



## ***SOUTH FEATHER WATER & POWER***

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**TO: Board of Directors**

**FROM: Michael Glaze, General Manager**

**DATE: February 18, 2005**

**RE: Retroactive Date for Management and Profession Employees Unit COLA  
Agenda Item for 2/24/05 Board of Directors Meeting**

Although the Management and Professional Employees Unit (MPEU) was created by Board action in April 2003, along with the Agency's other three employee units of representation, and SEIU Local 1292 requested and was granted exclusive representation of MPEU in February 2004, I have never received a request to meet and confer for the purpose of negotiating an MOU for the unit. The last cost-of-living adjustment (COLA) approved for employees in this unit (previously in the Management Staff Association) was effective on January 1, 2004. All other Agency employees received a COLA on January 1, 2005.

Now that negotiations with SEIU for the Clerical and Support Employees Unit are concluded, I'm assuming they'll want to begin negotiations to develop an MOU for MPEU in the near future. Attorney Jeff Meith has previously advised that the Board needs to approve a COLA before it takes effect, or approve applying a COLA retroactively if it anticipates that one will be negotiated within a reasonable amount of time. Although our history with SEIU's representation of MPEU does not suggest that negotiations are imminent or that they will move along quickly once commenced, I am recommending the following action:

**“With anticipation that an MOU for the Management and Professional Employees Unit will be negotiated in the near future, I move that February 24, 2005 be the effective date for any cost-of-living adjustment that is subsequently negotiated and mutually agreed to by Agency and unit representatives within the next 180 days.”**