


**Side Letter of Agreement
Between
Santa Clara Valley Water District
and
Professional Managers Association, Local 21, IFPTE
Regarding
District Classification and Compensation Study
Compensation Implementation**

Following meet and conferring in good faith, in accordance with the provisions of state law and District regulations, this side letter agreement (Agreement) between the Santa Clara Valley Water District (District) and the Professional Managers Association (Association) represents the final understanding and agreement regarding compensation of Association members as a result of the District Classification and Compensation Study (DCCS). This Agreement serves to amend and modify the 2015-2017 Memorandum of Understanding between the District and Association (MOU), as detailed herein, retroactively to March 28, 2016. Effective upon execution by Association and approval by District's Board of Directors, the terms of this Agreement are hereby incorporated into the MOU, and will be read with and subject to all applicable terms and conditions of employment contained in the MOU.

- (1) Salary Schedule – Included with this Agreement is the Annual Salary Schedule including classes and salary ranges for 2015, 2016, and 2017 (Salary Schedule). A copy of the Salary Schedule is attached hereto as Attachment 1. The MOU is hereby amended to incorporate this Salary Schedule effective March 28, 2016. The five-page schedule "Professional Managers Association Represented Classes and Salary Ranges (Salaries Effective: 12/22/2014; Class Titles as of: 12/22/2014)" previously agreed to and made a part of the MOU is hereby amended so that it shall cease to be effective on March 27, 2016 and shall be superseded by the new Salary Schedule.
- (2) Salary Placement – Effective March 28, 2016, all bargaining unit employees will be placed on the appropriate range for their classification and salary step which is the same or closest to their salary as of March 27, 2016, but ensures that they not receive less than that salary.

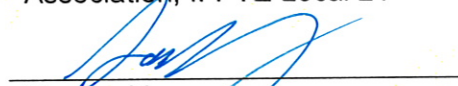
- (3) Four (4) managers covered by the DCCS and listed in Attachment 2 will be Y-rated until the salary range in which they are allocated catches up to their current salary. (Attachment 2)
- (4) Application of the changes set forth in this Agreement to the members of Association is summarized in Attachment 3, a chart identifying each manager, their new classification, job description title, salary range, salary step, and anniversary date. (Attachment 3)
- (5) Jason Christie will be paid at Step 6 of the Engineering Manager classification. Should Mr. Christie leave the District, his position will be filled as a Land Surveying and Mapping Manager.

Authorized Union Representative:



Gary Nagaoka
President
Professional Managers
Association, IFPTE Local 21

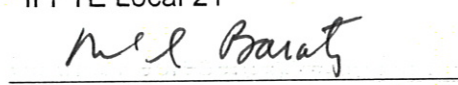
Date: 7/25/16



Stanley Young
Representative/Organizer
IFPTE Local 21

Date: 4-25-16

Authorized District Representative:



Michael Baratz
Labor Relations Officer
Santa Clara Valley Water District

Date: 4-25-16