



SIDE LETTER of AGREEMENT

between

Valley Water and AFSCME Local 101, AFL-CIO, Employees Association

regarding

Professional Land Surveyor License Differential

Following meeting and conferring in good faith and in accordance with the provisions of State law and Santa Clara Valley Water District (Valley Water) regulations, this agreement between Valley Water and AFSCME Local 101, AFL-CIO, Employees Association (Union), represents final understanding and agreement on the following and shall be effective immediately.

This side letter of agreement is superseded and replaces the "Professional Land Surveyor License Differential" side letter of agreement that was fully executed on September 30, 2022.

The Union and Valley Water agree that incumbents in the Assistant Surveyor I/II/III, Senior Surveyor, and Survey Party Chief classifications (excluding Supervising Land Surveyor) shall receive a two and one-half percent (2.5%) pay differential when they possess a valid Professional Land Surveyor (PLS) license issued by the State of California.

The applicable differential shall be effective the beginning of the first full pay period after all approvals are received and upon receipt of the valid license.

Authorized Union Representatives:

DocuSigned by:
Derek Tanguay
D5726353A46A466...

10/5/2022

Date: _____

Derek Tanguay
President
Employees Association
AFSCME Local 101, AFL-CIO

DocuSigned by:
Carol McEwan
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10/5/2022

Date: _____

Carol McEwan
Business Agent
AFSCME Local 101, AFL-CIO

**Authorized Valley Water
Representatives:**

DocuSigned by:
Bryant Welch
EF64B7D7354D4BE...

10/5/2022

Date: _____

Bryant Welch
Labor Relations Manager



DocuSigned by:
Rechelle Blank
0729D65C492A46F...

10/5/2022

Date: _____

Rechelle Blank, P.E.
Chief Operating Officer
Watersheds