



Organization, Personnel, and Technology Committee

Amend Administrative Code to
implement Juneteenth and
standard payment of excess
accumulated annual leave

Item 7-10

June 14, 2022

Summary

Administrative Code Updates

- Add Juneteenth as Metropolitan observed holiday
- Update Annual Leave paydown process for Unrepresented employees in conformance with existing bargaining unit language and practice

Background

Recent Board Action

- On May 10, 2022, Board of Directors approved a new MOU with AFSCME Local 1902
 - This MOU includes observing the Juneteenth holiday
 - This action would add Juneteenth to Administrative Code Section 1106 as a Metropolitan observed holiday

Background

Goal of Benefits Parity

- Since 2005 Metropolitan's goal is benefits parity for all employees
- Bargaining unit employee benefits are governed by negotiated MOU's
- Unrepresented annual leave benefits are governed by Administrative Code 6226
 - The payment of excess accumulated annual leave for Unrepresented employees is different than bargaining unit employees

Revisions to Admin Code

Revised Administrative Code Section 1106

- Updates Holiday definition in Administrative Code
 - June 19th will be added to observe Juneteenth
 - Will be observed on June 20, 2022
 - Annually observed moving forward
- Without Admin Code revision only AFSCME 1902 employees would be granted holiday on June 20, 2022

Revisions to Admin Code

Revised Administrative Code Section 6226

- Administrative Code Section 6226 defines annual leave accrual for Unrepresented employees
- Bargaining unit employees receive payout of excess accumulated annual leave in May and November
- The proposed Administrative Code changes implement payment of excess accumulated annual leave in conformance with bargaining units

Board Options

- Option #1: Amend Section 1106 and Section 6226 of the Metropolitan Water District Administrative Code regarding Holidays and Annual Leave to ensure benefits parity by adding Juneteenth and an across-the-board standard for payments of excess accumulated annual leave
- Option #2: Do not amend Administrative Code Section 1106 and Section 6226

Staff Recommendation

- Option I

