

**SIDE LETTER OF AGREEMENT  
BETWEEN  
LAS VIRGENES MUNICIPAL WATER DISTRICT  
AND  
THE SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 721**

This Side Letter of Agreement (“Agreement”) between the Las Virgenes Municipal Water District (“District”) and the Service Employees International Union (“SEIU”), Local 721 (“Union”) (collectively “Parties”) is entered into with respect to the following:

**WHEREAS**, the District and the Union negotiated a Memorandum of Understanding (“MOU”) for the period of November 9, 2024 through December 31, 2027; and

**WHEREAS**, the Parties agree that it is necessary to modify the MOU to comply with California Public Employees’ Retirement System (“CalPERS”) requirements.

**THEREFORE**, the Parties agree to amend Article 16, *Uniforms*, to read as follows:

Article 16 – Uniforms

16.1 Uniforms will be furnished by the District to provide an attractive District image to the public, and to supply an easy means of identification.

16.2 Uniforms supplied by the District shall be worn by employees while at work.

16.3 California Code of Regulations (C.C.R.) 571(a)(4) defines uniform allowance as compensation paid or the monetary value for the purchase, rental and/or maintenance of required clothing, including clothing made from specially designed protective fabrics, which is a ready substitute for personal attire the employee would otherwise have to acquire and maintain. This excludes items that are solely for personal health and safety such as protective vests, pistols, bullets, and safety shoes. The District has determined that the monetary value for the purchase, rental, and/or maintenance of required clothing for employees is \$9.74 per pay period. Effective April 12, 2025, the value will be \$10.42 per pay period. The value will be re-assessed on an annual basis. Should the value change, the new value will be reflected in the MOU or via Side Letter of Agreement. The District will report this value to CalPERS in accordance with state law and regulations.


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

This Side Letter of Agreement is executed the 6th day of May 2025.

**For SEIU Local 721:**

Signed by:  
  
\_\_\_\_\_  
61D02E3EAA51423...  
Carson Acosta, Negotiator

**For Las Virgenes MWD:**

Signed by:  
  
\_\_\_\_\_  
F8F27724B1CF46A...  
Adrianna E. Guzman, Negotiator

DocuSigned by:  
*Spencer Lee*  
3B86245793F441C...  
Spencer Lee  
Bargaining Team Member

DocuSigned by:  
*[Signature]*  
CDA71D6C2A67424...  
Donald Patterson, Assistant General Manager

Signed by:  
*Christopher Boddy*  
1BC5C2786B35470...  
Christopher Boddy  
Bargaining Team Member

DocuSigned by:  
*Sophia Crocker*  
284D53E70536486...  
Sophia Crocker, Human Resources  
Manager

Signed by:  
*Francisco Palos*  
C030D96B0D74FE...  
Francisco Palos  
Bargaining Team Member

Signed by:  
*David W. Pedersen*  
12C6BE2E4FC44E7...  
David W. Pedersen  
General Manager

DocuSigned by:  
*Tiffany Armstead*  
4E39008CDB8A44A...  
Tiffany Armstead  
Bargaining Team Member

Signed by:  
*Justin Walden*  
35F844CF136E488...  
Justin Walden  
Bargaining Team Member