



Santa Clara Valley Water District

File No.: 21-1309

Agenda Date: 11/23/2021

Item No.: *2.9.

BOARD AGENDA MEMORANDUM

SUBJECT:

Consider Memoranda of Understanding Between the Santa Clara Valley Water District and the Employees Association, AFSMCE Local 101, Professional Managers Association, IFPTE Local 21, and Engineers Society, IFPTE Local 21; and Adopt the Resolutions (4) Approving the Terms of the Memoranda, and Approving the Amended Compensation Plan for Unrepresented Employees in the Executive Service (January 1, 2022 through June 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, 2022 THROUGH DECEMBER 31, 2025;
- B. Authorize the Chief Executive Officer to sign the Memorandum of Understanding with 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 THE ENGINEERS SOCIETY, IFPTE LOCAL 21, FOR THE PERIOD OF JANUARY 1, 2022 THROUGH DECEMBER 31, 2025;
- D. Authorize the Chief Executive Officer to sign the Memorandum of Understanding with Engineers Society, IFPTE Local 21, 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 THE PROFESSIONAL MANAGERS ASSOCIATION, IFPTE LOCAL 21, FOR THE PERIOD OF JANUARY 1, 2022 THROUGH DECEMBER 31, 2025;
- F. Authorize the Chief Executive Officer to sign the Memorandum of Understanding with Professional Managers Association, IFPTE Local 21, in substantially the same form as the draft version; and
- G. *Adopt the Resolution APPROVING SECOND AMENDED COMPENSATION PLAN FOR UNREPRESENTED EMPLOYEES IN THE EXECUTIVE SERVICE (January 1, 2022 through December 31, 2025).

SUMMARY:

A. Employees Association

The existing Memorandum of Understanding (MOU) between the Santa Clara Valley Water District (Valley Water) and the Employees Association (EA) will expire on December 31, 2021. Valley Water and representatives of EA commenced negotiations for a successor MOU in the summer of 2021 and are expected to reach a tentative agreement as to the terms of a successor MOU during the week of November 15, 2021. On November 22, 2021, 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 Friday, November 19, 2021. The Board Resolution and a copy of the Draft MOU will also be distributed on Friday, November 19, 2021, as attachments to the supplemental memorandum.

B. Engineers Society

The existing Memorandum of Understanding (MOU) between Valley Water and the Engineers Society (ES) will expire on December 31, 2021. Valley Water and representatives of ES commenced negotiations for a successor MOU in the summer of 2021 and have reached a tentative agreement as to the terms of a successor MOU. ES members are expected to vote on ratification of the tentative agreement prior to the time of the November 23, 2021, Board meeting.

The specific elements of the agreed upon MOU terms will be set forth in a supplemental memorandum to be distributed on Friday, November 19, 2021. The Board Resolution and a copy of the Draft MOU will also be distributed on Friday, November 19, 2021, 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) will expire on December 31, 2021. Valley Water and representatives of PMA commenced negotiations for a successor MOU in the summer of 2021 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 time of the November 23, 2021, Board meeting.

The specific elements of the agreed upon MOU terms will be set forth in a supplemental memorandum to be distributed on Friday, November 19, 2021. The Board Resolution and a copy of the Draft MOU will also be distributed on Friday, November 19, 2021, as attachments to the supplemental memorandum.

D. Amended Compensation Plan for Unrepresented Employees in the Executive Service

On May 22, 2018, through Resolution 18-25-1, the Board approved the Salary Structure and Compensation Plan for Unrepresented Employees in the Executive Service, which was effective the first pay period of fiscal year 2019 (Compensation Plan). In addition to salary, the Board approved specified employment benefits for Valley Water's executive employees. This Compensation Plan

was updated in 2020 through Resolution 20-80, to add language regarding Temporary Upgrade Pay to conform with CalPERS regulatory requirements.

In this same agenda item, approval of Memoranda of Understanding with Valley Water's three bargaining units is before the Board for consideration. Associated with these MOUs are important changes in employment benefits. Action by the Board is required to update the Compensation Plan to extend these benefit changes to Valley Water's unrepresented employees in the executive service. Since some of the MOU benefit changes are scheduled to commence on January 1, 2022, it is recommended that the Board approve an updated compensation plan to commence on the same date. Since the salary changes under the MOU will extend to the end of the end of Fiscal Year in 2026, this updated compensation plan is scheduled to be in effect until June 30, 2026.

As the final terms of the MOUs with Valley Water's three bargaining units are being finalized, details of the proposed updated compensation plan will be circulated in a supplemental memorandum to be distributed on Friday, November 19, 2021. The Board Resolution and a copy of the proposed updated compensation plan will also be distributed on Friday, November 19, 2021, as attachments to the supplemental memorandum.

FINANCIAL IMPACT:

Information regarding the financial impact will be set forth in a supplemental memorandum to be distributed on Friday, November 19, 2021.

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:

- *Original Agenda Memo
- *Supplemental Agenda Memo
- *Supplemental Attachment 1: Pkg Tentative Agmt w/Coalition Table
- *Supplemental Attachment 2: Redlined MOU, EA
- *Supplemental Attachment 3: Redlined MOU, ES
- *Supplemental Attachment 4: Redlined MOU, PMA
- *Supplemental Attachment 5: Resolution, EA MOU
- *Supplemental Attachment 6: Resolution, ES MOU
- *Supplemental Attachment 7: Resolution, PMA MOU
- *Supplemental Attachment 8: Resolution, Second Amended Compensation Plan
- *Supplemental Attachment 9: Revised Unclassified Benefits Summary
- *Handout 2.9-A: Unclassified Reso Revised Comp Plan
- *Handout 2.9-B: Revised Unclass Benefit Summary

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