



January 8, 2024

Mr. Darren Semore
Business Representative
Operating Engineers Local Union No. 3
1916 North Broadway
Stockton, CA 95205

Re: Temporary Leadman Pay

Dear Mr. Semore:

This Side Letter Agreement confirms the agreement regarding Temporary Leadman pay between Operating Engineers Local No. 3 ("Union") and Oakdale Irrigation District ("OID").

Facts:

1. Employees in the C&M Department approached the Department Manager and General Manager, inquiring about the pay increase for Temporary Leadman working during the 2023/2024 winter season in the Construction and Maintenance Division.
2. OID applied Section 5.1 Lead Worker Premium of the Union MOU which states as follows:

Employees who are routinely and consistently assigned by the Department Head to lead employees in the absence of a supervisor or lead will receive Lead Worker premium in the amount of five percent (5.0%) of their base hourly rate of pay for those hours worked as a lead.

3. OID and the Union met on Monday, December 18, 2023, to discuss and the District agreed to apply Section 5.4 Temporary Upgrade Pay of the Union MOU which states as follows:

Employees assigned by the Department Head to work and perform the full duties of a higher classification (temporary upgrade pay) receive the rate of pay the employee would have received if promoted, not to exceed the top step of the salary schedule.

4. The Union provided information that in prior years, employees had received top step to top step. The OID completed an analysis and confirmed this pay increase had

occurred on more than on prior occasion.

5. OID and the Union met again on Thursday, January 4, 2024, and discussed a proposal developed by OID that provides for different phases of Temporary Leadman pay based on prior years' experience as a Temporary Leadman.

Union and OID agreed to the following:


1. Beginning retroactive to pay period beginning December 17, 2023, Union members who are assigned the Temporary Leadman position in Construction and Maintenance will receive the following pay increase for the duration of the assignment or assigned shift as applicable:

1 st Year Temporary C&M Leadman	Step 3 (Leadman, C&M range)
2 nd Year Temporary C&M Leadman	Step 4 “
3 rd Year or more Temporary C&M Leadman	Step 5 “
2. This agreement will remain in effect through the term of the current contract, expiring on December 31, 2026.

The parties' signatures below are an acceptance of the terms upon which the agreement will be implemented.

DATED: January 8, 2024

OAKDALE IRRIGATION DISTRICT

By: 
Scot A. Moody, CSDM
General Manager

DATED: 1-9-2024

OPERATING ENGINEERS LOCAL NO. 3

By: 
Darren Semore
Business Representative