



# Santa Clara Valley Water District

File No.: 24-0424

Agenda Date: 4/23/2024

Item No.: \*11.1.

## SUPPLEMENTAL BOARD AGENDA MEMORANDUM

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

### SUBJECT:

Adopt a Resolution Authorizing the CEO, or his Designee, to Execute Side Letters of Agreement with Employees Association-AFSCME Local 101, Engineers Society-IFPTE Local 21, and Professional Managers Association-IFPTE Local 21, with Changes to Employee Pension Contribution Levels or 401(a) Contributions for Classic Tier 2 Employees; Adopt Resolution Approving Fifth Amended Compensation Plan for Unrepresented Employees in the Executive Service.

### REASON FOR SUPPLEMENTAL MEMORANDUM:

This report conveys additional information received after the initial report was released, consistent with Executive Limitations Policy EL-7-10-5.

### RECOMMENDATION:

- A. Adopt the Resolution A RESOLUTION AUTHORIZING THE CEO, OR HIS DESIGNEE, TO EXECUTE SIDE LETTERS OF AGREEMENT WITH EMPLOYEES ASSOCIATION-AFSCME LOCAL 101, ENGINEERS SOCIETY-IFPTE LOCAL 21, AND PROFESSIONAL MANAGERS ASSOCIATION-IFPTE LOCAL 21, WITH CHANGES TO EMPLOYEE PENSION CONTRIBUTION LEVELS OR 401(A) CONTRIBUTIONS FOR CLASSIC TIER 2 EMPLOYEES; and
- B. Adopt the Resolution A RESOLUTION OF THE BOARD OF DIRECTORS OF THE SANTA CLARA VALLEY WATER DISTRICT (VALLEY WATER) APPROVING FIFTH AMENDED COMPENSATION PLAN FOR UNREPRESENTED EMPLOYEES IN THE EXECUTIVE SERVICE (JULY 1, 2024 THROUGH DECEMBER 31, 2025)

### SUMMARY:

This update conveys resolutions received after the original agenda memo: 1) Resolution authorizing the CEO, or his Designee, to execute Side Letters of Agreement with three Bargaining Units and 2) a Resolution approving terms of fifth amended compensation plan for unrepresented employees in the executive service.

The first resolution authorizes the CEO, or his designee, to enter into agreement with the three bargaining units referenced above for a change to benefits for employees subject to the Tier 2 Classic formula only. The second resolution approves terms of a fifth amended compensation plan for unrepresented employees in the executive service is set forth in this supplemental memorandum to Board Agenda Memorandum 24-0401. Through this authorization and approval, any changes to benefits from the side letters and fifth amended compensation plan would take effect on June 24, 2024. The Fourth amended compensation plan for unrepresented employees in executive service will remain in effect until June 24, 2024.

**ENVIRONMENTAL JUSTICE AND EQUITY IMPACT:**

No Change from original memo.

**FINANCIAL IMPACT:**

No Change from original memo.

**CEQA:**

No Change from original memo.

**ATTACHMENTS:**

Supplemental Attachment 1: Resolution Tier 2 Change Bargaining Units

Supplemental Attachment 2: Resolution Tier 2 Change Unrepresented Emp.

**UNCLASSIFIED MANAGER:**

Anna Lee, 408-630-2052