

RESOLUTION NO. 2016-10
APPROVING A 2.7% LIVING WAGE ADJUSTMENT
TO SALARY RANGES FOR ALL MPWD PERSONNEL CLASSIFICATIONS,
EFFECTIVE AUGUST 1, 2016

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MID-PENINSULA WATER DISTRICT

WHEREAS, per Resolution No. 2014-15 dated October 23, 2014, the Board of Directors for the Mid-Peninsula Water District approved a Letter Agreement with the MPWD Employees Association, setting forth the terms and conditions governing salary, benefit and other employment conditions for represented employees, for a 4-year term, commencing on September 26, 2014, and ending on September 25, 2018; and

WHEREAS, Section 4 within that Letter Agreement provided that effective August 1st in 2015, 2016, and 2017, 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 first half of the year (semiannual), will be made to each classification, and each employee with a satisfactory or above performance evaluation from the most recent review cycle will automatically receive said increase; 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 first of half of 2015 (semiannual) was 2.0%; 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 first of half of 2016 (semiannual) was 2.7%; and

WHEREAS, in accordance with the terms of the Letter Agreement, the salary ranges for MPWD Employee Association personnel classification should be increased by 2.7%, effective August 1, 2016, pursuant to the attached Exhibit A – Salary Plan for Represented Employees, and each employee with a satisfactory or above performance evaluation from the most recent review cycle will automatically receive said increase, effective August 1, 2016; and

WHEREAS, the General Manager has also determined that the salary ranges for the unrepresented personnel classifications of MPWD Administrative Services Manager and Operations Manager should also be adjusted by the 2.7% living wage adjustment pursuant to the attached Exhibit B – Salary Ranges for MPWD Management Exempt Personnel, and each

employee with a satisfactory or above performance evaluation from the most recent review cycle will automatically receive said increase, effective August 1, 2016.

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the Mid-Peninsula Water District that effective August 1, 2016, the personnel classifications within the MPWD Employees Association will be adjusted by a 2.7% living adjustment, and the attached Exhibit A – Salary Plan for Represented Employees, is hereby approved and accepted; and

BE IT FURTHER RESOLVED that effective August 1, 2016, the salary ranges for the unrepresented personnel classifications of MPWD Administrative Services Manager and Operations Manager will be adjusted by the 2.7% living wage adjustment, and the attached Exhibit B – Salary Ranges for MPWD Management Exempt Personnel, is hereby approved and accepted; and

BE IT FINALLY RESOLVED that the each employee in the aforementioned classifications with a satisfactory or above performance evaluation from the most recent review cycle will automatically receive said increase, effective August 1, 2016.

PASSED AND ADOPTED this 28th day of July 2016.

AYES: *Vella, Stuebing, Warden*

NOES: *Ø*

ABSENT: *Livill, Zucca*

adly 

PRESIDENT, BOARD OF DIRECTORS

ATTEST:

Candace R Pina

SECRETARY OF THE BOARD

