



Santa Clara Valley Water District

File No.: 16-0303

Agenda Date: 5/24/2016

Item No.: *3.6.

BOARD AGENDA MEMORANDUM

SUBJECT:

Consideration of the 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.

RECOMMENDATION:

- A. Approve the side letter with the Professional Managers Association (PMA) regarding the compensation implementation of the District Classification and Compensation Study as an amendment to the 2015-2017 Memorandum of Understanding (MOU) between the Santa Clara Valley Water District and Professional Managers Association (IFPTE Local 21); and
- B. *Approve the Further Side Letter of Agreement with PMA regarding the District Classification and Compensation Study as an amendment to the 2015-2017 MOU between the Santa Clara Valley Water District and IFPTE Local 21.

SUMMARY:

*Following months of compensation negotiations with PMA arising from the District's Classification and Compensation Study (DCCS), on October 13, the parties reached an impasse in their negotiations.

Both the District and PMA declared impasse, and PMA requested appointment of a factfinder from the Public Employment Relations Board (PERB). The parties participated in a factfinding hearing in January 2016 before a panel chaired by neutral Norm Brand.

On March 4, 2016, the panel (with a dissent by the union's panel member) formally issued its report and recommendations.

The majority of the panel recommended that the parties implement all of their agreements, including those agreements embodied in the final last offer of the District. They also recommended that four over-market employees be Y-rated. The recommendation was that these four should continue to receive their current salary until, through general increases to bargaining unit salaries; the District's proposed top step equals or exceeds their current salary. At that point they should move to the proposed top step salary and thereafter receive general increases.

Based upon the March 4, 2016, factfinding report and recommendations, in a letter dated March 10,

2016, Labor Relations Officer Michael Baratz conveyed the District's comprehensive settlement proposal to PMA and indicated that it would be withdrawn if not accepted by the close of business on March 21, 2016. PMA subsequently requested a brief extension so that a membership meeting could be held on the matter, and the District agreed to extend the deadline to March 28, 2016. Following the PMA membership meeting and a March 28, 2016 vote on the matter, on March 28, 2016, IFPTE Local 21 Business Agent Stan Young advised Michael Baratz that the union had voted to accept the District's offer.

The side letter implements the compensation portion of the mid-managers classification study. It includes the new salary schedule which will be incorporated and included as an amendment to the 2015-2017 MOU with PMA. It describes how manager will be placed on the new salary schedule; outlines how Y-rated managers are treated; and includes a chart identifying each manager, review classification and job description title, salary range, salary step and anniversary date.

FINANCIAL IMPACT:

*Estimated cost of implementing individual salary increases related to this side letter is \$231,000 for the remainder of the 2015-2017 MOU periods (3/2016 to 12/2017).

The FY16 and FY17 budget for District salary is sufficient to cover this projected increase. The increase for FY18 will be included in the FY18 budget.

CEQA:

The recommended action does not constitute a project under CEQA.

ATTACHMENTS:

*Original Agenda Memo

Original Attachment 1: Side Letter for PMA

Original Attachment 2: Salary Schedule

Original Attachment 3: Y-rated Salary Range

Original Attachment 4: Changes Chart

*Supplemental Agenda Memo

*Supplemental Attachment 1: Further Side Letter

*Supplemental Attachment 2: Changes Chart Revision

UNCLASSIFIED MANAGER:

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