

Exhibit to Agenda Item #8

Approve a Memorandum of Understanding between **Sacramento Municipal Utility District** and the **SMUD Public Safety Officers' Association** for the period January 1, 2023, through December 31, 2026.

Board of Directors Meeting

Thursday, January 19, 2023, scheduled to begin at 5:30 p.m.

Virtual Meeting (online)

Agenda

- Outcomes Achieved through Negotiations with the PSOA
- Key Terms of the Proposed Memorandum of Understanding (MOU) between SMUD and the PSOA
- Summary & Request for Approval of PSOA Successor MOU

Outcomes Achieved

- Represents a fair and financially responsible outcome for SMUD, our customers, and the PSOA employees:
 - Meets SMUD's financial targets
 - Maintains competitive pay with a total compensation package to attract and retain an engaged PSOA workforce
- Preserves positive relations with the PSOA

Proposed PSOA MOU

- Ratified by the PSOA on Dec. 13, 2022:
 - 36 votes were counted (out of 37 members)
 - Overwhelming support of those who voted:
72% voted YES
- Term of the new MOU:
 - 4-year contract
 - January 1, 2023 – December 31, 2026

Wages

- General Wage Increases:

Job Class	2023	2024	2025	2026
Asset Protection Officer	3.75%	3.75%	3.5%	3%
Security Operations Dispatcher	3.5%	3.75%	3.75%	3.25%
Security Operations Supervisor	3.5%	3.5%	3.25%	4% lump sum*

*Security Operations Supervisors will receive the lump sum in 2026 in lieu of a general wage increase.

- Additionally, SMUD agreed to increase overtime pay for PSOA employees from time and a half to double time.

Health Care Benefits

Medical Premium % Cost Sharing for HMO Plans for 2023-2026 for Full Time PSOA Employees Freezing at 2022 percentages:

Employee Tier	Kaiser High	Kaiser Low	UHC HMO High	UHC HMO Low
Employee Only	13%	11%	14%	11%
Employee + 1	14%	12%	15%	12%
Employee + Family	15%	13%	16%	13%

Health Care Benefits

Medical Premium % Cost Sharing for HMO Plans for 2023-2026 for Part Time PSOA Employees Freezing at 2022 percentages:

Employee Tier	Kaiser High	Kaiser Low	UHC HMO High	UHC HMO Low
Employee Only	35%	34%	36%	34%
Employee + 1	36%	35%	37%	35%
Employee + Family	37%	36%	38%	36%

In Summary

This successor MOU between SMUD and the PSOA:

- Represents a fair and financially responsible outcome for SMUD, our customers, and the PSOA employees:
 - Meets SMUD's financial targets
 - Maintains competitive pay with a total compensation package to attract and retain a well-qualified and engaged PSOA workforce
- Preserves positive relations with the PSOA