

**RESOLUTION NO. 2022-23**

**A RESOLUTION OF THE BOARD OF DIRECTORS OF  
THE SAN BENITO COUNTY WATER DISTRICT  
FOR SALARY AND COMPENSATION FOR THE EMPLOYEES REPRESENTED  
BY SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 521**

**WHEREAS**, San Benito County Water District (“District”) and Service Employees International Union Local 521 (“Union”) have a Memorandum of Understanding (“MOU”) in effect between August 26, 2020 and June 30, 2023;

**WHEREAS**, the MOU between the District and Union provides that, because the United States Bureau of Reclamation South of Delta Agricultural Allocation for May 2022 is 0%, employees in the bargaining unit represented by the Union will not receive a cost of living increase for Fiscal Year 22/23, and will be subject to ten furlough days in the fiscal year, in addition to four office closure days at the end of 2022;

**WHEREAS**, employees are facing high inflation rates, and the District desires on a one-time basis to offset the impact of high inflation on its employees through a lump sum payment and reduced furloughs;

**WHEREAS**, the District and Union have met and conferred and reached agreement over this change;

**THEREFORE, BE IT RESOLVED,**

1. Effective July 11, 2022, each active employee in full-time paid status as of July 11, 2022 in the bargaining unit represented by the Union will receive a one-time lump sum payment equal to three percent (3%) of each individual employee’s annual base pay. The District will withhold taxes from lump sum payments in accordance with federal and state requirements. The lump sum amount will be prorated for part time employees. This payment is not-precedent setting.
2. For fiscal year 22/23, employees in the bargaining unit represented by the Union will be subject to five unpaid furlough days as opposed to ten unpaid furlough days as required by Section 10.2 of the MOU. Employees will still be subject to four office closure days at the end of 2022 in addition to the five furlough days.

This resolution is effective immediately and executed on June 29, 2022.

**PASSED AND ADOPTED** by the Board of Directors of the San Benito County Water District this 29<sup>th</sup> day of June 2022, by the following vote:

AYES: DIRECTORS: Tonascia, Flores, Shelton, Tobias & Williams

NOES: DIRECTORS: None

ABSTAIN: DIRECTORS: None

ABSENT: DIRECTORS: None

(Signature of presiding Board member

Attested by Board Secretary

Resolution #2022-23)

/s/ Joseph Tonascia  
Joseph Tonascia  
President

ATTEST:

/s/ Joyce Machado  
Joyce Machado  
Manager of Administration, Finance  
and Business Services