

RESOLUTION NO. OCSD 19-08

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE ORANGE COUNTY SANITATION DISTRICT APPROVING THE MEMORANDA OF UNDERSTANDING BETWEEN THE ORANGE COUNTY SANITATION DISTRICT AND THE SUPERVISORY AND PROFESSIONAL MANAGEMENT GROUP, FOR FISCAL YEARS 2019/2020, 2020/2021 & 2021/2022

WHEREAS, on October 26, 2016, the Board of Directors (“Directors”) of the Orange County Sanitation District (the “District”) authorized the General Manager to sign the Memoranda of Understanding with the Supervisory and Professional Management Group (referred hereinafter as “SPMG”), regarding salaries, benefits and terms and conditions of employment for the period July 1, 2016 through June 30, 2019 (“2016 MOU”).

WHEREAS, prior to the expiration of the 2016 MOUs on June 30, 2019, SPMG requested to meet and confer regard successor MOUs.

WHEREAS, pursuant to Government Code Section 3500, *et seq.*, representatives of SPMG have met and conferred with the representatives of the District and have reached an understanding with regard to certain terms and conditions relative to employment;

WHEREAS, through negotiations the parties agreed that any salary changes would take effect retroactively to July 5, 2019, the first pay period in the current fiscal year; and

WHEREAS, the parties have modified the 2019 MOUs between the District and SPMG to reflect the parties’ understanding regarding certain terms and conditions, which include:

- Duration of the MOUs has been modified and will be for a 3-year term commencing July 1, 2019, and terminating June 30, 2022, as reflected in the Cover Page and Articles 1 and 2 of the MOUs.
- Salary Adjustments and Compensation has been modified as set forth below and as reflected in Article 13 of the MOUs:
 - Year 1 – 3.0% Salary Increase, retroactive to the first pay period of July 2019.
 - Year 2 – 3.0% Salary Increase, effective the first pay period of July 2020.
 - Year 3 – 3.0% Salary Increase, effective the first pay period of July 2021.
- Holidays has been modified as set forth below and as reflected in Article 16 of the MOUs:
 - Language cleanup to reflect that employee election to receive Holiday Compensatory Time Off is due by December 31st of prior year.
- Hours of Work has been modified as set forth below and as reflected in Article 17 of the MOUs:
 - Updated language to reflect that Operations Supervisors and Chief Plant Operators receive a 30-minute paid lunch and are to remain onsite and perform work as necessary. (*Supervisor Group MOU only*)

- Insurance has been modified as set forth below and as reflected in Article 20 of the MOUs:
 - Reopener to discuss establishment of Health Retirement Account (HRA) for all employees.
- Retirement has been modified as set forth below and as reflected in Article 25 of the MOUs:
 - Housekeeping changes to remove outdated language.
- Shift Differential has been modified as set forth below and as reflected in Article 26 of the MOUs:
 - Shift Differential increased from \$2.50 per hour to \$3.00 per hour.
- Leave-of-Absence With Pay has been modified as set forth below and as reflected in Article 27 of the MOUs:
 - Bereavement leave shall be used within six (6) months of death of immediate family member; requests for exceptions may be submitted to Director of Human Resources for approval. Employee may be required to furnish evidence of family member's death and/or of familial relationship.
 - Housekeeping changes.
- Leave-of-Absence Without Pay has been modified as set forth below and as reflected in Article 28 of the MOUs:
 - Housekeeping changes.
- Dues Deductions has been modified as set forth below and as reflected in Article 46 of the MOUs:
 - New language to establish information provided by OCSD to SPMG regarding members, remittance of dues; article title changed to "New Employee Orientation and Dues Deductions".
- Resignation has been modified as set forth below and as reflected in Article 51 of the MOUs:
 - The District may accept any verbal or written resignation at any time and deem such resignation irrevocable. Written resignations automatically deemed irrevocable after 72 hours, except by approval of HR.
- Medical Insurance Plan Design Components have been modified as set forth below and as reflected in Appendix A of the MOUs:
 - Housekeeping changes.

NOW, THEREFORE, the Board of Directors of the Orange County Sanitation District, DOES HEREBY RESOLVE, DECLARE, DETERMINE AND ORDER:

Section 1. The aforementioned MOUs between the District and SPMG for the contract period of July 1, 2019 through June 30, 2022 as outlined herein are hereby approved.

Section 2. The General Manager is authorized to sign the Memoranda of Understanding with SPMG for the period of July 1, 2019 through June 30, 2022, in a form approved by General Counsel.

PASSED AND ADOPTED at a regular meeting of the Board of Directors held August 28, 2019.

David John Shawver
Board Chairman

ATTEST:

Kelly A. Lore, MMC
Clerk of the Board

STATE OF CALIFORNIA)
) ss
COUNTY OF ORANGE)

I, Kelly A. Lore, Clerk of the Board of Directors of the Orange County Sanitation District, do hereby certify that the foregoing Resolution No. OCSD 19-08 was passed and adopted at a regular meeting of said Board on the 28th day of August 2019, by the following vote, to wit:

AYES:

NOES:

ABSTENTIONS:

ABSENT:

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the official seal of Orange County Sanitation District this 28th day of August 2019.

Kelly A. Lore, MMC
Clerk of the Board of Directors
Orange County Sanitation District