

RESOLUTION NO. 8477

**RESOLUTION OF THE BOARD OF DIRECTORS OF THE MARIN MUNICIPAL
WATER DISTRICT**

WHEREAS, on June 18, 2013 the Board of Directors adopted Resolution No. 8214 regarding unrepresented employees and established the salaries, benefits and other conditions of employment for those employees; and

WHEREAS, on June 7th, 2016 the Board adopted Resolution No. 8398 amending Resolution No. 8214 regarding general salary increases and the term of the agreement; and

WHEREAS, the Board desires to again amend Resolution No. 8214 all as described below.

NOW, THEREFORE, THE BOARD OF DIRECTORS RESOLVES AS FOLLOWS:

A. This Resolution modifies Resolution No. 8214. Except for the modifications contained herein, all the provisions of Resolution No. 8214 shall apply.

B. Paragraph 1 regarding “Division Managers” is amended to read as follows:

Division Managers include: District General Counsel, Environmental and Engineering Services Division Manager, Administrative Services Division Manager/Treasurer and the Facilities and Watershed Division Manager.

C. Paragraph 2 regarding “Mid-Managers” is amended to read as follows:

Mid-Managers include the following classifications which are salaried positions and exempt from the overtime and hourly provisions of this resolution under the Fair Labor Standards Act: Assistant Superintendent of Operations, Assistant Superintendent Water Treatment, Customer Service Manager, Engineering Support Services Manager, Environmental Services Coordinator, Finance Manager, Fisheries Program Manager, Grant Program Coordinator, Human Resources Manager, Information Technology Manager, Natural Resources Program Manager, Principal Engineer - Planning, Principal Engineer-Design & Construction, Safety and Risk Manager, Senior Engineer I - Manager, Senior Engineer II - Manager, Senior Human Resources Analyst, Staff Attorney, Superintendent of Operations, Superintendent of Water Treatment, Support Services Manager, System Maintenance Superintendent, Water Conservation Manager, Water Quality Lab Manager, Watershed Protection Manager-Chief Ranger and Watershed Resources Manager.

D. Paragraph 3 regarding “Confidential Employees” is amended to read as follows:

Confidential Employees include: Administrative Assistant-Confidential, Administrative Legal Support Specialist, Administrative Secretary to the GM, Business Systems Analyst III - Confidential, Finance Analyst, Human Resources Analyst, Human Resources Technician and Payroll Technician.

All terms and conditions of employment that are contained in the Collective Bargaining Agreement, SEIU Local 1021 as approved by the Board of Directors on June 18, 2013 and any amendments thereto approved by the Board shall apply to Confidential Employees unless otherwise noted.

E. Paragraph 6.1 “Salaries, General Salary Increase” is amended to add the following language:

5. An increase for all unrepresented employees equivalent to the change in the Consumer Price Index U (CPI-U) (COLA), as reported by the United States Department of Labor Bureau of Labor Statistics for the annual calendar period, for each year preceding the adjustment, for the San Francisco-San Jose- Oakland metropolitan area. The COLA wage increase on July 1, 2018 shall not be less than 2.0% or greater than 3.0%.

6. An increase for all unrepresented employees equivalent to the change in the Consumer Price Index U (CPI-U) (COLA), as reported by the United States Department of Labor Bureau of Labor Statistics for the annual calendar period, for each year preceding the adjustment, for the San Francisco-San Jose- Oakland metropolitan area. The COLA wage increase on July 1, 2019 shall not be less than 2.0% or greater than 3.0%.

7. An increase for all unrepresented employees equivalent to the change in the Consumer Price Index U (CPI-U) (COLA), as reported by the United States Department of Labor Bureau of Labor Statistics for the annual calendar period, for each year preceding the adjustment, for the San Francisco-San Jose- Oakland metropolitan area. The COLA wage increase on July 1, 2020 shall not be less than 2.0% or greater than 3.0%.

F. Paragraph 27 entitled “Term” is amended to read as follows:

This resolution shall be effective July 1, 2018 and except for those provisions of Resolution No. 8214 which have been assigned other effective dates, shall remain in full force and effect to and including June 30, 2021.

PASSED AND ADOPTED this 2nd day of January 2018 by the following vote of the Board.

AYES: Directors Bragman, Gibson, Koehler, Quintero and Russell

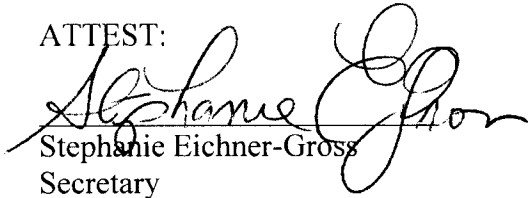
NOES: None

ABSENT: None



Larry L. Russell
President, Board of Directors

ATTEST:



Stephanie Eichner-Gross
Secretary