

**RESOLUTION NO. 2022-21**

**AUTHORIZING A 6.0% LIVING WAGE ADJUSTMENT  
TO SALARY RANGES FOR ALL MPWD PERSONNEL CLASSIFICATIONS,  
EFFECTIVE AUGUST 1, 2022, AND GRANTING A 4.0% SALARY INCREASE  
TO MPWD EMPLOYEES, EFFECTIVE THE FIRST FULL PAYROLL PERIOD  
AFTER AUGUST 1, 2022, TOGETHER WITH THE TRANSITION  
OF ALL EMPLOYEES TO BI-WEEKLY PAYROLL**

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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 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 2021/2022 was 6.0%; and

**WHEREAS**, in accordance with the terms of the Letter Agreement, the salary ranges for MPWD Employee Association personnel classification should be increased by 6.0%, effective August 1, 2022, 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 should also be adjusted by 6.0% pursuant to the Salary Schedule for MPWD Unrepresented Employees, effective August 1, 2022; and

**WHEREAS**, the General Manager has further determined that the salaries of represented and unrepresented (non-Management Exempt) MPWD employees should be increased by 4.0%, effective the first full payroll period after August 1, 2022, together with the transition of all employees to bi-weekly payroll; and

**WHEREAS**, the MPWD Employee Association accepted the terms of the salary increase on July 19, 2022; and

**WHEREAS**, recently negotiated terms of employment for Management Exempt employees included consideration for the FY 2022-2023 cost of living adjustment and, therefore, salary increases were not recommended for the positions of Interim General Manager, Assistant General Manager, Administrative Services Manager, and Management Advisor.

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Directors of the Mid-Peninsula Water District that effective August 1, 2022, the salary ranges for personnel classifications within the MPWD Employee Association will be adjusted by a 6.0% 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, 2022, the salary ranges for the unrepresented personnel classifications will be adjusted by 6.0%, 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, 2022, the salaries of represented and unrepresented (non-Management Exempt) MPWD employees will be increased by 4.0%, together with the transition of all employees to bi-weekly payroll.

**PASSED AND ADOPTED** this 28<sup>th</sup> day of July 2022.

AYES: Vella, Schmidt, Jordan, Zucca, and Wheeler

NOES: -0-

ABSTENTIONS: -0-

ABSENCES: -0-

DocuSigned by:  
*Kirk Wheeler*  
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BOARD PRESIDENT

ATTEST:

DocuSigned by:  
*Monique Madrid*  
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BOARD SECRETARY