

## **M E M O**

TO: Board of Directors

FROM: District Manager

DATE: August 26, 2005

SUBJECT: MEMORANDUM OF UNDERSTANDING; CLASSIFIED  
EMPLOYEES; 2005-2008

### **RECOMMENDATION:**

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

### **BACKGROUND:**

At the August 18, 2005 Board of Directors meeting your Board received a draft copy of the Memorandum of Understanding for the Classified Employees Unit; 2005-2008.

The existing Classified Employee's Agreement terminated on June 30, 2005. The District Manager has negotiated a new three (3) year Agreement with Classified Employees Unit. See Attachment 1 for an Executive Summary of modifications negotiated from the previous Agreement.

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. (05-06)**

**SUBJECT: APPROVAL OF MEMORANDUM OF UNDERSTANDING FOR  
THE SAN LORENZO VALLEY WATER DISTRICT  
CLASSIFIED EMPLOYEES UNIT; 2005-2008**

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 Classified 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 Classified Employees Unit, 2005-2008 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.

\* \* \* \* \*

PASSED AND ADOPTED by the Board of Directors of the San Lorenzo Valley Water District, County of Santa Cruz, State of California, on the 1<sup>st</sup> day of September, 2005, by the following vote of the members thereof:

AYES:  
NOES:  
ABSENT:

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District Secretary  
San Lorenzo Valley Water District

EXECUTIVE SUMMARY  
MEMORANDUM OF UNDERSTANDING  
CLASSIFIED EMPLOYEES UNIT; 2005-2008

The following provides an executive summary of revisions, amendments and modifications pursuant to the Memorandum of Understanding Classified Employees Unit.; 2005-2008.

Section 1.2 Term of Agreement.

Amendment of existing contract language for effective term of agreement; July 1, 2005 through June 30, 2008.

Section 1.11 Prohibition of Job Action.

Amendment of existing contract language to include a specific prohibition relative to "sympathy strikes."

Section 4.6 Cost of Living Adjustment.

Amendment of existing contract language to provide for a minimum COLA of 2%. effective July 1<sup>st</sup> of each year. Prior contract language stated minimum 2.5%. Deleted expired contract language relative to reduction in COLA effective July 1, 2002 for implementation of CalPERS contract amendment. Deleted expired contract language relative to 2% increase in salary schedule effective December 1, 2003 relative to implementation of District's salary survey (Previously Section 4.7).

Section 4.11 Required Operator Certifications.

Deleted existing contract language which referenced "Classification Study prepared for the District by the firm of Becker & Bell, Inc."

Section 6.1 Annual Leave.

Amendment of existing contract language relative to the payment for annual leave in excess of maximum accrual to state that payment will occur on the "first regularly schedule payroll date which occurs on or after July 1<sup>st</sup> of each year."

Section 6.6 Maternity Leave.

Amendment of existing contract language to incorporate the definition of Maternity Leave pursuant to the specific language of California Government Code.

Section 6.7 Family Medical Leave.

Amendment of existing contract language to incorporate the specific language of California Government Code relative to Family Medical Leave.

Section 6.9 Workers Compensation.

Amendment of existing contract language relative to Workers Compensation to incorporate change in Labor Code relative to Pre-Designation of Personal Physician.

6.10 Holidays.

Amendment of existing contract language to change Washington's Birthday to "Presidents Day."

Section 6.12 Authorized Leave.

Amendment of existing contract language relative to Authorized Leave to comply with the requirements of PERS Direct Payment Authorization Program.

Section 6.14 Court Leave.

Amendment of existing contract language relative to Court Leave to provide clarity relative procedures for jury duty and jury duty compensation received by an employee.

Section 6.15 Catastrophic Leave.

New contract language relative to "Catastrophic Leave Program" whereby pursuant to certain terms and conditions employees may donate prior accrued Annual Leave to another employee due to a serious illness or injury,

Section 7.2 CalPERS Group Medical Insurance.

Amendment of existing contract language to include the following:

a. Effective January 1, 2006 the employee's contribution for dependant medical coverage will increase from 10% to 12.5% of the monthly dependant premium cost, subject to a maximum employee contribution of \$60.00/month for an employee with one (1) dependant and \$90..00/month for an employee with "two plus" (2+) dependants.

b. Effective January 1, 2007 the employee's contribution for dependant medical coverage will increase from 12.5% to 15% of the monthly dependant premium cost, subject to a maximum employee contribution of \$75.00/month for an employee with one (1) dependant and \$110..00/month for an employee with "two plus" (2+) dependants.

c. Effective January 1, 2008 the employee's contribution remains at 15% of the monthly dependant premium cost, subject to a maximum employee contribution of \$90.00/month for an employee with one (1) dependant and \$125..00/month for an employee with "two plus: (2+) dependants.

Section 8.5 Uniform/Safety Shoe Allowance.

Amendment of existing contract language to provide a combined sum for the purchase of safety shoe and District uniforms.

Section 15.2 CalPERS Pre-Tax Payroll Deduction Plan.

New contract language relative to adoption by the District of a Pre-Tax Payroll Deduction Plan for employees who wish to purchase additional CalPERS service credit.