



SOUTH FEATHER WATER & POWER AGENCY

TO: Board of Directors

FROM: Michael Glaze, General Manager

DATE: December 10, 2009

RE: Meet and Confer for 2010 – Water Treatment and Distribution Employees Unit
Agenda Item for 12/22/09 Board of Directors Meeting

Negotiations with the Water Treatment and Distribution Employees Unit (WTDEU) are now complete for 2010 and ready for Board consideration.

The current WTDEU MOU runs through 2010, and already includes a 3% COLA on January 1, 2010.

In 2009 the other three bargaining units received increases in the top-of-range rates as follows:

- (1) Wage ranges and evaluation-based merit increases were implemented for the HGEU in 2009 which reduced the beginning rate for each position by 20% below the PG&E-parity rate, but increased the top-of-range rate by 10% over parity.
- (2) The 5% increase in the top-of-range rate that went into effect in January 2008 for Management and Professional Employees Unit (MPEU) members, but was rescinded when PERS was added in July 2008, was restored by the Board at the beginning of 2009.
- (3) Clerical and Support Employees Unit members received a 10% increase in the top-of-range rate in 2009.

The WTDEU is now asking that the 5% reduction in the top-of-range rate they agreed to when PERS was added in July 2008 be restored, as was done last year for MPEU members.

The tentative agreement I have reached with WTDEU representatives and the action I am recommending is:

“In conclusion of negotiations for 2010, I move that the 5% reduction in the top-of-range rate agreed to by the Water Treatment and Distribution Employees Unit when PERS was added in July 2008 be restored, effective January 1, 2010.”