



Yucaipa Valley Water District

Director Memorandum 20-128

Date: August 25, 2020

Prepared By: Allison M. Edmisten, Chief Financial Officer

Subject: Approval of the Terms and Conditions of Employment for Management-Exempt Employees of the Yucaipa Valley Water District

Recommendation: That the Board approve the Memorandum of Agreement with the Management-Exempt Employees as presented.

Attached is a Memorandum of Agreement with the Management-Exempt Employees of the Yucaipa Valley Water District for your review and consideration.

At this time, the Management-Exempt Employees do not recommend any changes to the MOA and the proposed contract is for six years through June 30, 2026.

MEMORANDUM OF AGREEMENT

TERMS AND CONDITIONS OF EMPLOYMENT FOR MANAGEMENT-EXEMPT EMPLOYEES OF THE YUCAIPA VALLEY WATER DISTRICT

The following are the terms and conditions of employment for the Management-Exempt Employees of the Yucaipa Valley Water District ("District" or "YVWD"), effective July 1, 2020, and ending on June 30, 2026. Each may be referred to herein as a "Party" and jointly as the "Parties".

1.0 Application. This Agreement applies to the Management - Exempt Employees of the District, and is entered into pursuant to the Meyer-Millias-Brown Act (Government Code Sections 3500-3511). Management - Exempt Employees are defined as those qualified employees primarily engaged in executive, administrative, or professional exempt duties and have authority, in the interest of the District, to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward, or discipline other employees, or responsibly to direct them, or to adjust their grievances, or effectively to recommend such action, if in connection with the foregoing the exercise of such authority is not of a merely routine or clerical nature, but requires the use of independent judgment.

This Agreement shall also apply to contract management employees, as applicable.

2.0 Term. This Agreement shall continue in effect for six (6) fiscal years until June 30, 2026 unless amended by mutual agreement between the Parties.

3.0 Merit Salary System. The Merit Salary system shall utilize a scale of 0% to 6% for the contract term only. In accordance with established negotiated practice evaluations shall be effective on April 1st of each year of the term of this Agreement.

4.0 Medical Insurance Provisions. During the term of this Agreement, the Management - Exempt Employees hereby assigns authority and discretion to the District's Board of Directors to select any medical plan similar to the coverage provided as of April 1, 2020. At each future change in cost for HMO medical provider coverage, the District's Board of Directors shall contribute a monthly amount equal to the average (except Health Net Salud y Mas) of the single employee, employee plus one, and family plans. The employee shall be responsible for any cost above that fixed amount paid by the District.

5.0 District Contribution to Public Employee Retirement System (PERS) Retirement. Effective February 26, 2018, the Classic PERS unit members shall be responsible for paying the employee portion of the PERS retirement contribution. Consistent with the Public Employees' Pension Reform Act of 2013, new members entering the Public Employees' Retirement System after January 1, 2013, shall contribute 8% of his/her gross salary to pay for the retirement benefits offered by PERS.

6.0 Salary Schedule. The District's Board of Directors reserves the sole and absolute right to evaluate and/or implement salary schedule adjustments or modifications during the term of this Agreement. The Salary Schedule shall be adjusted as provided in Exhibit "A"

7.0 Consistency with Other Bargaining Groups. If the other bargaining groups (General Employee or Management-Supervisory Employee) bargaining unit(s) receive an increase in compensation higher than the terms and conditions set forth in this Agreement with the Management - Exempt Employees, such increase(s) will also be granted to the Management - Exempt Employees up to June 30, 2026.

8.0 Implementation. All provisions within this Agreement shall become effective based on the approval date by the Yucaipa Valley Water District Board of Directors.

Management - Exempt Employees:

_____ Date

Authorized Representative

_____ Date

Authorized Representative

Yucaipa Valley Water District:

_____ Date

Chris Mann, President

Yucaipa Valley Water District - Salary Ranges and Job Titles

Effective 7/1/2020

Range	Range Minimum	Range Maximum	Range Bonus	Administration Department	Public Works Departments	Water and Sewer Departments
250	\$11,622	\$14,527	\$15,253			
249	\$11,487	\$14,358	\$15,076			
248	\$11,352	\$14,190	\$14,899	Chief Financial Officer		
247	\$11,217	\$14,021	\$14,722			
246	\$11,082	\$13,852	\$14,545			
245	\$10,947	\$13,683	\$14,368			
244	\$10,812	\$13,515	\$14,190			
243	\$10,677	\$13,346	\$14,013			
242	\$10,542	\$13,177	\$13,836			
241	\$10,407	\$13,009	\$13,659			
240	\$10,272	\$12,840	\$13,482			Intgrated Operations Manager
239	\$10,137	\$12,671	\$13,305			
238	\$10,002	\$12,502	\$13,127			
237	\$9,867	\$12,334	\$12,950			
236	\$9,732	\$12,165	\$12,773	Implementation Manager		
235	\$9,597	\$11,996	\$12,596			
234	\$9,462	\$11,827	\$12,419		Public Works Manager	
233	\$9,327	\$11,659	\$12,242	Water Resource Manager		
232	\$9,192	\$11,490	\$12,065			
231	\$9,057	\$11,321	\$11,887			Operations Manager
230	\$8,922	\$11,153	\$11,710	Engineering Manager		
229	\$8,787	\$10,984	\$11,533			
228	\$8,652	\$10,815	\$11,356			
227	\$8,517	\$10,646	\$11,179			
226	\$8,382	\$10,478	\$11,002			
225	\$8,247	\$10,309	\$10,824			
224	\$8,112	\$10,140	\$10,647			
223	\$7,977	\$9,972	\$10,470			
222	\$7,842	\$9,803	\$10,293			
221	\$7,707	\$9,634	\$10,116			
220	\$7,572	\$9,465	\$9,939			

Yucaipa Valley Water District - Salary Ranges and Job Titles

Effective 7/1/2021

Range	Range Minimum	Range Maximum	Range Bonus	Administration Department	Public Works Departments	Water and Sewer Departments
250	\$11,912	\$14,890	\$15,635			
249	\$11,774	\$14,717	\$15,453			
248	\$11,635	\$14,544	\$15,271	Chief Financial Officer		
247	\$11,497	\$14,371	\$15,090			
246	\$11,359	\$14,198	\$14,908			
245	\$11,220	\$14,025	\$14,727			
244	\$11,082	\$13,853	\$14,545			
243	\$10,944	\$13,680	\$14,364			
242	\$10,805	\$13,507	\$14,182			
241	\$10,667	\$13,334	\$14,000			
240	\$10,529	\$13,161	\$13,819			
239	\$10,390	\$12,988	\$13,637			
238	\$10,252	\$12,815	\$13,456			
237	\$10,114	\$12,642	\$13,274			
236	\$9,975	\$12,469	\$13,093	Implementation Manager		Intigrated Operations Manager
235	\$9,837	\$12,296	\$12,911			
234	\$9,699	\$12,123	\$12,729			
233	\$9,560	\$11,950	\$12,548		Public Works Manager	
232	\$9,422	\$11,777	\$12,366	Water Resource Manager		
231	\$9,283	\$11,604	\$12,185			
230	\$9,145	\$11,431	\$12,003	Engineering Manager		Operations Manager
229	\$9,007	\$11,258	\$11,821			
228	\$8,868	\$11,086	\$11,640			
227	\$8,730	\$10,913	\$11,458			
226	\$8,592	\$10,740	\$11,277			
225	\$8,453	\$10,567	\$11,095			
224	\$8,315	\$10,394	\$10,914			
223	\$8,177	\$10,221	\$10,732			
222	\$8,038	\$10,048	\$10,550			
221	\$7,900	\$9,875	\$10,369			
220	\$7,762	\$9,702	\$10,187			

Yucaipa Valley Water District - Salary Ranges and Job Titles

Effective 7/1/2022

Range	Range Minimum	Range Maximum	Range Bonus	Administration Department	Public Works Departments	Water and Sewer Departments
250	\$12,210	\$15,262	\$16,026			
249	\$12,068	\$15,085	\$15,839			
248	\$11,926	\$14,908	\$15,653	Chief Financial Officer		
247	\$11,785	\$14,731	\$15,467			
246	\$11,643	\$14,553	\$15,281			
245	\$11,501	\$14,376	\$15,095			
244	\$11,359	\$14,199	\$14,909			
243	\$11,217	\$14,022	\$14,723			
242	\$11,075	\$13,844	\$14,537			
241	\$10,934	\$13,667	\$14,350			
240	\$10,792	\$13,490	\$14,164			
239	\$10,650	\$13,313	\$13,978			
238	\$10,508	\$13,135	\$13,792			
237	\$10,366	\$12,958	\$13,606			
236	\$10,225	\$12,781	\$13,420	Implementation Manager		Intigrated Operations Manager
235	\$10,083	\$12,604	\$13,234			
234	\$9,941	\$12,426	\$13,048			
233	\$9,799	\$12,249	\$12,861		Public Works Manager	
232	\$9,657	\$12,072	\$12,675	Water Resource Manager		
231	\$9,516	\$11,894	\$12,489			Operations Manager
230	\$9,374	\$11,717	\$12,303	Engineering Manager		
229	\$9,232	\$11,540	\$12,117			
228	\$9,090	\$11,363	\$11,931			
227	\$8,948	\$11,185	\$11,745			
226	\$8,807	\$11,008	\$11,559			
225	\$8,665	\$10,831	\$11,372			
224	\$8,523	\$10,654	\$11,186			
223	\$8,381	\$10,476	\$11,000			
222	\$8,239	\$10,299	\$10,814			
221	\$8,098	\$10,122	\$10,628			
220	\$7,956	\$9,945	\$10,442			

Yucaipa Valley Water District - Salary Ranges and Job Titles

Effective 7/1/2023

Range	Range Minimum	Range Maximum	Range Bonus	Administration Department	Public Works Departments	Water and Sewer Departments
250	\$12,515	\$15,644	\$16,426			
249	\$12,370	\$15,462	\$16,235			
248	\$12,224	\$15,281	\$16,045	Chief Financial Officer		
247	\$12,079	\$15,099	\$15,854			
246	\$11,934	\$14,917	\$15,663			
245	\$11,788	\$14,736	\$15,472			
244	\$11,643	\$14,554	\$15,282			
243	\$11,498	\$14,372	\$15,091			
242	\$11,352	\$14,190	\$14,900			
241	\$11,207	\$14,009	\$14,709			
240	\$11,062	\$13,827	\$14,518			
239	\$10,916	\$13,645	\$14,328			
238	\$10,771	\$13,464	\$14,137			
237	\$10,626	\$13,282	\$13,946			
236	\$10,480	\$13,100	\$13,755	Implementation Manager		
235	\$10,335	\$12,919	\$13,565			
234	\$10,190	\$12,737	\$13,374			
233	\$10,044	\$12,555	\$13,183		Public Works Manager	
232	\$9,899	\$12,374	\$12,992	Water Resource Manager		
231	\$9,753	\$12,192	\$12,801			
230	\$9,608	\$12,010	\$12,611	Engineering Manager		
229	\$9,463	\$11,828	\$12,420			
228	\$9,317	\$11,647	\$12,229			
227	\$9,172	\$11,465	\$12,038			
226	\$9,027	\$11,283	\$11,848			
225	\$8,881	\$11,102	\$11,657			
224	\$8,736	\$10,920	\$11,466			
223	\$8,591	\$10,738	\$11,275			
222	\$8,445	\$10,557	\$11,084			
221	\$8,300	\$10,375	\$10,894			
220	\$8,155	\$10,193	\$10,703			

Yucaipa Valley Water District - Salary Ranges and Job Titles

Effective 7/1/2024

Range	Range Minimum	Range Maximum	Range Bonus	Administration Department	Public Works Departments	Water and Sewer Departments
250	\$12,828	\$16,035	\$16,837			
249	\$12,679	\$15,849	\$16,641			
248	\$12,530	\$15,663	\$16,446	Chief Financial Officer		
247	\$12,381	\$15,476	\$16,250			
246	\$12,232	\$15,290	\$16,055			
245	\$12,083	\$15,104	\$15,859			
244	\$11,934	\$14,918	\$15,664			
243	\$11,785	\$14,731	\$15,468			
242	\$11,636	\$14,545	\$15,272			
241	\$11,487	\$14,359	\$15,077			
240	\$11,338	\$14,173	\$14,881			Intgrated Operations Manager
239	\$11,189	\$13,987	\$14,686			
238	\$11,040	\$13,800	\$14,490			
237	\$10,891	\$13,614	\$14,295			
236	\$10,742	\$13,428	\$14,099	Implementation Manager		
235	\$10,593	\$13,242	\$13,904			
234	\$10,444	\$13,055	\$13,708		Public Works Manager	
233	\$10,295	\$12,869	\$13,513	Water Resource Manager		
232	\$10,146	\$12,683	\$13,317			
231	\$9,997	\$12,497	\$13,121			Operations Manager
230	\$9,848	\$12,310	\$12,926	Engineering Manager		
229	\$9,699	\$12,124	\$12,730			Regulatory Compliance Manager
228	\$9,550	\$11,938	\$12,535			
227	\$9,401	\$11,752	\$12,339			
226	\$9,252	\$11,565	\$12,144			
225	\$9,103	\$11,379	\$11,948			
224	\$8,954	\$11,193	\$11,753			
223	\$8,805	\$11,007	\$11,557			
222	\$8,656	\$10,821	\$11,362			
221	\$8,507	\$10,634	\$11,166			
220	\$8,358	\$10,448	\$10,970			

Yucaipa Valley Water District - Salary Ranges and Job Titles

Effective 7/1/2025

Range	Range Minimum	Range Maximum	Range Bonus	Administration Department	Public Works Departments	Water and Sewer Departments
250	\$13,149	\$16,436	\$17,258			
249	\$12,996	\$16,245	\$17,057			
248	\$12,843	\$16,054	\$16,857	Chief Financial Officer		
247	\$12,691	\$15,863	\$16,656			
246	\$12,538	\$15,672	\$16,456			
245	\$12,385	\$15,481	\$16,256			
244	\$12,232	\$15,291	\$16,055			
243	\$12,080	\$15,100	\$15,855			
242	\$11,927	\$14,909	\$15,654			
241	\$11,774	\$14,718	\$15,454			
240	\$11,622	\$14,527	\$15,253			Intigrated Operations Manager
239	\$11,469	\$14,336	\$15,053			
238	\$11,316	\$14,145	\$14,853			
237	\$11,164	\$13,954	\$14,652			
236	\$11,011	\$13,763	\$14,452	Implementation Manager		
235	\$10,858	\$13,573	\$14,251			
234	\$10,705	\$13,382	\$14,051			
233	\$10,553	\$13,191	\$13,850		Public Works Manager	
232	\$10,400	\$13,000	\$13,650	Water Resource Manager		
231	\$10,247	\$12,809	\$13,450			Operations Manager
230	\$10,095	\$12,618	\$13,249	Engineering Manager		
229	\$9,942	\$12,427	\$13,049			
228	\$9,789	\$12,236	\$12,848			
227	\$9,636	\$12,045	\$12,648			
226	\$9,484	\$11,855	\$12,447			
225	\$9,331	\$11,664	\$12,247			
224	\$9,178	\$11,473	\$12,046			
223	\$9,026	\$11,282	\$11,846			
222	\$8,873	\$11,091	\$11,646			
221	\$8,720	\$10,900	\$11,445			
220	\$8,567	\$10,709	\$11,245			