

- **Board of Directors**
Legal, Claims and Personnel Committee

March 13, 2001 Board Meeting

9-10

Subject

Approval to amend the terms to the Memorandum of Understanding between The Metropolitan Water District of Southern California and the Management and Professional Employees' Association. **[Any conference with labor negotiators will be heard in closed session pursuant to Government Code Section 54957.6. Agency representatives: Joseph E. Tait, Debbie Dillon. Employee organization: Management and Professional Employees' Association.]**

Description

A revision to the current three-year Memorandum of Understanding (MOU) has been successfully negotiated as a result of reorganization impact negotiations between The Metropolitan Water District of Southern California (District) and the Management and Professional Employees' Association (MAPA). The revised terms are subject to ratification by the MAPA membership. This action concludes all outstanding negotiations with the bargaining units to achieve benefits parity District-wide and consistent MOU language that supports the reorganization. The cost of the revised terms, which will expire on June 30, 2002, is approximately \$1.5 million over the remaining one year and three months of the agreement.

[Attachment 1](#) is a summary of the significant provisions of the amendment to the MOU.

Policy

Metropolitan Water District Administrative Code Sections 6101(k) and (l). As a result of negotiations, as defined in Section 6101(l), the General Manager is authorized with Board approval to enter into a revised MOU with MAPA, per Section 6101(k).

Board Options/Fiscal Impacts

Option #1

Authorize the General Manager to exercise discretion under Administrative Code Sections 6101(k) and (l) to enter into a revised MOU with MAPA effective after ratification by MAPA's membership and through June 30, 2002.

Fiscal Impact: Approximately \$1.5 million over one year and three months. These are unbudgeted O&M funds; however, sufficient funds are available.

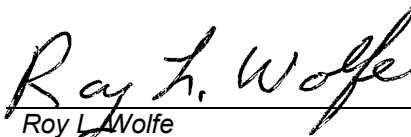
Option #2

Do not authorize. Direct management to continue impact negotiations with MAPA for modifications of MOU terms and conditions.

Fiscal Impact: Unknown.

Staff Recommendation

Option #1


Roy L. Wolfe
Manager, Corporate Resources

3/9/2001
Date


Ronald R. Jester
General Manager

3/9/2001
Date

Attachment 1 – Summary of Provisions

BLA #940

Language. Flexibility to implement the reorganization. Language consistent with AFSCME and Supervisors' Association contracts. Agreement from MAPA to facilitate completion of organizational structure. Probationary period for all promotions.

Term. The agreement shall become effective after ratification by MAPA's membership and shall remain in full force and effect until June 30, 2002.

Salaries. Effective December 1, 2001, the cost of living adjustment formula will be consistent with AFSCME and the Supervisors' Association contracts. The new formula will be equal to 75 percent of the CPI-W; the minimum increase is 3 percent and the maximum possible is 6 percent.

Salary increases to Unit and Team level management positions.

Retirement. Effective March 13, 2001 or as soon thereafter as administratively possible, the District shall contribute to PERS, as an Employer Paid Member Contribution, 7 of the total 7 percent normal member contributions to PERS for employee retirement.

Cost. The total cost of the amendment to the MOU is approximately \$1.5 million over the remaining one year and three months of the agreement. This represents an average annual cost of 5.5 percent of total compensation.

Ratification. Votes to ratify the agreement will be held by MAPA.