



Santa Clara Valley Water District

File No.: 26-0199

Agenda Date: 2/10/2026

Item No.: *3.6.

SUPPLEMENTAL BOARD AGENDA MEMORANDUM

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

SUBJECT:

Consider the 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).

REASON FOR SUPPLEMENTAL MEMORANDUM:

This memorandum is providing additional information including the resolutions and tentative agreements and fiscal impact that wasn't available at the time of publication on January 30, 2026.

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 ENGINEERS 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 EA members ratified the agreement the week of February 2, 2026.

B. Engineers Society

The existing Memorandum of Understanding (MOU) between the Santa Clara Valley Water District (Valley Water) and the Engineers Society (ES) expired on December 31, 2025. Valley Water and representatives of ES 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 ES members ratified the agreement the week of February 2, 2026.

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. *The PMA members ratified the agreement the week of February 2, 2026.

ENVIRONMENTAL JUSTICE IMPACT:

No Change from original memo.

FINANCIAL IMPACT:

Staff estimates a financial impact of \$8.2 million for classified employees for fiscal year 2026-27 versus the prior year, which would be incorporated into the proposed fiscal year 2026-27 budget. In addition, a \$2.3 million lump sum payment would occur in fiscal year 2025-26. Staff will monitor this impact and bring back a budget adjustment if necessary to cover this lump sum payment. The incremental financial impact for subsequent years would be in the range of \$7.0 million to \$8.0 million per year depending on the year.

CEQA:

No Change from original memo.

ATTACHMENTS:

Attachment 1: Resolution AFSCME Local 101 (EA)

Attachment 2: Tentative Agreement AFSCME Local 101 (EA)

Attachment 3: Resolution Engineers Society, IFPTE Local 21 (ES)

Attachment 4: Tentative Agreement Engineers Society, IFPTE Local 21 (ES)

Attachment 5: Resolution Professional Managers Association, IFPTE Local 21 (PMA)

Attachment 6: Tentative Agreement Professional Managers Association, IFPTE Local 21(PMA)

Attachment 7: Coalition Package (EA, ES, PMA) Tentative Agreement

UNCLASSIFIED MANAGER:

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