

**SIDE LETTER OF AGREEMENT  
BETWEEN  
LAS VIRGENES MUNICIPAL WATER DISTRICT  
AND  
THE LAS VIRGENES MANAGER, SUPERVISOR, PROFESSIONAL,  
AND CONFIDENTIAL EMPLOYEES ASSOCIATION**

This Side Letter of Agreement (“Agreement”) between the Las Virgenes Municipal Water District (“District”) and the Las Virgenes Manager, Supervisor, Professional and Confidential Employees Association, on behalf of the Management Unit (“Management Unit”) (collectively “Parties”) is entered into with respect to the following:

**WHEREAS**, the District and the Management Unit negotiated a Memorandum of Understanding (“MOU”) for the period of September 14, 2024, through December 31, 2027; and

**WHEREAS**, the Parties agree that it is necessary to modify the MOU as it pertains to compensation as authorized by the Board of Directors at its December 10, 2025, meeting.

**THEREFORE**, the Parties agree to amend Article 6, *Compensation*, to read as follows:

Article 6, COMPENSATION

Effective September 14, 2024, classifications will be adjusted pursuant to the salary recommendations prepared by CPS-HR and provided to the unit on July 2, 2024. Following classification placement, the District will apply the 2.4% salary adjustment provided on January 1, 2024, to those rates.

Effective January 1, 2025, all salary ranges and related incumbents rates of pay will be increased by the October 2023 to October 2024 All Urban Consumer Price Index for Los Angeles-Long Beach-Anaheim California with a minimum of a 1.5% increase and a maximum of a 4.5% increase.


Effective January 1, 2026, all salary ranges and related incumbents rates of pay will be increased by 3.5%.

Effective January 1, 2027, all salary ranges and related incumbents’ rates of pay will be increased by the October 2025 to October 2026 All Urban Consumer Price Index for Los Angeles-Long Beach-Anaheim California with a minimum of a 1.5% increase and a maximum of a 4.5% increase.

All other terms and conditions contained in the 2024-2027 Memorandum of Understanding between the District and the Management Unit shall remain in full force and effect.

This Side Letter of Agreement is executed the 10th day of December 2025.

**For Las Virgenes Manager, Supervisor,  
Professional and Confidential  
Employees Association**

  
\_\_\_\_\_  
Vicky Barker, Negotiator

**For Las Virgenes Municipal Water  
District**

Signed by:  
  
\_\_\_\_\_  
David W. Pedersen, General Manager