

Marina Coast Water District  
Agenda Transmittal

Agenda Item: 8-C

Meeting Date: February 8, 2011

Submitted By: Jean Premutati  
Reviewed By: Carl Niizawa

Presented By: Jim Heitzman

Agenda Title: Consider Adoption of Resolution No. 2011-16 to Approve the Change in Terms and Conditions of the Employment Agreement Between the Unrepresented Employees and the Marina Coast Water District

Detailed Description: Both the Deputy General Manager/District Engineer and Management Services Administrator are management positions, which are not currently part of the represented management group (Teamsters Local 890).

Originally it was expected the Deputy General Manager/District Engineer would, upon hire, become a member of the Teamsters Local 890. However, representatives of the Teamsters Local 890 felt it was not suitable for this position to be included based on the duties and responsibilities. The Management Services Administrator was a member of the Teamsters Local 890 until December 14, 2010 when a Unit Modification Order was approved.

As the recently approved terms and conditions of the Teamsters Memorandum of Understanding (MOU), July 1, 2010 through June 30, 2012, are appropriate to the current salary and benefits of the unrepresented employees, staff recommends this MOU apply to these exempt, unrepresented employees and a letter be placed in their files that outlines these changes.

Environmental Review Compliance: None.

Prior Committee or Board Action: None.

Board Goals/Objectives: *Strategic Plan, Mission Statement – Providing high quality water, wastewater and recycled water services to the District's expanding communities through management, conservation and development of future resources at reasonable costs.*

Financial Impact:      Yes      No

Funding Source/Recap: Expenditures are allocated across the six cost centers; 01-Marina Water, 02-Marina Sewer, 03-Fort Ord Water, 04-Fort Ord Sewer, 05-Recycled Water, 06-Regional Water.

Material Included for Information/Consideration: Resolution No. 2011-16.

Staff Recommendation: The Board of Directors considers adoption of Resolution No. 2011-16 to approve the changes in terms and conditions of the Employment Agreement between the Unrepresented Employees and the Marina Coast Water District.

Action Required:      X   Resolution \_\_\_\_\_ Motion    \_\_\_\_\_ Review  
(Roll call vote is required.)

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Board Action

\_\_\_\_\_ Resolution No \_\_\_\_\_ Motion By \_\_\_\_\_ Seconded By \_\_\_\_\_

Ayes \_\_\_\_\_ Abstained \_\_\_\_\_

Noes \_\_\_\_\_ Absent \_\_\_\_\_

Reagendized \_\_\_\_\_ Date \_\_\_\_\_ No Action Taken \_\_\_\_\_

February 8, 2011

Resolution No. 2011 - 16  
Resolution of the Board of Directors  
Marina Coast Water District  
Approving the Change in Terms and Conditions of the Employment Agreement  
Between the Unrepresented Employees and the Marina Coast Water District

RESOLVED by the Board of Directors (“Directors”) of the Marina Coast Water District (“District”), at a regular meeting duly called and held on February 8, 2011 at the business office of the District, 11 Reservation Road, Marina, California as follows:

WHEREAS, the Deputy General Manager/District Engineer and Management Services Administrator are management positions, which are not currently part of the represented management group (Teamsters Local 890); and,

WHEREAS, the Deputy General Manager/District Engineer was expected to be included in the Teamsters, but Unit representatives felt because of the position duties and responsibilities, it was not suitable; and,

WHEREAS, the Management Services Administrator, until December 2010 was a member of the Teamsters when a Unit Modification Order was approved; and,

WHEREAS, the recently approved terms and conditions of the Teamsters Memorandum of Understanding (MOU), July 1, 2010 through June 30, 2012, are appropriate to the current salary and benefits of the unrepresented employees and should be applied in the employment agreement.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Marina Coast Water District does hereby approve a Change in Terms and Conditions of the Employment Agreement between the Unrepresented Employees and the Marina Coast Water District, and authorizes and directs the General Manager to execute an Agreement in substantially the same form presented at this meeting on behalf of the Marina Coast Water District, and to take all other actions necessary to fully perform the District’s obligations under the Agreement.

PASSED AND ADOPTED on February 8, 2011, by the Board of Directors of the Marina Coast Water District by the following roll call vote:

Ayes: Directors \_\_\_\_\_

Noes: Directors \_\_\_\_\_

Absent: Directors \_\_\_\_\_

Abstained: Directors \_\_\_\_\_

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William Y. Lee, President

ATTEST:

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Jim Heitzman, Secretary

CERTIFICATE OF SECRETARY

The undersigned Secretary of the Board of the Marina Coast Water District hereby certifies that the foregoing is a full, true and correct copy of Resolution No. 2011-16 adopted February 8, 2011.

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Jim Heitzman, Secretary