

RESOLUTION NO. 2021-22

**AUTHORIZING A 2.3% LIVING WAGE ADJUSTMENT
TO SALARY RANGES FOR ALL MPWD PERSONNEL CLASSIFICATIONS,
EFFECTIVE AUGUST 1, 2021, AND AUTHORIZING A 2.3% INCREASE
TO EACH EMPLOYEE'S SALARY IN RECOGNITION OF THEIR DEDICATED SERVICES
DURING THE ONGOING COVID-19 PANDEMIC, EFFECTIVE
THE FIRST FULL PAYROLL PERIOD AFTER AUGUST 1, 2021**

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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 1st 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 1st through June 30th), 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 2020/2021 was 2.3%; and

WHEREAS, in accordance with the terms of the Letter Agreement, the salary ranges for MPWD Employee Association personnel classification should be increased by 2.3%, effective August 1, 2021, 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 2.3% pursuant to the Salary Schedule for MPWD Unrepresented Employees, effective August 1, 2021; and

WHEREAS, the General Manager has further determined that the salaries of each employee for the MPWD should be increased by 2.3% in recognition of their dedicated services during the ongoing COVID-19 Pandemic, effective the first full payroll period after August 1, 2021.

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the Mid-Peninsula Water District that effective August 1, 2021, the salary ranges for personnel classifications within the MPWD Employee Association will be adjusted by a 2.3% 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, 2021, the salary ranges for the unrepresented personnel classifications of MPWD Administrative Services Manager and Operations Manager will be adjusted by 2.3%, and the Salary Schedule for Unrepresented Employees – Management Exempt, is hereby approved and accepted; and

BE IT FURTHER RESOLVED that effective the first full payroll period after August 1, 2021, in recognition of their dedicated services during the ongoing COVID-19 Pandemic, the salaries of each MPWD employee will be increased by 2.3%.

PASSED AND ADOPTED this 22nd day of July 2021.

AYES: Directors Vella, Zucca, Wright, Wheeler, Schmidt

NOES: 0

ABSTENTIONS: 0

ABSENCES: 0



BOARD PRESIDENT

ATTEST:



BOARD SECRETARY