



**MWD**

METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA

**8-16**

April 4, 1997

**To:** Board of Directors (Organization and Personnel Committee--Action)  
**From:** ~~For~~ General Manager Edward J. Meas  
**Submitted by:** Izetta E. Birch Izetta E. Birch  
Director of Human Resources  
**Subject:** Memorandum of Understanding Between the Metropolitan Water District of Southern California and the Supervisory Management Bargaining Unit

**RECOMMENDATION(S)**

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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**

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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 and have examined the 26 classifications in this unit to determine the appropriate Fair Labor Standards Act (FLSA) exempt or non-exempt category which determines overtime eligibility. This MOU revision has been ratified by the Association's membership, and is jointly recommended by the bargaining teams.

**DETAILED REPORT**

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Outlined below is a summary of the revised MOU provisions:

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|-----------------|--|
| <u>Term</u>     | This is the final year of a three year Agreement. The term ends on June 30, 1997.  |
| <u>Salaries</u> | A two percent (2%) across-the board increase shall be provided retroactively to December 29, 1996 for employees in the unit following approval by the Board. |

Exempt/Non-Exempt Status

- 1) A sub-committee comprised of District and unit representatives examined all classifications in the unit following FLSA exemption criteria. There are currently 11 exempt classifications and 15 non-exempt classifications in the unit. Agreement was reached on the exempt status of all classifications, resulting in 15 exempt and 10 non-exempt classifications, with one classification being deleted from the unit. An overall increase of 4 classifications will be categorized as exempt.
- 2) The Senior Communications Technician classification, Grade 48, was combined with Senior Electronics Technician, Grade 49, leaving 25 remaining classifications in this unit. Since there are no incumbents in the deleted Senior Communications Technician classification, there is no cost impact as a result of this change.
- 3) Employees in classifications designated as exempt shall not receive overtime compensation.
- 4) The classifications moving from non-exempt to exempt status will be moved one salary grade higher on the salary schedule. There is no immediate cost impact as a result of this change, as the 17 incumbents moving from non-exempt to exempt status will be placed on their same hourly rates in the new ranges. They will be eligible for merit reviews on their anniversary dates, which has a potential maximum cost impact of 2.75% of their salaries at that time.