SWEETWATER SPRINGS WATER DISTRICT

TO: Board of Directors **AGENDA NO. V-C**

FROM: Steve Mack, General Manager

Meeting Date : September 2, 2010

SUBJECT: APPROVAL OF RESOLUTION 10-17 APPROVING A MEMORANDUM OF UNDERSTANDING (MOU) WITH INTERNATIONAL UNION OF OPERATING ENGINEERS, STATIONARY LOCAL 39

RECOMMENDED ACTION: Approve Resolution 10-17 which approves an MOU with the International Union of Operating Engineers, Stationary Local 39.

FISCAL IMPACT: Approximately $16,000 per year for a five-year agreement**.**

DISCUSSION:

International Union of Operating Engineers, Stationary Local 39 (Union) represents 5 District employees, including Maintenance Workers, Office Receptionist, and Water System Operators. The current MOU with the Union expired on June 30, 2010. District staff have been negotiating with Union representatives since March 2010 on revising the MOU. These negotiations have been completed with the following major changes:

- The MOU runs through June 2015 (five years).
- The District will change the retirement formula from the current 2%@60 formula to 2%@55.
- A salary schedule has been approved with no change in salaries for this fiscal year, 1.25% increase starting in FY 2012; a 1.5% increase in FY 2013; a 1.75% increase in FY 2014; and a 2% increase in FY 2015.
- District contribution for healthcare benefits have a 5% increase each year.
- The On-Call Shift Differential has been increased to $40 for weekdays; $55 for Fridays; and $70 for Saturdays, Sundays, and holidays.
- The Boot allowance is raised to $205 effective July 1, 2012.
- Other small changes to the MOU have been made that help clarify MOU language and have no financial impact.

The MOU was negotiated in good faith with District staff and a Union representative. It is a five-year agreement that works well for the staff represented by the Union, staff not represented by the Union, and the District. I recommend approval.

RESOLUTION 10-17

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE SWEETWATER SPRINGS WATER DISTRICT APPROVING A MEMORANDUM OF UNDERSTANDING WITH INTERNATIONAL UNION OF OPERATING ENGINEERS, STATIONARY LOCAL 39 AND AUTHORIZING THE BOARD PRESIDENT TO SIGN SAID MEMORANDUM

WHEREAS, the Sweetwater Springs Water District (District and the International Union of Operating Engineers, Stationary Local 39 (Union) have had a longstanding representational relationship regarding District employees which relationship is reflected, in part, in the terms and conditions of the five-year Memorandum of Understanding (MOU) which expired on June 30, 2010; and

WHEREAS, the District and Union have met and conferred in good faith and in accordance with Government Code Section 3500 on a proposed successor MOU which includes a number of changes to the prior MOU; and

WHEREAS, Union membership has ratified the new MOU, subject to its approval by the District Board of Directors; and

WHEREAS, the District Board of Directors finds that approving the proposed successor MOU is in the best interest of the District, its customers and its employees.

NOW, THEREFORE, BE IT RESOLVED, that:

The attached MOU with Attachment A, Salary Schedules, is hereby approved and the provisions of the new MOU shall be effective as of September 2, 2010.

BE IT FURTHER RESOLVED, that the President of the Board of Directors is hereby authorized to sign the attached MOU.

BE IT FURTHER RESOLVED, that the General Manager is authorized to take such actions as are necessary to implement the provisions of this resolution.

I hereby certify that the foregoing is a full, true, and correct copy of a Resolution duly and regularly adopted and passed by the Board of Directors of the SWEETWATER SPRINGS WATER DISTRICT, Sonoma County, California, at a meeting held on September 2, 2010, by the following vote.

Director	Aye	No
Sukey Robb-Wilder	_____	_____
Jim Quigley	_____	_____
Wanda Smith	_____	_____
Gaylord Schaap	_____	_____
Victoria Wikle	_____	_____

_____
Jim Quigley
President of the Board of Directors

_____
Attest: Julie A. Kenny
Clerk of the Board of Directors

Note: The Memorandum of Understanding is undergoing some final revisions. As soon as those revisions are made, you will be e-mailed a copy. A hard copy will be provided at the Board Meeting.