


**Further 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 execution of the prior Side Letter Agreement (Agreement) between the Santa Clara Valley Water District (District) and the Professional Managers Association (Association) on April 25, 2016 Association requested further meet and confer on the issue of anniversary dates. Following meeting and conferring in good faith, in accordance with the provisions of state law and District regulations, District and Association reached further agreement on the applicable anniversary dates for Association's members.


Application of the changes set forth in this Further Side Letter Agreement (Further Side Letter) to the members of Association is summarized in Attachment 4 attached hereto, a chart identifying each manager, their new classification, job description title, salary range, salary step, and *anniversary date*. This Further Side Letter amends the Agreement by deleting Attachment 3 to the Agreement and replacing it with Attachment 4.

Together, the Agreement and this Further Side Letter serve 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 the Agreement and Further Side Letter 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.

Authorized Union Representative:



Gary Nagaoka
President
Professional Managers
Association, IFPTE Local 21

Date: 5/9/16



Stanley Young
Representative/Organizer
IFPTE Local 21

Date: 5-9-16

Authorized District Representative: 

Michael Baratz
Labor Relations Officer
Santa Clara Valley Water District

Date: 5-9-16