

**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 Supervisor, Professional and Confidential Unit (“SPC Unit”) (collectively “Parties”) is entered into with respect to the following:

WHEREAS, the District and the SPC Unit negotiated a Memorandum of Understanding (“MOU”) for the period of October 12, 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 the pay period that begins October 12, 2024, classifications will be adjusted pursuant to the salary recommendations prepared by CPS-HR and provided to the unit on July 2, 2024, and as further agreed to by the Parties. 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.

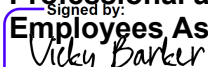
Effective January 1, 2026, all salary ranges and related incumbents rates of pay will be increased by 3.5%.

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 SPC 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**

Signed by:


Vicky Barker, Negotiator

**For Las Virgenes Municipal Water
District**

Signed by:


David W. Pedersen, General Manager