

RESOLUTION NO. 2016-19

**APPROVING AND ADOPTING THE NEW PERSONNEL MANUAL
FOR THE MID-PENINSULA WATER DISTRICT,
EFFECTIVE SEPTEMBER 23, 2016**

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MID-PENINSULA WATER DISTRICT

WHEREAS, the Board of Directors of the Mid-Peninsula Water District (MPWD) has adopted a Personnel Manual that was most recently revised on October 22, 2009, which stated the terms and conditions of employment with the District; and

WHEREAS, the General Manager, in consultation with District Counsel, carefully examined the 2009 Personnel Manual and determined it would be more practical to rewrite the manual in its entirety rather than correct references and in order to accurately reflect current personnel policies and practices that were not included in the 2009 Personnel Manual; and

WHEREAS, the General Manager further consulted with ACWA/JPIA, the MPWD's liability and worker's compensation insurance carrier, in order to include relevant policies and standards; and

WHEREAS, the General Manager met and conferred with the MPWD Employees Association and discussed all terms of the new Personnel Manual, and bargained in good faith those provisions that required management to do so; and

WHEREAS, the General Manager conferred with the Board's ad hoc committee twice between April 2016 and August 2016 to collaborate further on the personnel policies included in the Personnel Manual; and

WHEREAS, the General Manager presented the new Personnel Manual to the Board of Directors at its September 22, 2016 regular meeting.

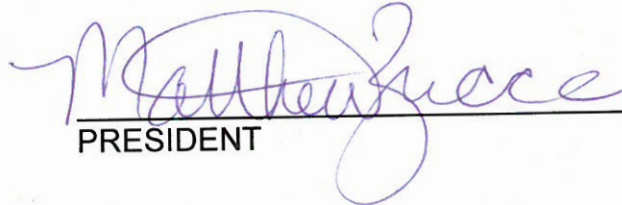
NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the Mid-Peninsula Water District that the new Personnel Manual developed by the General Manager in collaboration with the District Counsel, ACWA/JPIA, and the MPWD Employees Association, and presented to the Board on September 22, 2016, is hereby approved and adopted and is effective September 23, 2016.

Regularly passed and adopted this 22nd day of September 2016 by the following vote:

AYES: *Directors Stuebing, Vella, Zucca*

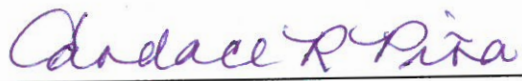
NOES: *Ø*

ABSENT: *Linville, Warden*



PRESIDENT

ATTEST:



SECRETARY