



Santa Clara Valley Water District

File No.: 26-0176

Agenda Date: 2/10/2026

Item No.: *3.6.

BOARD AGENDA MEMORANDUM

Government Code § 84308 Applies: Yes No
(If "YES" Complete Attachment A - Gov. Code § 84308)

SUBJECT:

Consider Memoranda of Understanding between the Santa Clara Valley Water District and Employees Association - AFSCME Local 101, Engineers Society - IFPTE Local 21, and Professional Managers Association - IFPTE Local 21; and Adopt Resolutions (3) Approving Terms of Memoranda (January 1, 2026 through December 31, 2029).

RECOMMENDATION:

- A. Adopt the Resolution APPROVING THE TERMS OF THE MEMORANDUM OF UNDERSTANDING BETWEEN THE SANTA CLARA VALLEY WATER DISTRICT AND EMPLOYEES ASSOCIATION, AFSCME LOCAL 101 FOR THE PERIOD OF JANUARY 1, 2026 THROUGH DECEMBER 31, 2029;
- B. Authorize CEO to sign the Memorandum of Understanding between the Santa Clara Valley Water District and Employees Association, AFSCME Local 101, in substantially the same form as the draft version;
- C. Adopt the Resolution APPROVING THE TERMS OF THE MEMORANDUM OF UNDERSTANDING BETWEEN THE SANTA CLARA VALLEY WATER DISTRICT AND ENGINEERES SOCIETY, IFPTE LOCAL 21 FOR THE PERIOD OF JANUARY 1, 2026 THROUGH DECEMBER 31, 2029;
- D. Authorize CEO to sign the Memorandum of Understanding between the Santa Clara Valley Water District and Engineers Society in substantially the same form as the draft version;
- E. Adopt the Resolution APPROVING THE TERMS OF THE MEMORANDUM OF UNDERSTANDING BETWEEN THE SANTA CLARA VALLEY WATER DISTRICT AND PROFESSIONAL MANAGERS ASSOCIATION, IFPTE LOCAL 21 FOR THE PERIOD OF JANUARY 1, 2026 THROUGH DECEMBER 31, 2029; and
- F. Authorize CEO to sign the Memorandum of Understanding between the Santa Clara Valley Water District and Professional Managers Association in substantially the same form as the draft version;

SUMMARY:

A. Employees Association

The existing Memorandum of Understanding (MOU) between the Santa Clara Valley Water District

(Valley Water) and the Employees Association (EA) expired on December 31, 2025. Valley Water and representatives of EA commenced negotiations for a successor MOU in the summer of 2025 and reached a tentative agreement as to the terms of the successor MOU during the week of January 26, 2026. The week of February 2, 2026, EA members are scheduled to vote on ratification of the upcoming tentative agreement.

The specific elements of the agreed-upon MOU terms will be set forth in a supplemental memorandum to be distributed on February 6, 2026. The Board Resolution and copy of the Tentative Agreement will also be distributed on February 6, 2026, as attachments to the supplemental memorandum.

B. Engineers Society

The existing Memorandum of Understanding (MOU) between the Santa Clara Valley Water District (Valley Water) and the Engineer Society (ES) expired on December 31, 2025. Valley Water and representatives of EA commenced negotiations for a successor MOU in the summer of 2025 and reached a tentative agreement as to the terms of the successor MOU during the week of January 26, 2026. The week of February 2, 2026, ES members are scheduled to vote on ratification of the upcoming tentative agreement.

The specific elements of the agreed upon MOU terms will be set forth in a supplemental memorandum to be distributed on Friday, February 6, 2026. The Board Resolution and copy of the Tentative Agreement will also be distributed on Friday, February 6, 2026, as attachments to the supplemental memorandum.

C. Professional Managers Association

The existing Memorandum of Understanding (MOU) between Valley Water and the Professional Managers Association (PMA) expired on December 31, 2025. Valley Water and representatives of PMA commenced negotiations for a successor MOU in the summer of 2025 and have reached a tentative agreement as to the terms of a successor MOU. PMA members are expected to vote on ratification of the tentative agreement prior to the February 10, 2026, Board meeting.

The specific elements of the agreed upon MOU terms will be set forth in a supplemental memorandum to be distributed on Friday, February 6, 2026. The Board Resolution and a copy of the Draft Tentative Agreement will also be distributed on Friday, February 6, 2026, as attachments to the supplemental memorandum.

ENVIRONMENTAL JUSTICE IMPACT:

There are no Environmental Justice impacts associated with this item.

FINANCIAL IMPACT:

Information regarding the financial impact will be set forth in a supplemental memorandum to be distributed on Friday, February 6, 2026.

CEQA:

The recommended action does not constitute a project under CEQA because it does not have a potential for resulting in direct or reasonably foreseeable indirect physical change in the environment.

ATTACHMENTS:

None.

UNCLASSIFIED MANAGER:

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