



Clean Water • Healthy Environment • Flood Protection

**SIDE LETTER of AGREEMENT**  
 between  
**Valley Water and AFSCME Local 101, AFL-CIO, Employees Association**  
 regarding  
**Professional Land Surveyor License Differential**

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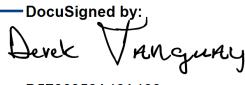
Following meeting and conferring in good faith and in accordance with the provisions of State law and Santa Clara Valley Water District (Valley Water) regulations, this agreement between Valley Water and AFSCME Local 101, AFL-CIO, Employees Association (Union), represents final understanding and agreement on the following and shall be effective immediately.

This side letter of agreement is superseded and replaces the "Professional Land Surveyor License Differential" side letter of agreement that was fully executed on September 30, 2022.

The Union and Valley Water agree that incumbents in the Assistant Surveyor I/II/III, Senior Surveyor, and Survey Party Chief classifications (excluding Supervising Land Surveyor) shall receive a two and one-half percent (2.5%) pay differential when they possess a valid Professional Land Surveyor (PLS) license issued by the State of California.

The applicable differential shall be effective the beginning of the first full pay period after all approvals are received and upon receipt of the valid license.

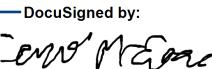
**Authorized Union Representatives:**

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10/5/2022

Date: \_\_\_\_\_

Derek Tanguay  
 President  
 Employees Association  
 AFSCME Local 101, AFL-CIO

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10/5/2022

Date: \_\_\_\_\_

Carol McEwan  
 Business Agent  
 AFSCME Local 101, AFL-CIO

**Authorized Valley Water  
 Representatives:**

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10/5/2022

Date: \_\_\_\_\_

Bryant Welch  
 Labor Relations Manager



DocuSigned by:  
  
Rechelle Blank  
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10/5/2022

Date: \_\_\_\_\_

Rechelle Blank, P.E.  
Chief Operating Officer  
Watersheds