

**RESOLUTION NO. 2020-23**  
**APPROVING A 2.2% LIVING WAGE ADJUSTMENT**  
**TO SALARY RANGES FOR ALL MPWD PERSONNEL CLASSIFICATIONS,**  
**EFFECTIVE AUGUST 1, 2020**

\* \* \*

**MID-PENINSULA WATER DISTRICT**

**WHEREAS**, per Resolution No. 2018-19 dated September 27, 2018, the Board of Directors for the Mid-Peninsula Water District ratified a Letter Agreement with the MPWD Employee Association, setting forth the terms and conditions governing salary, benefit and other employment conditions for represented employees, for a 5-year term, commencing on October 1, 2018, and ending on September 30, 2023; and

**WHEREAS**, Section 10 within that Letter Agreement provided that effective August 1<sup>st</sup> in 2019, 2020, 2021, and 2022 a living wage adjustment equal to the San Francisco-Oakland-San Jose CPI for Urban Wage Earners, U.S. Department of Labor, Bureau of Labor Statistics/Western Office, as cumulatively determined for the preceding 12-month fiscal year (July 1<sup>st</sup> through June 30<sup>th</sup>), will be made to the salary ranges for each employee classification; and

**WHEREAS**, the San Francisco-Oakland-San Jose CPI for Urban Wage Earners, U.S. Department of Labor, Bureau of Labor Statistics/Western Office, for the fiscal year 2019/2020 was 2.2%; and

**WHEREAS**, in accordance with the terms of the Letter Agreement, the salary ranges for MPWD Employee Association personnel classification should be increased by 2.2%, effective August 1, 2020, pursuant to the Salary Schedule for MPWD Represented Employees; and

**WHEREAS**, the General Manager has also determined that the salary ranges for the unrepresented personnel classifications of Administrative Services Manager and Operations Manager (Management Exempt) should also be adjusted by 2.2% pursuant to the Salary Schedule for MPWD Unrepresented Employees, effective August 1, 2020.

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Directors of the Mid-Peninsula Water District that effective August 1, 2020, the salary ranges for personnel classifications within the MPWD Employee Association will be adjusted by a 2.2% living wage adjustment, and the Salary Schedule for Represented Employees – MPWD Employee Association is hereby approved and accepted; and

**BE IT FURTHER RESOLVED** that effective August 1, 2020, the salary ranges for the unrepresented personnel classifications of MPWD Administrative Services Manager and Operations Manager will be adjusted by 2.2%, and the Salary Schedule for Unrepresented Employees – Management Exempt, is hereby approved and accepted.

PASSED AND ADOPTED this 23<sup>rd</sup> day of July 2020.

AYES: Directors Vella, Warden, Wheeler, Schmidt

NOES: None

ABSTENTIONS: None

ABSENCES: President Zucca

  
PRESIDENT, BOARD OF DIRECTORS

ATTEST:

  
SECRETARY OF THE BOARD