
Retain Liberty as a viable option but negotiate richer major-service coverage. A full carrier replacement is not supported by current employee feedback.

5

Why Employees Opt Out: Alternative Coverage + Plan Cost

Non-enrolled employees are not unreachable, but the opt-out rationale should not double-count spouse/other coverage.

Why Employees Opt Out of District Dental Coverage



38%	31%	46%
ALREADY HAVE ALTERNATIVE COVERAGE	COST IS TOO HIGH	MONTHLY PREMIUMS INFLUENCED OPT-OUT

Descriptive finding

Some non-enrolled employees already have dental coverage elsewhere , primarily through a spouse/partner or another source. The remaining addressable barriers are monthly premiums, perceived coverage strength, and whether the District plan offers better value than alternatives.

Prescriptive action

Do not treat non-enrollment as lack of interest. Test targeted options that would lower employee cost, strengthen major services, and make comparison easier: side-by-side carrier guide, provider lookup support, and contribution scenarios.

6

Overall Takeaway

What each feedback stream means, and how it should shape the District's dental strategy.

What the Feedback Revealed:
Each feedback segment highlights a different opportunity. DPPO feedback points to affordability and coverage depth, DHMO feedback supports targeted plan improvements to strengthen retention, and non-enrollment reflects cost/value barriers and reliance on other coverage.

DPPO / Ameritas

33% SATISFIED | **40%** PREMIUM FRUSTRATION | **53%** GUARDIAN RATED BEST

Staff feedback theme
Employees describe premiums, out-of-pocket costs, low annual maximums, and desire for other PPO carrier options.

What it means
DPPO is the strongest change candidate. The Committee should request alternate PPO quotes and plan-design comparisons.

Recommended direction
Benchmark Ameritas PPO against Guardian, Delta, and other PPO options. Model employee contribution scenarios.

DHMO / Liberty

67% SATISFIED | **73%** VALUE | **80%** LOYALTY

Staff feedback theme
Most feedback is positive or neutral; concerns focus on copays and major-service coverage for implants, root canals, and crowns.

What it means
DHMO is a retention candidate. Keep Liberty in scope while negotiating targeted coverage and cost-sharing improvements.

Recommended direction
Renegotiate plan design or consider richer Liberty option before replacing the HMO.

Not Enrolled

38% ALTERNATIVE COVERAGE | **31%** COST TOO HIGH | **46%** MONTHLY PREMIUMS

Staff feedback theme
Employees with outside coverage may stay outside the plan unless District coverage becomes more competitive or easier to compare.

What it means
Non-enrollment is partly rational due to other coverage. The addressable opportunity is cost, value, and education.

Recommended direction
Build a side-by-side enrollment guide; explain tradeoffs, provider networks, major services, and premiums.

Recommended Approach:

Consider PPO change if Ameritas cannot improve price/value. Retain DHMO unless negotiations fail to address copays and major procedures. Pair either action with clear communication and contribution analysis.

Keenan

Beaumont-Cherry Valley Water District
Dental PPO
Effective: January 1, 2027

		Option 1		Option 2		Option 3		Option 4	
Carrier Name		Ameritas		Delta Dental		Guardian		Guardian	
Rate Guarantee		1 year		*1 year (rates eff. 12/1/26)		2 years		2 years	
Plan Name				PPO Plus Premier		Plan 1		Plan 2	
General Plan Information		Network	Non-PPO	Network	Non-PPO	Network	Non-PPO	Network	Non-PPO
Annual Deductible (Individual)		$50	$50	$50	$50	$50	$50	$50	$50
Annual Deductible (Family)		$150	$150	$150	$150	$150	$150	$150	$150
Deductible Waived on D & P		Yes		Yes		Yes		Yes	
Annual Plan Maximum		$1,500	$1,500	$1,500	$1,500	$1,500	$1,500	$2,500	$2,500
Eye Care		Up to $100 toward covered		Not Included		Not Included		Not Included	
Annual Max Rollover		$250/year up to $1,000		Not Included		$350/year up to $1,250		$450/year up to $1,500	
Waiting Period		None		Waived		None		None	
Out-of-Network Reimbursement		MAC		MAC		MAC		MAC	
Covered Services									
Class I: Diagnostic & Preventive									
Diagnostic Services		100%	100%	100%	100%	100%	100%	100%	100%
Sealants		100%	100%	100%	100%	100%	100%	100%	100%
Class II: Basic									
Basic Services		80-90-100%	80%	80%	80%	80%	80%	90%	90%
Endodontic Treatment		80-90-100%	80%	80%	80%	80%	80%	90%	90%
Periodontic Treatment		80-90-100%	80%	80%	80%	80%	80%	90%	90%
Class III: Major									
Major Services		50%	50%	50%	50%	50%	50%	50%	50%
Prosthodontics		50%	50%	50%	50%	50%	50%	50%	50%
Implants		50%	50%	50%	50%	50%	50%	50%	50%
Class IV: Orthodontia									
Lifetime Maximum		$1,500	$1,500	$1,500	$1,500	$1,500	$1,500	$1,500	$1,500
Orthodontia (Child)		50%	50%	50%	50%	50%	50%	50%	50%
Orthodontia (Adult)		50%	50%	50%	50%	50%	50%	50%	50%
Rate Structure	**Subs**	**Current**	**Renewal**						
Employee Only	6	$48.96	$50.92	$46.80		$39.52		$47.86	
Employee + 1	4	$101.40	$105.48	$95.88		$81.38		$97.56	
Employee + Family	9	$190.56	$198.16	$165.83		$162.73		$190.26	
Monthly Premium		**$2,414.40**	**$2,510.88**	**$2,156.79**		**$2,027.21**		**$2,389.74**	
Annual Premium		**$28,972.80**	**$30,130.56**	**$25,881.48**		**$24,326.52**		**$28,676.88**	
% Change Over Current			**4.00%**	**-10.67%**		**-16.04%**		**-1.02%**	
$ Change Over Current			**$1,157.76**	**-$3,091.32**		**-$4,646.28**		**-$295.92**	
		4 cleanings per benefit period		2 cleanings per benefit period *Rates for 1/1/27 not available until **Dual network access, most flexible Delta Dental plan network.**		4 cleanings per benefit period		4 cleanings per benefit period	

Beaumont-Cherry Valley Water District
Personnel Committee
August 18, 2026

Item 8

STAFF REPORT

TO: Personnel Committee

FROM: Ren Berioso, Human Resources and Risk Manager

SUBJECT: **Annual Employee Engagement Results and Acknowledgment of 2025 Great Place to Work Certification**

Staff Recommendation

1. Receive and file the Annual Employee Engagement Results.
2. Acknowledge the 2025 Great Place to Work Certification to be presented to the next Regular Board meeting,
3. Direct staff as desired.

Executive Summary

BCVWD has received a Great Place to Work Certification for 2026–2027. Staff is presenting to the Personnel Committee the pertinent results of the 2026 annual employee engagement survey leading to the District earning certification for the sixth consecutive year.

Background

The District's Human Resources and Risk Management conducts an annual employee engagement survey to measure staff engagement and guide discussions on HR goals and objectives. In 2021, BCVWD partnered with Great Place to Work, earning its first accreditation—a recognition that employees view the District as a great workplace and a desirable employer with a strong culture.

Certification is based on anonymous employee feedback benchmarked against similar-sized organizations, providing a competitive recruiting advantage and validating the employee experience. A company or agency must achieve an "Average of All Statements" score of at least 70% to earn certification. The survey results provide a detailed view of workplace culture and support the District's commitment to its mission, vision, and values.

In 2026, the anonymous survey was administered online through Great Place to Work over a four-week response window. All 44 full-time employees were eligible to participate, and 38 employees responded. Responses were collected anonymously, reported in the aggregate, and were not accessible to District staff at the individual level. The results were benchmarked against approximately 3,000 to 3,500 U.S. small and medium workplaces using 2025 comparison data. The District earned Great Place to Work Certification for the sixth consecutive year, covering August 2026 through August 2027.

Discussion

This year's employee engagement survey, administered by Great Place to Work, provided valuable insight into BCVWD's workplace strengths and priority areas for growth:

Survey Participation and Results:

- **Participants:** 44 employees were eligible to take the survey, with a total of 38 responses, yielding an 86% participation rate—the same participation rate as 2025.
- **Engagement Score:** BCVWD's Overall Employee Engagement Score was 75%, a 13-point decrease from 88% in 2025. The Great Place to Work Statement score was also 75%, a 20-point decrease from 95% in 2025. Both scores remained above the 70% certification threshold and above the 2025 typical small and medium workplace benchmarks of 61% for overall engagement and 59% for the Great Place to Work Statement.

Key Strengths:

BCVWD employees reported positive experiences in several key areas:

- **Work Flexibility –** 97% positive, exceeding both the typical workplace benchmark of 72% and the best workplace benchmark of 91%.
- **Meaningful Work –** 89% positive, matching the best workplace benchmark and exceeding the typical workplace benchmark of 72%.
- **Accountability –** 87% positive, above the best workplace benchmark of 85% and the typical workplace benchmark of 68%.
- **Work-Life Balance –** 84% positive, above the best workplace benchmark of 82% and the typical workplace benchmark of 68%.
- **Job Stability –** 84% positive, above the best workplace benchmark of 79% and the typical workplace benchmark of 65%.

These results demonstrate continued strength in flexible work practices, meaningful public service, accountability, work-life balance, and employment stability.

Growth Opportunities:

The survey also identified areas where focused attention may further strengthen employee engagement and workplace satisfaction:

- **Compensation (Pay and Benefits) –** 46% positive, compared with 64% for typical workplaces and 90% for best workplaces.
- **Career Advancement –** 53% positive, compared with 66% for typical workplaces and 91% for best workplaces.
- **Facilities and Equipment –** 55% positive, compared with 73% for typical workplaces and 89% for best workplaces.
- **Work Motivation and Engagement –** 58% positive, compared with 72% for typical workplaces and 81% for best workplaces.
- **Leadership Fairness –** 58% positive, compared with 71% for typical workplaces and 81% for best workplaces.

The survey identifies three potential leverage areas for action: enhancing total rewards and career growth; strengthening leadership trust and employee engagement; and improving the employee experience and work environment. The results also show a meaningful share of inconsistent or neutral responses in these areas, indicating potential to improve positive perceptions through targeted action.

The 2026 Employee Engagement Survey confirms that BCVWD continues to meet Great Place to Work certification standards and performs above typical small and medium workplaces overall. Employees reported notable strengths in work flexibility, meaningful work, accountability, work-life balance, and job stability. At the same time, the lower overall scores and identified growth opportunities underscore the importance of continued attention to compensation and benefits, career development, facilities and equipment, employee motivation, and leadership fairness. The results will guide future initiatives to strengthen communication, trust, engagement, and the overall employee experience.

Fiscal Impact: None

Attachment:

1. PowerPoint Presentation of Great Place to Work 2026 Annual Employee Engagement Survey results.

Staff Report prepared by Ren Berioso, Human Resources and Risk Manager

BEAUMONT-CHERRY VALLEY WATER DISTRICT

2026 ANNUAL EMPLOYEE ENGAGEMENT SURVEY RESULTS

Human Resources and Risk Management

1

Great Place To Work®

Certified

AUG 2026-AUG 2027

USA ™

6TH YEAR CERTIFIED AS A GREAT PLACE TO WORK!

A company or agency needs to get a total "Average of All Statements" percentage score of 70% to get this certification.

2

The Purpose

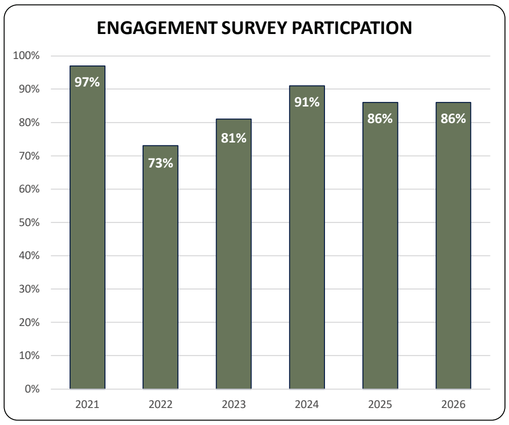
- Engagement Surveys are a great way to understand if your employees feel connected with the organization, and to gauge satisfaction and retention.
- The results of the data analysis will be utilized to identify the District's strengths and growth opportunities for the next year.
- Survey results are benchmarked with other surveys to discover our potential for growth and development in key areas.

3

BEAUMONT CHERRY VALLEY WATER DISTRICT
EST. 1919

Overview

4



Survey participation

- 44 employees, all full-time staff were eligible to participate
- 38 survey responses (86% participation rate)
- Survey was administered online through Great Place to Work.
- Responses were collected anonymously and reported in the aggregate. District staff had no access to individual responses.
- Response window was 4 weeks.

5

Data Collection and Analysis

- Survey Results for BCVWD were benchmarked from between 3,000 to 3,500 US Small and Medium Companies in 2025.
- The benchmarked data represents year 2025 percentage of the top 10% best US small and medium companies and the percentage of the typical US companies of the same size regarded as 51%.
- A Positive Score represents the responses “Often True” and “Almost Always True”
- A Negative Score represents the responses “Often Untrue” and “Almost Always Untrue”
- A Neutral Score represents the response “Sometimes Untrue / Sometimes True”.

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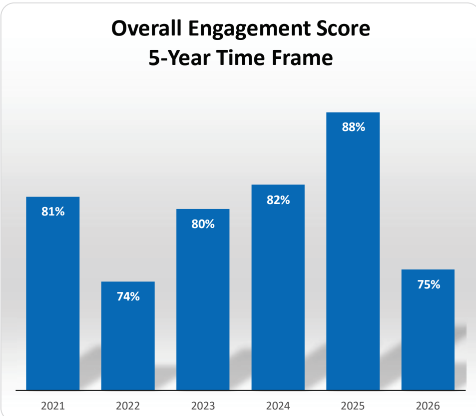

2026 OVERALL EMPLOYEE ENGAGEMENT AVERAGE: 75%

Engagement measures an employee's connection with the work, including pride in the work, level of cooperation from colleagues, psychological and emotional safety, intent to stay, and view of management.

In 2026, BCVWD's Overall Employee Engagement Score was 75%, a 13-point decrease from 88% in 2025. Notably, both 2021-2022 and 2026 coincided with the District's collective bargaining negotiations, which may have influenced employee perceptions during the survey period. While no direct correlation can be established, the results provide valuable insight into opportunities to strengthen employee engagement, communication, and workplace culture.

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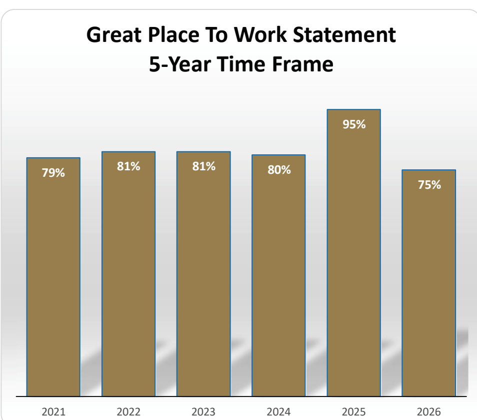


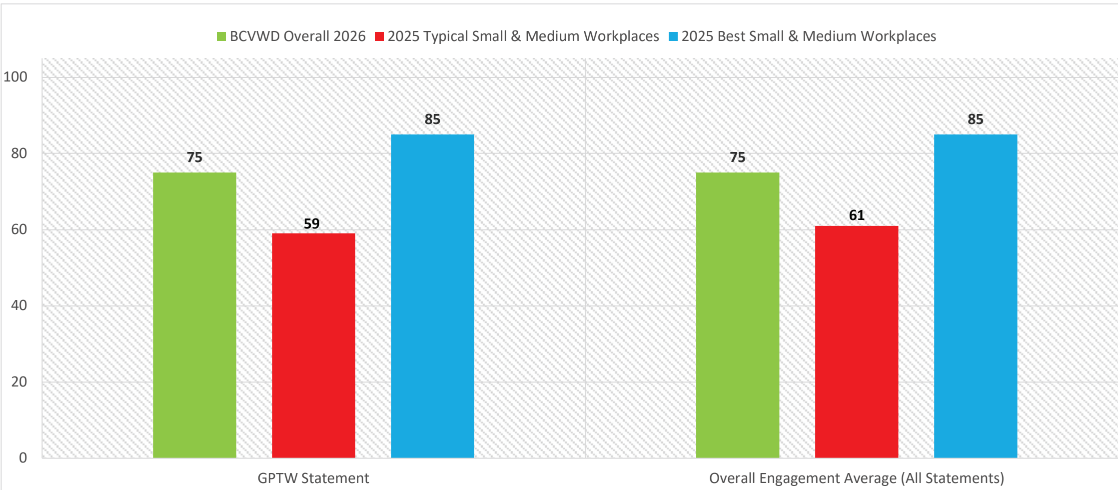
2026 OVERALL GREAT PLACE TO WORK STATEMENT: 75%

To gauge employees' overall outlook of the District as a great place to work, the annual survey includes an open-ended statement covering Leadership, Compensation, Work Environment, Peer Relationships, and Culture. This measure provides valuable insight into employees' overall perception of the workplace and the factors that influence engagement and organizational satisfaction.

In 2026, BCVWD's Great Place to Work Statement score was 75%, a 20-point decrease from 95% in 2025. Notably, both 2021-2022 and 2026 were years in which the District was engaged in collective bargaining negotiations, which may have influenced employee perceptions during the survey period. While no direct correlation can be established, the results will help guide initiatives to strengthen employee engagement and workplace culture.

8

Comparison to Best and Typical Companies



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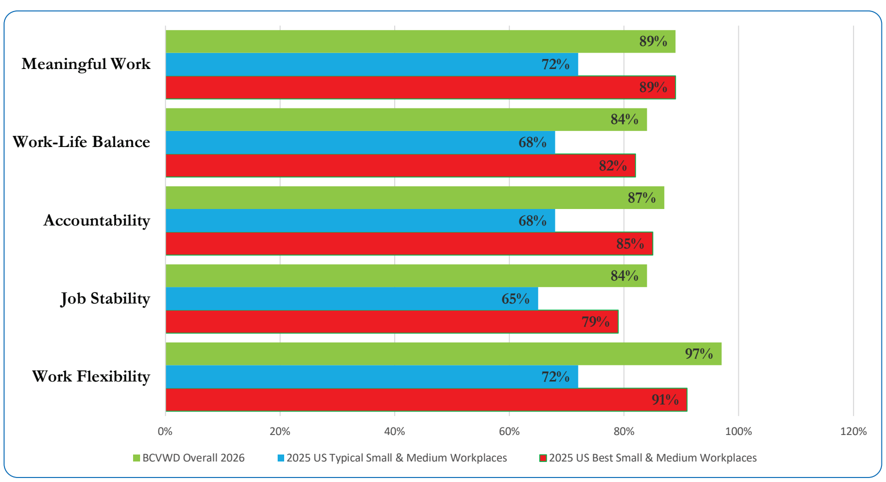
BCVWD's Strengths



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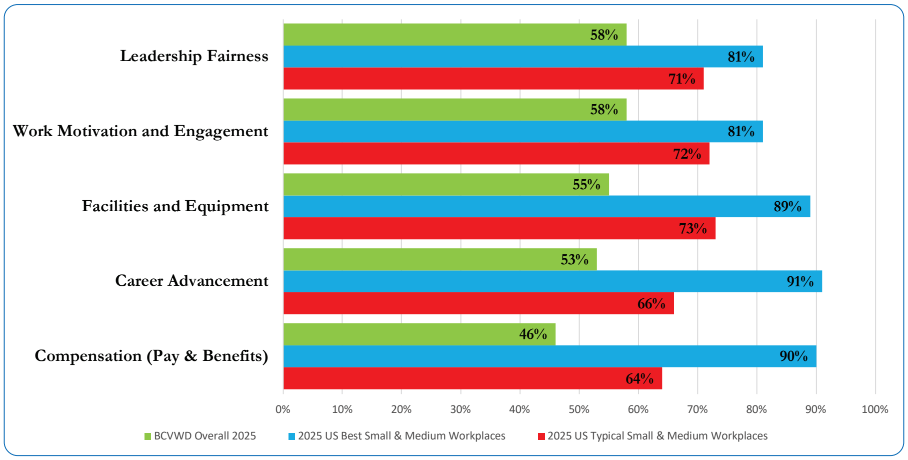
BCVWD's Growth Opportunities



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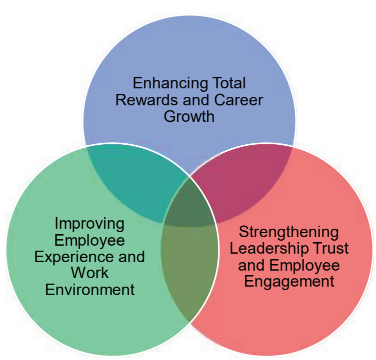
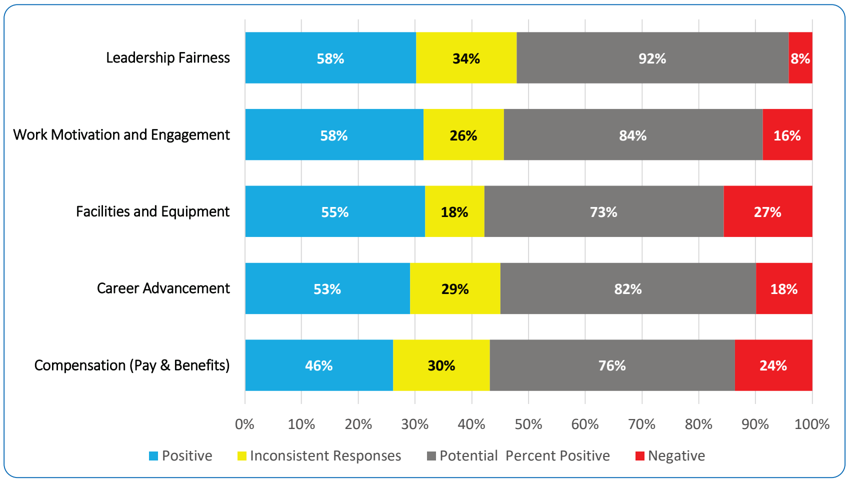


Areas to Leverage

The following are presented as potential key leverage areas that can be utilized to design and implement action to strengthen BCVWD employee experiences. They are selected based on the key drivers of your employees' experiences as well as your performance relative to the Best Company benchmark.

12

BCVWD's Growth Potential



13

Staff Comments in Word Collage

14

Beaumont-Cherry Valley Water District Personnel Committee August 18, 2026	Item 9a

STAFF REPORT

TO: Personnel Committee

FROM: Ren Berioso, Human Resources and Risk Manager

SUBJECT: **Policies and Procedures Manual Updates/Revisions for Policy 3095 Pregnancy Disability Leave**

Staff Recommendation

Approve the revision of Policy 2020 Sexual Harassment to move forward to the next Board of Directors meeting with the revisions stated in Table A, Summary of Policy Changes, or direct staff as desired.

Executive Summary

Staff is proposing revisions to Policy 3095 Pregnancy Disability Leave (PDL) to modernize the policy and ensure current California and federal leave and accommodation requirements are fully reflected. The revisions refine existing language and administrative procedures without changing the established purpose of the policy.

Updates address qualifying pregnancy-related conditions, intermittent or reduced-schedule leave, reasonable accommodation and the interactive process, continuation of benefits, reinstatement, coordination with other protected leave laws, and medical certification requirements.

Background

Policy 3095 Pregnancy Disability Leave was last adopted by the Board of Directors on December 14, 2022 through Resolution No. 2022-43. Human Resources reviewed the policy to modernize its language and confirm that applicable legal requirements remain fully addressed.

The review considered the California Fair Employment and Housing Act and Pregnancy Disability Leave regulations, the California Family Rights Act, the federal Family and Medical Leave Act, and the federal Pregnant Workers Fairness Act. The Pregnant Workers Fairness Act became effective in 2023 and its implementing regulation became effective in 2024, adding federal reasonable-accommodation requirements for known limitations related to pregnancy, childbirth, or related medical conditions. The proposed revisions incorporate these requirements alongside California's existing protections.

As part of the ongoing review process of all District policies, HR staff presented the proposed policy draft to Legal Counsel for a legal review to ensure compliance with applicable Federal, State and local labor laws.

Discussion

Table A, Summary of Policy Changes, outlines the proposed revisions reflected in the redlined draft. The changes clarify continuous, intermittent, and reduced-schedule leave; qualifying pregnancy-related conditions; reasonable accommodation, transfer, and the timely good-faith interactive process; possible accommodation after PDL is exhausted; continuation of health coverage and reinstatement; coordination with CFRA and FMLA; and medical certification requirements. These updates are intended to keep the policy current, complete, and consistent with applicable law.

Table A – Summary of Policy Changes

TABLE A	Policy Section	State / Federal Law requirement	BCVWD current practice	Policy Section and Language to Consider	Fiscal Impact of Section
1	**Entire Policy Sections**	**None**	Not Applicable	Refined the policy language.	No fiscal impact.
2	**Section 3095.2**	**California Government Code § 12945**	The District follows the law.	Updated the language to align with the provision of law.	No fiscal impact.
3	**Section 3095.3**	**California Government Code § 12945**	The District follows the law.	Added language for conducting interactive process if employee remains disabled.	No fiscal impact.
4	**Section 3095.4 (3)**	**California Government Code § 12945**	The District follows the law.	Staff and Legal Counsel clarified the language for when a staff is eligible to reinstate current position.	The cost of hiring a third-party investigator as determined by the Board.

Fiscal Impact

There is no direct fiscal impact associated with the proposed policy revisions. Any costs related to leave administration, benefit continuation, temporary coverage, or reasonable accommodation would depend on the circumstances of an individual request and would be addressed through existing District personnel and operating budgets.

Attachment/s

1. Redlined version Policy 3095 Pregnancy Disability Leave
2. Side-by-Side version Policy 3095 Pregnancy Disability Leave
3. Clean version Policy 3095 Pregnancy Disability Leave
4. Fact Sheet - Pregnancy Disability Leave (PDL)

Staff Report prepared by Ren Berioso, Human Resources and Risk Manager

BEAUMONT-CHERRY VALLEY WATER DISTRICT

POLICY TITLE: PREGNANCY DISABILITY LEAVE
POLICY NUMBER: 3095

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3095.1 **Purpose**. Under the California Fair Employment and Housing Act (FEHA), if an employee is disabled by pregnancy, childbirth, or related medical conditions, the employee is eligible to take a Pregnancy Disability Leave (PDL). If the employee is affected by pregnancy or a related medical condition, it may be an option to transfer to a less strenuous or hazardous position or to less strenuous or hazardous duties, if this transfer is medically advisable.

3095.2 **Length.** The PDL is available for any period~~(s)~~ of actual disability caused by an employee's pregnancy, childbirth, or related medical condition up to 4 months per pregnancy. For the purpose of this policy, four (4) months means the number of days the employee would normally work within four (4) calendar months (one-third of a year equaling 17 1/3 weeks), if the leave is taken continuously, following the date the pregnancy leave commences.

1. The PDL ~~does not need to be taken in one continuous period of time but can be taken on an as-needed basis~~may be taken continuously, intermittently, or on a reduced leave schedule as medically necessary.~~.~~
2. Time-off for prenatal care, severe morning sickness, doctor-ordered bed rest, childbirth, and recovery from childbirth are all covered by a PDL.

3095.3 **Reasonable Accommodation.** The District provides reasonable accommodations, to the extent required by law, for conditions related to pregnancy, childbirth, or related medical conditions. In addition, a transfer to a less strenuous or hazardous position or duties may be available pursuant to an employee's request, if such a transfer is medically advisable. Employees requesting leave or reasonable accommodation should promptly notify Human Resources. Upon receiving a request for pregnancy-related leave or accommodation, or when the District becomes aware that an accommodation may be needed, the District through Human resources will engage in a timely, good-faith interactive process with the employee to determine an effective reasonable accommodation.

If an employee remains disabled due to pregnancy, childbirth, or a related medical condition after exhausting PDL, the District will engage in the interactive process .

3095.4 **Compensation.** Generally, the District is required to treat pregnancy disability the same as other disabilities of similarly situated employees. The PDL will be unpaid.

1. Accrued paid sick leave must be used concurrently with leave taken under this policy. An employee may choose to use any accrued vacation as part of pregnancy disability leave before taking the remainder of leave as an unpaid leave. The employee may also be eligible for State Disability Insurance for the unpaid portion of leave.
2. Taking a PDL may impact certain of the employee's benefits or seniority date. If an employee wants more information regarding eligibility for a leave, the impact of the leave on seniority and benefits, and the District's policies for other disabilities, the employee should contact Human Resources.
3. An employee returning from an approved PDL of 4 months or less will be reinstated to the same position or to a comparable position under circumstances allowed by law. The only exception is if the employee's position is eliminated. Where permitted by law and consistent with District policy, the District may require a health care provider's written release certifying that the employee is able to safely return to work and perform the essential functions of the position, with or without reasonable accommodation.

3095.5 **Benefits.** The District will maintain health coverage during leave under this policy on the same terms as if the employee had continued to work. If applicable, the employee must make arrangements to pay the employee's share of health plan premiums while on leave.

3095.6 **Requirements.**~~-~~ The District may require medical certification only to the extent permitted by law and may require recertification when supported by applicable law.~~The employee may be required to obtain a certification from a health care provider that the employee is disabled due to a pregnancy-related condition, or the medical advisability for a transfer~~. The certification should include:

1. The date on which the employee became disabled due to pregnancy or the date of the medical advisability for the transfer.
2. The probable duration for the period~~(s)~~ of disability or the period~~(s)~~ for the advisability of the transfer.
3. A statement that, due to the disability, the employee is unable to work at all or to perform any one or more of the essential functions of the position without undue risk to oneself, the successful completion of the pregnancy, or a statement that, due to the pregnancy, the transfer is medically advisable.

09a - Attachment 2

CURRENT POLICY

POLICY TITLE: PREGNANCY DISABILITY LEAVE
POLICY NUMBER: 3095

3095.1 Under the California Fair Employment and Housing Act (FEHA), if an employee is disabled by pregnancy, childbirth, or related medical conditions, the employee is eligible to take a Pregnancy Disability Leave (PDL). If the employee is affected by pregnancy or a related medical condition, it may be an option to transfer to a less strenuous or hazardous position or to less strenuous or hazardous duties, if this transfer is medically advisable.

3095.2 **Length.** The PDL is for any period(s) of actual disability caused by an employee's pregnancy, childbirth, or related medical condition up to 4 months per pregnancy. For the purpose of this policy, 4 months means the number of days the employee would normally work within four calendar months (one-third of a year equaling 17 1/3 weeks), if the leave is taken continuously, following the date the pregnancy leave commences.

1. The PDL does not need to be taken in one continuous period of time but can be taken on an as-needed basis.
2. Time-off for prenatal care, severe morning sickness, doctor-ordered bed rest, childbirth, and recovery from childbirth are all covered by a PDL.

3095.3 **Reasonable Accommodation.** The District provides reasonable accommodations, to the extent required by law, for conditions related to pregnancy, childbirth, or related medical conditions. In addition, a transfer to a less strenuous or hazardous position or duties may be available pursuant to an employee's request, if such a transfer is medically advisable. Employees requesting leave or reasonable accommodation should promptly notify Human Resources.

3095.4 **Compensation.** Generally, the District is required to treat pregnancy disability the same as other disabilities of similarly situated employees. The PDL will be unpaid.

1. Accrued paid sick leave must be used concurrently with leave taken under this policy. An employee may choose to use any accrued vacation as part of pregnancy disability leave before taking the remainder of leave as an unpaid leave. The employee may also be eligible for State Disability Insurance for the unpaid portion of leave.
2. Taking a PDL may impact certain of the employee's benefits or seniority date. If an employee wants more information regarding eligibility for a leave, the impact of the leave on seniority and benefits, and the District's policies for other disabilities, the employee should contact Human Resources.
3. An employee returning from an approved PDL of 4 months or less will be reinstated to the same position or to a comparable position under circumstances allowed by law. The only exception is if the employee's position is eliminated.

3095.5 **Benefits.** The District will maintain health coverage during leave under this policy on the same terms as if the employee had continued to work. If applicable, the employee must make arrangements to pay the employee's share of health plan premiums while on leave.

3095.6 **Requirements.** The employee may be required to obtain a certification from a health care provider that the employee is disabled due to a pregnancy-related condition, or the medical advisability for a transfer. The certification should include:

PROPOSED POLICY

BEAUMONT-CHERRY VALLEY WATER DISTRICT

POLICY TITLE: PREGNANCY DISABILITY LEAVE
POLICY NUMBER: 3095

3095.1 Purpose. Under the California Fair Employment and Housing Act (FEHA), if an employee is disabled by pregnancy, childbirth, or related medical conditions, the employee is eligible to take a Pregnancy Disability Leave (PDL). If the employee is affected by pregnancy or a related medical condition, it may be an option to transfer to a less strenuous or hazardous position or to less strenuous or hazardous duties, if this transfer is medically advisable.

3095.2 **Length.** The PDL is available for any period~~(s)~~ of actual disability caused by an employee's pregnancy, childbirth, or related medical condition up to 4 months per pregnancy. For the purpose of this policy, four (4) months means the number of days the employee would normally work within four (4) calendar months (one-third of a year equaling 17 1/3 weeks), if the leave is taken continuously, following the date the pregnancy leave commences.

1. The PDL ~~does not need to be taken in one continuous period of time but can be taken on an as-needed basis~~may be taken continuously, intermittently, or on a reduced leave schedule as medically necessary.~~.~~
2. Time-off for prenatal care, severe morning sickness, doctor-ordered bed rest, childbirth, and recovery from childbirth are all covered by a PDL.

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1. The date on which the employee became disabled due to pregnancy or the date of the medical advisability for the transfer.
2. The probable duration for the period(s) of disability or the period(s) for the advisability of the transfer.
3. A statement that, due to the disability, the employee is unable to work at all or to perform any one or more of the essential functions of the position without undue risk to oneself, the successful completion of the pregnancy, or a statement that, due to the pregnancy, the transfer is medically advisable.

3095.5 **Benefits.** The District will maintain health coverage during leave under this policy on the same terms as if the employee had continued to work. If applicable, the employee must make arrangements to pay the employee's share of health plan premiums while on leave.

3095.6 **Requirements.**~~-~~ The District may require medical certification only to the extent permitted by law and may require recertification when supported by applicable law.~~The employee may be required to obtain a certification from a health care provider that the employee is disabled due to a pregnancy related condition, or the medical advisability for a transfer~~. The certification should include:

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2. The probable duration for the period of disability or the period for the advisability of the transfer.
3. A statement that, due to the disability, the employee is unable to work at all or to perform any one or more of the essential functions of the position without undue risk to oneself, the successful completion of the pregnancy, or a statement that, due to the pregnancy, the transfer is medically advisable.

Civil Rights Department
STATE OF CALIFORNIA

PREGNANCY DISABILITY LEAVE

FACT SHEET

The Fair Employment and Housing Act (FEHA), enforced by the California Civil Rights Department (CRD), contains provisions guaranteeing leave for employees disabled by pregnancy, childbirth, or a related medical condition (Pregnancy Disability Leave or PDL).

All employers must provide information about PDL to their employees and post information about pregnancy leave rights in a conspicuous place where employees tend to gather. A poster that meets this requirement is available on CRD's "Posters, Brochures and Fact Sheets" webpage (www.calcivilrights.ca.gov/Posters/). Employers who provide employee handbooks must include information about PDL in the handbook.

LEAVE REQUIREMENTS

- An employee disabled by pregnancy, childbirth, or a related medical condition is entitled to up to four months of disability leave per pregnancy. If the employer provides more than four months of leave for other types of temporary disabilities, the same leave must be made available to employees who are disabled due to pregnancy, childbirth, or a related medical condition.
- Leave can be taken before and after birth during any period of time the employee is physically unable to work because of pregnancy or a pregnancy-related condition. All leave taken in connection with a specific pregnancy counts toward computing the four-month period.
- PDL is available when an employee is actually disabled. This includes time off needed for prenatal or postnatal care, severe morning sickness, doctor-ordered bed rest, childbirth, recovery from childbirth, loss or end of pregnancy, or any other related medical condition.
- PDL may be modified as an employee's changing medical condition dictates.
- PDL applies to all employers with five or more full- or part-time employees. Other than having a qualifying pregnancy-related disability, there are no tenure, hours, other eligibility requirements, and full- and part-time employees are treated the same.

EMPLOYEE'S OBLIGATIONS

- If possible, an employee must provide their employer with at least 30 days' advance notice of the date for which the pregnancy disability leave is sought and the estimated duration of the leave.
- If 30 days' advance notice is not possible due to a change in circumstances or a medical emergency, notice must be given as soon as practicable.
- The employer may require written certification from the health-care provider of the employee seeking PDL stating the reasons for the leave and the probable duration of the condition. However, the health-care provider may not disclose the underlying diagnosis without the consent of the patient.

SALARY AND BENEFITS DURING PDL

- An employer may require an employee to use accrued sick leave during any unpaid portion of their pregnancy disability leave. The employee may also choose to use vacation leave or other accrued paid leave to receive compensation for which the employee is eligible, but an employer may not require an employee to use vacation leave or other accrued time off during PDL.
- Your employer must pay for the continuation of your group health benefits if your employer normally pays for those benefits.
- An employee who is disabled by pregnancy may qualify for State Disability Insurance wage replacement while the employee is unable to work. In a normal pregnancy, a worker will typically be disabled 4 weeks before the expected due date and 6 weeks after for a vaginal birth or 8 weeks after for a cesarean section. For more information, visit: www.edd.ca.gov/Disability/FAQ_DI_Pregnancy.htm.

PREGNANCY DISABILITY LEAVE

FACT SHEET

Civil Rights Department
STATE OF CALIFORNIA

RETURN RIGHTS

- It is illegal for an employer to fire an employee because that employee is pregnant or taking pregnancy disability leave. Employers are required by law to reinstate an employee returning from PDL to the same position the employee had before taking leave, and an employee may request this guarantee in writing. In some situations, an employee may be reinstated to a position that is comparable (same tasks, skills, benefits, and pay) to the job they had before taking PDL.
- If the reinstatement date differs from the original agreement, or if no agreement was made, an employer must reinstate the employee within two business days of being given notice that the employee intends to return. When two business days are not feasible, reinstatement must be made as soon as possible to expedite the employee's return.
- However, pregnancy disability leave does not protect employees from employment actions not related to their pregnancy, such as layoffs.

FAMILY AND MEDICAL LEAVE (NON-PREGNANCY)

- In addition to PDL, the California Family Rights Act (CFRA) requires employers of five or more employees to provide 12 weeks of job-protected leave to employees to bond with a new child (by birth, adoption, or foster placement), to care for a family member with a serious health condition, or because the employee has a serious health condition. CFRA leave is not for pregnancy-related conditions, which are covered by PDL. Employees are entitled to take CFRA leave in addition to any leave entitlement related to pregnancy. CFRA leave taken to bond with a new child must be completed within one year of the birth, adoption, or foster placement. For more information about CFRA leave, visit: www.calcivilrights.ca.gov/family-medical-pregnancy-leave/.
- Paid Family Leave (PFL) provides benefits to individuals who need to take time off work to care for a seriously ill child, parent, parent-in-law, grandparent, grandchild, sibling, spouse, or domestic partner. Benefits are also available to parents who need time to bond with a new child entering their life either by birth, adoption, or foster care placement. For more information, visit: www.edd.ca.gov/Disability/Paid_Family_Leave.htm.

ACCOMMODATIONS WHILE WORKING

- Sometimes employees affected by pregnancy, childbirth, or related medical condition are able to keep working with a reasonable accommodation. If such an employee requests a reasonable accommodation upon the advice of the employee's health-care provider so that the employee can keep working, an employer must provide reasonable accommodation.
- For example, on the advice of a physician, an employee can request to transfer to a less strenuous or hazardous position or modified duties because of the employee's pregnancy-related condition.

If you have been subjected to discrimination, harassment, or retaliation at work, please contact CRD.

TO FILE A COMPLAINT

Civil Rights Department
calcivilrights.ca.gov/complaintprocess
Toll Free: 800.884.1684
TTY: 800.700.2320
California Relay Service (711)

Have a disability that requires a reasonable accommodation? CRD can assist you with your complaint.

For translations of this guidance, visit:
www.calcivilrights.ca.gov/posters/employment

Beaumont-Cherry Valley Water District Personnel Committee August 18, 2026	Item 9b

STAFF REPORT

TO: Personnel Committee

FROM: Ren Berioso, Human Resources and Risk Manager

SUBJECT: **Policies and Procedures Manual Updates/Revisions for Policy 3096 Lactation Accommodation**

Staff Recommendation:

Review the revision of Policy Number 3096, Lactation Accommodation, and forward the revised policy to the Board of Directors for adoption or provide directions to staff as desired.

Executive Summary

Staff is proposing revisions to Policy 3096 Lactation Accommodation to modernize the policy language and ensure continued compliance with current California labor laws governing lactation accommodations in the workplace. The proposed revisions clarify the District's administrative procedures regarding lactation space, employee requests, break schedules, employee protections, complaint rights, and the relationship of this policy to other leave and accommodation policies.

Background

Policy 3096 Lactation Accommodation was last adopted by the Board of Directors on December 14, 2022, through Resolution No. 2022-43. Human Resources conducted a review of the policy to modernize its language and ensure it remains aligned with current California labor laws and applicable legal requirements.

The proposed revisions reflect current provisions of the California Labor Code governing lactation accommodations, including requirements for compliant lactation spaces, prompt responses to accommodation requests, employee protections against discrimination and retaliation, complaint rights through the Labor Commissioner, and coordination with other protected leave and accommodation laws.

Discussion

Table A, Summary of Policy Changes, outlines the proposed revisions reflected in the attached redlined draft. The revisions primarily clarify existing policy language and administrative procedures regarding lactation space requirements, employee requests for accommodation, reasonable break schedules, protections against discrimination and retaliation, employees' right to file complaints with the Labor Commissioner, and the relationship between this policy and other District leave and accommodation policies. These revisions are intended to maintain consistency with current California Labor Code requirements and District practices.

Table A – Summary of Policy Changes

TABLE A	Policy Section	State / Federal Law requirement	BCVWD current practice	Policy Section and Language to Consider	Fiscal Impact of Section
1	**Entire Policy Sections**	**California Labor Code §§ 1030–1034**	Not Applicable	Modernized the policy language and aligned with the provision of the applicable CA Labor Law. Added Title to each section for clarity and ease of reading.	No fiscal impact.
2	**Section 3096.2**	**California Labor Code §§ 1031**	The District follows the law.	Updated the section to reference the law.	No fiscal impact.

<u>Fiscal Impact</u>

There is no fiscal impact associated with the proposed revisions to this policy. The revisions primarily clarify existing procedures and update policy language to align with current legal requirements.

<u>Attachment/s</u>

1. Redlined version Policy 3096 Lactation Accommodation
2. Side-by-Side version Policy 3096 Lactation Accommodation
3. Cleaned version Policy 3096 Lactation Accommodation
4. Lactation Accommodation Guidance - Labor Commissioner's Office

Staff Report prepared by Ren Berioso, Human Resources and Risk Manager

BEAUMONT-CHERRY VALLEY WATER DISTRICT

POLICY TITLE: LACTATION ACCOMMODATION
POLICY NUMBER: 3096

3096.1 **Purpose**. The District recognizes the need to promote a work environment that is supportive of lactating ~~breastfeeding~~ employees who wish to continue nursing their infant children when they return to work. This policy establishes guidelines for promoting a breastfeeding friendly work environment and supporting lactating employees.

3096.2 **Lactation Space Requirements**. The District will provide an appropriate lactation space for employees to express breast milk in accordance with the requirements of California Labor Code section 1031, as amended from time to time. The District will ensure that any designated lactation space meets all applicable legal requirements regarding location, privacy, accessibility, and use.~~The District will provide an environment that will enable employees to express milk in a private, appropriate space. Such space will meet the requirements of the California Labor Code including a surface to place a breast pump and personal items, a place to sit, and access to electricity. Lactating employees will also be provided access to a sink with running water, and access to a refrigerator for storing breast milk. Multi-purpose rooms may be used as lactation space if they satisfy the requirements for space; however, the use of the room for lactation takes priority over other uses. Restrooms are prohibited from being utilized for lactation purposes.~~

3096.3 **Requesting Lactation Accommodation**. An employee may request an accommodation for reasonable lactation breaks by informing Human Resources and the immediate ~~the employee's~~ supervisor. The District will respond promptly to requests for lactation accommodation and will work cooperatively with the employee to identify a reasonable break schedule and suitable lactation space. The supervisor and the employee will discuss an appropriate break schedule for lactation. The lactation break time will, where practicable~~if possible~~, run concurrently with the employee's regular paid break time already provided. Any time in excess of a normal lunch or paid break time will not be paid unless otherwise required by law. The District will respond, in writing, if lactation space or additional break time, as described in this policy, cannot be provided.

3096.4 **Protection Against Harassment, Discrimination, and Retaliation**. Harassment of and/or discrimination against lactating employees is prohibited. It is also prohibited to retaliate against lactating employees who request time to express breast milk at work. Any harassment of and/or discrimination against a lactating employee should be immediately reported to Human Resources. Any incident of discrimination or harassment of a lactating employee will be addressed in accordance with Policy 2015 and in accordance with state law.

1. ~~3096.5~~ Employees have the right to file a complaint with the Labor Commissioner for any violation of rights provided under Chapter 3.8 of the California Labor Code regarding lactation accommodations.

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CURRENT POLICY

POLICY TITLE: LACTATION ACCOMMODATION
POLICY NUMBER: 3096

3096.1 The District recognizes the need to promote a work environment that is supportive of breastfeeding employees who wish to continue nursing their infant children when they return to work. This policy establishes guidelines for promoting a breastfeeding friendly work environment and supporting lactating employees.

3096.2 The District will provide an environment that will enable employees to express milk in a private, appropriate space. Such space will meet the requirements of the California Labor Code including a surface to place a breast pump and personal items, a place to sit, and access to electricity. Lactating employees will also be provided access to a sink with running water, and access to a refrigerator for storing breast milk. Multi-purpose rooms may be used as lactation space if they satisfy the requirements for space; however, the use of the room for lactation takes priority over other uses. Restrooms are prohibited from being utilized for lactation purposes.

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PROPOSED POLICY

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09b - Attachment 4

Lactation Accommodation

Pursuant to Labor Code Section 1030 every employer, including the state and any political subdivision, must provide a reasonable amount of break time to accommodate an 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. Break time for an employee that does not run concurrently with the rest time authorized for the employee by the applicable wage order of the Industrial Welfare Commission need not be paid. Pursuant to Labor Code Section 1033, the denial of a break or adequate space to express milk may result in the recovery of one hour of pay at the employee’s regular rate of pay for *each violation* by filing a wage claim under Labor Code section 226.7. Additionally, an employee may report a violation of the lactation accommodations laws with the Labor Commissioner’s Bureau of Field Enforcement (BOFE), and after an inspection or investigation, BOFE may issue a citation for one hundred dollars ($100) for *each day* an employee is denied reasonable break time or adequate space to express milk.

1. **Q. Does an employer have to provide an employee with additional break time to express breast milk?**

   A. Yes, an employer must provide additional break time to employees who need it.

2. **Q. Does an employer have to pay for the additional time to express breast milk?**

   A. No. While the employer must allow an employee to leave the work area to pump, the employer does not have to pay for pumping time, beyond the standard break time.

3. **Q. Can my employer demand a doctor's note or other medical documentation?**

   A. No. Your employer cannot require you to submit any documentation regarding your need to express breast milk.

4. **Q. Does my employer have to provide me with a place to express breast milk?**

   A. Yes, your employer must provide you with the use of a room or other location, other than a bathroom, in close proximity to your work area, shielded from view, and f while you are expressing milk in private. This may include the place whe normally works if it otherwise meets the requirements. The lactation roo be safe, clean, and free from hazardous materials, as defined in Labor C contain a surface to place a breast pump and personal items, contain a place to sit a have access to electricity or alternative devices, including but not limited to, extension cords or charging stations needed to operate an electric or battery-powered breast pump. Ac a sink with running water and a refrigerator suitable for storing milk, in close proximity to the employee's workspace must also be provided by the employer.

If your employer has less than 50 employees it may be exempt from the lactations law's requirements if it meets certain conditions. Multiemployer or multitenant worksites and agricultural employers are subject to different requirements. Please see the Enforcement and Interpretations Manual at Section 17 pg. 8 -9 located here:https://www.dir.ca.gov/dlse/Manual-Instructions.htm for more information.

5. **Q. What happens if my employer does not provide me with the opportunity to take a break for lactation purposes?**

   A. If you feel your employer is not providing you with adequate break time and/or a place to express milk as provided for in Labor Code section 1030, you may file a wage claim to recover one hour of premium pay at the employee's regular rate of pay for each violation. See https://www.dir.ca.gov/dlse/HowToFileWageClaim.htm.

   Additionally, you may also file a report/claim with the Labor Commissioner's Bureau of Field Enforcement (BOFE) at the BOFE office nearest your place of employment. See http://www.dir.ca.gov/dlse/HowToReportViolationtoBOFE.htm.

   The Labor Commissioner's Office may, after an inspection, issue to an employer who violates any provision of this chapter, a civil citation ($100.00 for each day an employee is denied a break or adequate space to express milk) that may be contested in accordance with the procedure outlined in Labor Code Section 1197.1 (Labor Code Section 1033).

   In addition, any employee who is a victim of retaliation for either asserting or attempting to assert a right to lactation accommodation or for complaining to the Labor Commissioner about the failure of an employer to provide this accommodation may file a retaliation claim pursuant to Labor Code Section 98.7. An employee must file a retaliation claim with the Labor Commissioner's Office within a year of the retaliation. See https://www.dir.ca.gov/dlse/HowToFileRetaliationComplaint.htm.

6. **Q. Who can I call if I have I have questions regarding Lactation Accommodation?**

   A. You may contact your local Labor Commissioner's office if you have ques rights under the Labor Code.

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