

**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 to reflect the increase in long-term disability coverage authorized by the Board of Directors at its October 1, 2024 meeting.


THEREFORE, the Parties agree to amend Article 12, Section C.2, Disability *Insurance*, to read as follows:

Article 12, 12.C.2: Disability Insurance


2. An employee eligible for disability benefits shall use available sick leave to cover time off during the 30 calendar day elimination period. After the elimination period, the employee has the option of using the balance of his/her sick leave or vacation leave to coordinate with gross income. The monthly benefit for the long-term disability plan will be two-thirds of the employee’s monthly base up to a maximum of ~~\$7,300.00~~ **\$13,425.00**.

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.


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

Signed by:


Vicky Barker, Negotiator

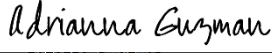
DocuSigned by:


Brian Richie
Bargaining Team Member

DocuSigned by:


Ursula J. Bosson
Bargaining Team Member


**For Las Virgenes Municipal Water
District**

Signed by:


Adrianna E. Guzman, Negotiator

DocuSigned by:


Donald Patterson, Director of Finance
and Administration

DocuSigned by:


Sophia Crocker, Human Resources
Manager

DocuSigned by:


David W. Pedersen, General Manager