



• **Board of Directors**
Ethics, Organization, and Personnel Committee

6/13/2023 Board Meeting

CONFIDENTIAL 8-4

Subject

Approve entering into fiscal years 2022-2026 Memorandum of Understanding between The Metropolitan Water District of Southern California and The Supervisors Association of The Metropolitan Water District of Southern California; the General Manager has determined that the proposed action is exempt or otherwise not subject to CEQA [Conference with Labor Negotiators; to be heard in closed session pursuant to Gov. Code 54957.6. Metropolitan representatives: Katano Kasaine, Assistant General Manager, Chief Financial Officer and Gifty J. Beets, Human Resources Section Manager of Labor Relations. Employee organization: The Supervisors Association of The Metropolitan Water District of Southern California]

Executive Summary

The current Memorandum of Understanding (MOU) between Metropolitan and the Supervisors' Association expired on December 31, 2021. On April 21, 2023, the parties reached a tentative agreement on a successor MOU, the term of which will be January 1, 2022, through December 31, 2026. The tentative agreement has been ratified by the Supervisors' Association membership and is before the Board for approval and adoption.

Details

Background

The Supervisors' Association represents 104 budgeted positions, primarily in the Water System Operations Group. They serve as front-line supervisors and technical specialists. Classifications within their unit include Team Manager I - VI, Senior Environmental Specialist, Senior Resource Specialist, and Inventory Coordinator.

Key economic elements of the tentative agreement are as follows:

- The term of the MOU shall be five years, beginning January 1, 2022, and expiring December 31, 2026. Each year provides an across-the-board salary increase. Upon adoption of the MOU by the Board, Metropolitan will process a 3 percent increase for all members of the unit effective the first full pay period of July 2022. An across-the-board increase of 3 percent will be provided in the first full pay period of July 2023, and again in the first full pay period of July 2024.
- In the first full pay period of July 2025 and July 2026, an across-the-board increase will be provided based on Consumer Price Index (CPI), with a minimum increase of 3 percent and a maximum increase of 4 percent.
- Effective upon adoption of the MOU by the Board, a Disturbance Pay premium pay will be implemented in the amount of \$350 per week to be paid when a designated Facilities Operations Manager (FOM) is contacted while on off-duty hours to furnish information or to take action needed to maintain the continuity of Metropolitan's operations, which may include emergencies and other urgent assignments. There are 12 designated FOMs at Metropolitan, one at each pumping and treatment plant, plus one rotating Construction Services Unit Coordinator who serves as a liaison after hours. This premium pay will apply only to these 13 designated positions.
- The proposed MOU includes a timeline for Supervisors' Association employees to review and complete pending classification study materials. Upon timely completion, employees will receive a minimum

2.75 percent salary step increase. Metropolitan Human Resources staff will similarly follow a timeline to complete the study and make recommendations to update classifications, which may include additional compensation for specific positions based on operational need and other classification factors. This study has been pending for months and supports a high priority goal to update and modernize Metropolitan job descriptions.

- Upon adoption of the MOU by the Board, the Professional Development allowance will increase by \$100, to \$900 annually. This allowance may be used for memberships in job-related associations, books and journals, and training and conference attendance.
- Upon adoption of the MOU by the Board, the amount paid for daily premium for urgent work outside of the regular work schedule for exempt employees will increase by \$100 to a flat dollar amount of \$300 for working at least four hours outside of the work schedule and increase by \$200 to a flat dollar amount of \$600 for working eight hours or more outside of the regular schedule.
- Upon adoption of the MOU by the Board, the amount of commercial driver's license incentive will increase by \$25 to \$125 per month.
- Upon adoption of the MOU by the Board the annual leave cap will increase from 475 hours to 500 hours. For the six positions classified as non-exempt and eligible for overtime, their compensation time accrual cap will increase from 40 to 100 hours. Exempt employees will receive 40 hours per calendar year for Management Exempt Time Off.

The tentative agreement includes language to reopen 10 subjects, many of which are being discussed and impact employees District-wide, such as recruitment and selection processes, Rideshare benefits, and desert housing/compensation.

Policy

Metropolitan Water District Administrative Code Section 11104: Delegation of Responsibilities

Metropolitan Water District Administrative Code Section 6101(k): As a result of negotiations, as set forth in Section 6101 (k), the General Manager is authorized with Board approval to enter into a contractual agreement with the Supervisors' Association.

California Environmental Quality Act (CEQA)

CEQA determination for Option #1:

The proposed action is not defined as a project under CEQA (Public Resources Code Section 21065, State CEQA Guidelines Section 15378) because it involves continuing administrative or maintenance activities which will not cause either a direct physical change in the environment or a reasonably foreseeable indirect physical change in the environment (Section 15378(b)(2) of the State CEQA Guidelines). In addition, the proposed action is not defined as a project under CEQA because it involves the creation of government funding mechanisms or other government fiscal activities which do not involve any commitment to any specific project which may result in a potentially significant physical impact on the environment (Section 15378(b)(4) of the State CEQA Guidelines).

Option #2:

None required

Board Options

Option #1

Authorize the General Manager to exercise discretion under Administrative Code Section 6101(k) to enter into a successor Memorandum of Understanding with the Supervisors' Association.

Fiscal Impact: The cost increase for the 104 Supervisors Association positions is estimated to range from \$1.5 Million to \$1.8 Million for FY 2022/23, \$3.0 Million to \$4.1 Million for FY 2023/24, \$3.8 Million to \$4.9 Million for FY 2024/25, \$4.7 Million to \$6.1 Million for FY 2025/26, and \$5.6 Million to \$7.3 Million for FY 2026/27. The budget impact for all employees is estimated to range from \$1.0 Million to \$3.4 Million for FY 2022/23 and \$1.7 Million to \$4.9 Million for FY 2023/24.

Business Analysis: If approved, a successor MOU with the Supervisors' Association will be implemented.

Option #2

Do not authorize agreement; direct staff to continue negotiations with the Supervisors' Association.

Fiscal Impact: Unknown

Business Analysis: If the agreement is not approved, there will be no agreement with the Supervisors' Association, and the parties will resume negotiations. The Supervisors' Association will continue to be the one bargaining unit working under an expired MOU.

Staff Recommendation

Option #1



Debra Gill
Human Resources Group Manager

6/8/2023
Date



Adel Hagekhalil
General Manager

6/8/2023
Date