

**RESOLUTION NO. 2017-14**  
**APPROVING A 3.0% LIVING WAGE ADJUSTMENT**  
**TO SALARY RANGES FOR ALL MPWD PERSONNEL CLASSIFICATIONS,**  
**EFFECTIVE AUGUST 1, 2017**

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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 1<sup>st</sup> 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), up to a cap of 3.0%, 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**, 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 half of 2017 (semiannual) was 3.4%; and

**WHEREAS**, in accordance with the terms of the Letter Agreement, the salary ranges for MPWD Employee Association personnel classification should be increased by 3.0%, effective August 1, 2017, 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, 2017; 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 3.0% 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, 2017.

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Directors of the Mid-Peninsula Water District that effective August 1, 2017, the personnel classifications within the MPWD Employees Association will be adjusted by a 3.0% living wage 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, 2017, the salary ranges for the unrepresented personnel classifications of MPWD Administrative Services Manager and Operations Manager will be adjusted by the 3.0% 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, 2017.

PASSED AND ADOPTED this 27<sup>th</sup> day of July 2017.

AYES: *Directors Vella, Warden, Linvill, Zucca, Stuebing*

NOES: *0*

ABSENT: *0*

  
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PRESIDENT, BOARD OF DIRECTORS

ATTEST:

  
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SECRETARY OF THE BOARD