



MWD

METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA

8-7

February 18, 1997

To: Board of Directors (Organization and Personnel Committee--Action)

From: *for* General Manager

Submitted by: Izetta E. Birch
Director of Human Resources

Edward J. Meyer III
Izetta E. Birch

Subject: Memorandum of Understanding Between the Metropolitan Water District of Southern California and the Supervisory Management Bargaining Unit

RECOMMENDATION(S)

It is recommended that your Board approve the revision of the Memorandum of Understanding (MOU) between the Metropolitan Water District and the Supervisory Management Bargaining Unit.

EXECUTIVE SUMMARY

Pursuant to the Opener provision in the current three year Agreement between The Metropolitan Water District of Southern California (District) and the Supervisors Association for the Supervisory Management Bargaining Unit (unit), the parties have successfully negotiated an across-the-board salary increase for the third and final year of the Agreement. This MOU revision has been ratified by the Association's membership, and is jointly recommended by the bargaining team.

DETAILED REPORT

Outlined below is a summary of the significant provisions of the successor MOU:

Term. This is the final year of a three year Agreement. The term ends on June 30, 1997.

Salaries

- 1) A two percent (2%) across-the board increase shall become effective on the first day of the first pay period following approval by the Board for employees in the unit.
- 2) A lump sum cash payment of three hundred dollars (\$300) shall be paid to each member of the unit as soon as reasonably possible.

Exempt/Non-exempt Status

- 1) A sub-committee comprised of District representatives and unit representatives shall examine the exempt classifications in the unit in an attempt to agree on their exempt or non-exempt status. If agreement is reached, the agreed upon designations shall go into effect as soon as reasonably possible. If the sub-committee does not reach agreement there shall be no change in the current exempt/non-exempt designations.
- 2) Employees on classifications designated as exempt shall not receive overtime compensation.