

## MEMO

TO: Board of Directors

FROM: District Manager

DATE: September 26, 2008

SUBJECT: MEMORANDUM OF UNDERSTANDING FOR THE  
MANAGEMENT, SUPERVISORY AND CONFIDENTIAL  
EMPLOYEES UNIT; 2008-2011 EMPLOYEE UNIT; 2008-2011

### RECOMMENDATION:

It is recommended that the Board of Directors review this memo and approve the attached resolution.

### BACKGROUND:

The existing Management, Supervisory and Confidential Employee's Agreement terminated on June 30, 2008. The District Manager has negotiated a new three (3) year Agreement with the Management, Supervisory and Confidential Employees Unit. See Attachment 1 for an Executive Summary of modifications negotiated from the previous Agreement. The Management, Supervisory and Confidential Employees have approved the new agreement. A Copy of the Memorandum of Understanding for the Management, Supervisory and Confidential Employees Unit; 2008-2011 is transmitted under separate cover.

It is recommended that the Board of Directors review and approve the attached resolution.

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James Mueller  
District Manager

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SAN LORENZO VALLEY WATER DISTRICT  
RESOLUTION NO. (08-09)

SUBJECT: **APPROVAL OF MEMORANDUM OF UNDERSTANDING FOR THE SAN LORENZO VALLEY WATER DISTRICT MANAGEMENT, SUPERVISORY AND CONFIDENTIAL EMPLOYEES UNIT; 2008-2011**

WHEREAS, the District Manager, as the duly designated Employee Relations Officer of the San Lorenzo Valley Water District, met and conferred in good faith with representatives of the Recognized Employee Organization regarding matters within the scope of bargaining; and

WHEREAS, in accordance with provisions of the Government Code of the State of California (Section 3500 et. seq.) both parties have jointly prepared a written Memorandum of Understanding related to employment conditions, including, but not limited to, wages, hours and other terms and conditions of employment; and

WHEREAS, employees within the classifications of positions represented by San Lorenzo Valley Water District Management, Supervisory and Confidential Employees Unit have reviewed and approved said aforementioned Memorandum of Understanding; and

WHEREAS, the Board of Directors of the San Lorenzo Valley Water District has reviewed and considered said Memorandum of Understanding;

NOW THEREFORE BE IT RESOLVED by the Board of Directors of the San Lorenzo Valley Water District that the Memorandum of Understanding for the San Lorenzo Valley Water District Management, Supervisory and Confidential Employees Unit, 2008-2011 is hereby approved and the President of the Board and District Manager are hereby authorized and directed to execute said Memorandum of Understanding on behalf of the District.

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PASSED AND ADOPTED by the Board of Directors of the San Lorenzo Valley Water District, County of Santa Cruz, State of California, on the 2<sup>nd</sup> day of October 2008, by the following vote of the members thereof:

AYES:  
NOES:  
ABSTAIN:  
ABSENT:

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District Secretary  
San Lorenzo Valley Water District

EXECUTIVE SUMMARY  
MEMORANDUM OF UNDERSTANDING FOR THE  
MANAGEMENT, SUPERVISORY AND CONFIDENTIAL  
EMPLOYEES UNIT; 2008-2011

The following provides an executive summary of revisions, amendments and modifications pursuant to the Memorandum of Understanding for the Management, Supervisory and Confidential Employees Unit.; 2008-2011.

Section 1.2 Term of Agreement.

Amendment of existing contract language for effective term of agreement; July 1, 2008 through June 30, 2011.

Section 4.6 Cost of Living Adjustment

Amendment of existing contract language as follows:

Year 1 – Effective July 1, 2008 COLA of 4%.

Year 2 – Effective July 1, 2009 COLA equal to the percentage change in the Consumer Price Index, All Urban Consumers, San Francisco – Oakland – San Jose, plus an additional 1%.

Year 3 – Effective July 1, 2010 COLA equal to the percentage change in the Consumer Price Index, All Urban Consumers, San Francisco – Oakland – San Jose, plus an additional 1%.

Section 4.21 Compensatory Time Off

Amendment of existing contract language to increase maximum CTO accumulation from 40 hours to 60 hours.

Section 4.22 Call Back Pay

Amendment of existing contract language to increase minimum compensation from 1 hour to 2 hours.

Section 5.2 Normal Workweek and Work Days

Amendment of existing contract language to delete reference to Monday through Friday as normal work hours.

Section 6.10 Holiday

Amendment of existing contract to add Cesar Chavez Day (March 31) as an additional paid holiday.

Section 7.2 CalPERS Group Medical Insurance.

Amendment of existing contract language to include the following:

- a. Increase Districts premium contributions from \$100.00/month to \$150.00/month.
- b. Effective January 1, 2010 the employee's contribution for dependant medical coverage will increase from 15% to 17.5% of the monthly dependant premium cost, subject to a maximum employee contribution of \$110.00/month for an employee with one (1) dependant and \$155.00/month for an employee with "two plus" (2+) dependants.
- c. Effective January 1, 2011 the employee's contribution for dependant medical coverage will increase from 17.5% to 20% of the monthly dependant premium cost, subject to a maximum employee contribution of \$120.00/month for an employee with one (1) dependant and \$170.00/month for an employee with "two plus" (2+) dependants.

Section 7.7 Retired Employee Medical Insurance

Amendment of existing contract language to increase District's retired medial contribution from \$100.00/month as follows:

- a. \$150.00/month with less than 15 years of District service.
- b. \$200.00/month after 15 years of District service.
- c. \$250.00/month after 25 years of District service.

Section 15.4 Reopening of Agreement

Amendment of existing contract language to provide for reopening of the MOU solely limited to consideration of a PERS retirement program contract amendment.