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, on January 2th, 2018, the Board adopted Resolution No. 8477 amending Resolution No. 8214 regarding general salary increases and the term of the agreement; and

WHEREAS, on September 15th, 2020, the Board adopted Resolution No. 8602 amending Resolution No. 8214 to update the job titles covered by the District’s Unrepresented Employee Resolution; 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, formerly entitled “Division Managers” is now “Division Directors”. Division Directors is amended to read as follows:

Division Directors include: Director of Engineering, Director of Systems Maintenance and Natural Resources, Finance Director/Treasurer and Operations Director.

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, Communications and Public Affairs Manager, Customer Service Manager, Engineering Support Services Manager, Finance Manager, Grant Program Coordinator, Human Resources Manager, Information Technology Manager, Natural Resources Program Manager, Principal Engineer - Planning, Principal Engineer -Design &
Construction, Safety and Emergency Response Manager, Senior Engineer I - Manager, Senior Engineer II - Manager, Senior Human Resources Analyst, Staff Attorney, Superintendent of Operations, Superintendent of Systems Maintenance and Support Services, Superintendent of Water Treatment, Water Conservation Manager, Water Quality 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, Board Secretary, Executive Assistant to the General Manager, Business Systems Analyst - 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, 2021 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, 2022 shall not be less than 2.0% or greater than 3.0%.

F. Paragraph 18, Van Pool, is hereby deleted.

G. Paragraph 27 entitled “Term” is added to read as follows:

This resolution shall be effective July 1, 2021 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, 2023.
PASSED AND ADOPTED this 15 day of December, 2020 by the following vote of the Board of Directors.

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

NOES: None

ABSENT: None

[Signature]
President, Board of Directors

ATTEST:
[Signature]
Board Secretary