

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
OAKDALE IRRIGATION DISTRICT
AND
OPERATING ENGINEERS LOCAL 3**



March 12, 2023, through December 31, 2026

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PREAMBLE

This Memorandum of Understanding (MOU) is between Oakdale Irrigation District (District) and Operating Engineers Local 3 (OE3) - Operations Employee's Unit and is the result of meeting and conferring in good faith as prescribed by Section 3505 of the Government Code of the State of California for wages, fringe benefits, hours, and other terms and conditions of employment.

ARTICLE 1. RECOGNITION

The District recognizes Operating Engineers Local 3 as the exclusive recognized employee organization for classifications listed in Appendix "A" Recognition.

ARTICLE 2. GENERAL PROVISIONS

Section 2.1 No Strike Clause

For the duration of this MOU, OE3 and its members agree that it will not call, sanction, or engage in any strike, slowdown, suspension, or stoppage of work activity. The District has the right to deny all usage of sick leave by any employee where the General Manager has reasonable cause to believe the sick leave usage is related to a sick-out or any other form of concerted activity.

OE3 will make every effort possible to prevent and/or terminate any strike or any other violation of this provision. These efforts shall include, but not be limited to, urging the employees to return to work or otherwise terminate their conduct that violates this provision; advising the employees that their conduct is a violation of this MOU; advising the employees that they are subject to discipline up to and including termination.

Any violation of this provision may be subject to disciplinary action, up to and including termination.

Section 2.2 Re-Opener

Either party may request to meet over any provision of this MOU; neither party is required to meet and confer over any provision of this MOU, and any change is subject to a mutual written agreement.

Section 2.3 Dues

Upon certification from OE3 that an employee has signed an authorization for the deduction of dues, the District makes payroll deductions in an amount to be determined by OE3 and communicated to the District annually. The District promptly remits deductions to OE3 with a list of dues-paying members. Employee requests to cancel membership dues deductions must be directed to OE3. Upon notification from OE3 that an employee has canceled membership dues, the District promptly ceases dues deductions from the employee's paycheck. The District may only request a copy of a dues

authorization in the event of a dispute. OE3 will hold the District harmless from any and all claims and will indemnify it against any unreasonable costs in implementing this provision, and must indemnify the District for any claims made by the employee for deductions made in reliance on that certification, in accordance with Government Code §1157.12(a).

Section 2.4 Job Postings

When the District intends to fill a vacancy, the District will email all employees a copy of the job posting with the duration of the posting. Employees will have the opportunity to apply for the position.

Section 2.5 Cell Phone Usage

Employees may use their cell phones while at work if it does not unduly disrupt operations.

ARTICLE 3. WORK PERIODS

Section 3.1 Hours

During the irrigation season, the workweek for DSOs working the day shift commences at noon on Friday and ends on the following Friday at noon. DSOs work a schedule consisting of seven (7) consecutive days of work followed by seven (7) consecutive days off. The normal workday consists of 11.5 hours, with an unpaid half hour lunch to be taken daily at 11:30 a.m.

A. The DSO's schedule for workweek one (1) is as follows.

- (i) Tuesday through Thursday of workweek one (1), the DSO commences work at 6:00 a.m. and concludes at 6:00 p.m.
- (ii) On Friday of workweek one (1), the DSO commences work at 6:00 a.m. and concludes at 12:00 Noon.

B. The DSO's schedule for workweek two (2) is as follows.

- (i) Friday of workweek two (2), the DSO commences work at 12:00 Noon and conclude at 6:00 p.m.
- (ii) Saturday through Monday of workweek (2), the DSO commences work at 6:00 a.m. and concludes at 6:00 p.m.

During the irrigation season, the workweek for DSOs working the night shift commences at 11:30 p.m. on Friday and ends on the following Friday at 11:30 p.m. DSOs work a schedule consisting of seven (7) consecutive days of work followed by seven (7) consecutive days off. The normal workday consists of 11.5 hours, with an unpaid half hour lunch to be taken daily at 11:00 p.m.

A. The DSO's schedule for workweek one (1) is as follows:

- (i) Tuesday through Thursday of workweek one (1), the DSO commences work at 5:30 p.m. and concludes at 5:30 a.m.
- (ii) Friday of workweek one (1), the DSO commences work at 5:30 p.m. and concludes at 12:00 a.m.

B. The DSO's schedule for workweek two (2) is as follows:

- (i) Friday of workweek two (2), the DSO commences work at 12:00 a.m. and concludes at 5:30 a.m. on Saturday.
- (ii) Saturday through Monday of workweek (2), the DSO commences work at 5:30 p.m. and concludes at 5:30 a.m.

Alternative Work Schedules (AWS)

Employees may be assigned an Alternative Work Schedule (AWS) consisting of either a 4/10 or 9/80 work schedule. Employees will be given a minimum of one full pay period prior to changing work schedules. Employees on an AWS must use vacation or floating holiday pay to supplement holiday pay on holidays.

Section 3.2 Rest Periods

Employees are entitled to one (1) fifteen (15) minute rest period for each four (4) hours of continuous work and a thirty (30) minute unpaid lunch.

ARTICLE 4. WAGES

Section 4.1 Salary Schedule

The salary schedule attached as Appendix "B" Salary Schedule, consists of five (5) steps, with five percent (5.0%) between steps one (1) through five (5). Employees advance steps after successful completion of an initial six (6) months and every twelve (12) months thereafter upon successful completion of annual evaluations until the employee reaches the top step.

Section 4.2 Paydays

Wages are paid bi-weekly, within seven (7) calendar days following the end of the pay period.

Section 4.3 Direct Deposit

Employees are required as a condition of employment to enroll in direct deposit for the payment of wages.

Section 4.4 Salary Increases

Effective March 12, 2023, all classifications will receive a six percent (6.0%) salary increase.

Effective January 14, 2024, all classifications will receive a four percent (4.0%) salary increase.

Effective January 12, 2025, all classifications will be increased from one percent (1.0%) up to four percent (4.0%), based on the April-to-April movement of the Consumer Price Index (CPI) for the prior year. The applicable CPI is the San Francisco-Oakland-Hayward, Urban Wage Earners and Clerical Workers (CPI-W) 1982-84=100.

Effective January 11, 2026, all classifications will be increased from one percent (1.0%) up to four percent (4.0%), based on the April-to-April movement of the Consumer Price Index (CPI) for the prior year. The applicable CPI is the San Francisco-Oakland-Hayward, Urban Wage Earners and Clerical Workers (CPI-W) 1982-84=100.

Section 4.5 Equity Adjustments:

The top step of the Construction and Maintenance Leadman is benchmarked at five percent (5.0%) above the top step of the Equipment Operator.

The top step of the Water Utilities Serviceman is benchmarked to the top step of the DSO/C&M Worker.

Section 4.6 Overtime

Employees who work more than forty (40) hours in the Fair Labor Standards Act (FLSA) 7-day work period receive overtime compensation at one and one half (1.5) times their regular rate of pay. Overtime must be approved by the Department Manager or designee. Employees may be required to work mandatory overtime.

Employees may elect to receive Compensatory Time Off (CTO) rather than payment. Employees may accrue a maximum of one hundred and twenty (120) hours of CTO. On the final paycheck in December, all CTO hours will be paid to the employee. CTO may only be taken by an employee upon the reasonable advance request of the employee, with the approval of the Department Manager or designee. Upon separation, CTO will be paid out at the employee's regular rate of pay or the average regular rate of pay received by the employee over the final three years, whichever is higher.

ARTICLE 5. OTHER PAYS

Section 5.1 Lead Worker Premium

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.

Section 5.2 Pipe Crawling Premium

Employees in the classifications of Construction and Maintenance, Distribution System Operator/Construction and Maintenance Worker receive a two-dollar (\$2.00) per hour premium for work performed in an enclosed space.

Construction and Maintenance – Leadman receive a five-dollar (\$5.00) premium for each pipe crawl inspection.

Section 5.3 Call Back Pay

Employees called back to work, will receive a minimum of two (2) hours at their overtime rate or the actual time worked, whichever is greater. Call Back Pay will begin when the employee leaves their location to return to work. Employees who are able to perform work remotely will be paid for a minimum of thirty (30) minutes their overtime rate per incident or actual time worked whichever is greater.

Section 5.4 Temporary Upgrade Pay

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.

Section 5.5 Tuition Reimbursement

Employees who are attending an accredited college and working towards the completion of an approved degree or certificate program may receive tuition reimbursement up to \$3,000.00 per fiscal year. Tuition reimbursement may only be used towards approved degrees or programs; the list of approved programs is maintained on the District's intranet. Tuition reimbursement may be used to cover the cost of tuition, fees, parking, supplies, and books. An employee must receive a letter grade of "C" or better, or "pass" if taken as pass/fail, to be eligible for reimbursement.

Employees who wish to participate in the District's tuition reimbursement program must submit a proposed education plan signed by their college counselor to the Human Resources Manager for approval prior to enrollment.

OE3 may submit degrees or certificate programs for consideration to the Human Resources Manager to be added to the list of approved degrees or programs. The request to add any degree or program must include the full college course outline and curriculum of the degree or program, all required classes, and an explanation of the benefit to the District. OE3 will receive a response approving or denying the request within thirty (30) calendar days of submission of all required materials.

Section 5.6 Certificate Renewal

Employees will be reimbursed for the cost of attaining mandatory certifications related to their employment with the District, including approved course reviews, application fees, and renewal certification costs provided the employee successfully passes the examination. Employees must receive prior approval from the General Manger to receive reimbursement. Employees who receive certification reimbursement or awards are responsible for keeping that certificate current. The General Manager may approve reimbursement for voluntary courses on a case-by-case basis.

ARTICLE 6. LEAVES

Section 6.1 Vacation

Employees accrue vacation as follows:

Months of Employment	Hours Accrued Per Pay Period
0-60	3.08
61-144	4.62
144-228	6.15
229+	7.69

Vacation accrues to the employee upon completion of the pay period that it was earned. Annually on the second paycheck in December, employees will be cashed out for all vacation in excess of 500 hours.

Section 6.2 Sick While on Vacation

Employees on vacation who are incapacitated for one (1) or more days due to personal illness or injury may change their vacation leave to sick leave with a provider’s verification that the employee was unfit for duty.

Section 6.3 Holidays

Full-time employees receive eight (8) hours of holiday pay for the following recognized holidays:

New Year’s Day	President’s Day
Memorial Day	Independence Day
Labor Day	Veteran’s Day
Thanksgiving Day	Day after Thanksgiving
Christmas Eve	Christmas Day

Holidays Worked – Employees who work on an observed holiday will receive holiday premium of an additional half time (1/2) for all hours worked on the holiday.

When a recognized holiday falls on a Saturday, the day immediately preceding is deemed to be the holiday. When a recognized holiday falls on a Sunday, the next day is deemed to be the holiday.

Section 6.4 Floating Holidays

Employees receive twenty-four (24) hours of floating holiday annually on January 1. Floating holidays not used by December 31 will be converted to vacation. Employees hired after January 1 receive prorated floating holidays.

Section 6.5 Inclement Weather Days

The General Manager or designee may declare inclement weather days when working in the field is determined to be unadvisable. Employees may choose to work or use vacation, floating holidays, CTO, or take an unpaid day off work. Employees may take a maximum of five (5) unpaid days off work per calendar year.

Section 6.6 Sick Leave

Employees accrue 3.69 hours of sick leave per pay period. Part-time employees accrue sick leave based on State requirements.

Employees who are on a leave of absence, paid or unpaid, beyond ninety (90) days do not accrue sick leave.

Section 6.7 Jury Duty

Employees are allowed time off with pay for jury duty. Employees must notify their supervisor immediately upon receiving notice of jury duty. Employees are not required to report to work on the day they were released from jury duty.

Section 6.8 Bereavement Leave

In the event of a death in an employee's immediate family (spouse, domestic partner, son, daughter, mother, father, brother, sister, half-brother, half-sister, father-in-law, mother-in-law, stepfather, stepmother, stepson, stepdaughter, grandmother, grandfather), the employee may take a maximum of five (5) days leave without loss of pay for the purpose of bereavement, making necessary arrangements, and attending the funeral.

ARTICLE 7. INSURANCES

Section 7.1 Medical Insurance

The District contributes for employees enrolled in a District-sponsored medical plan an amount equal to 100% of the basic medical plan premium for the tier that the employee is enrolled in.

Section 7.2 Dental Insurance

The District provides employees with dental care benefits covering the employee, spouse and eligible dependents.

Section 7.3 Vision Insurance

The District provides employees with a group vision care plan covering the employee, spouse, and eligible dependents.

Section 7.4 Medical In-Lieu

The District provides employees who opt-out of medical insurance coverage two hundred dollars (\$200.00) per paycheck for the first two checks of each month.

Section 7.5 Life Insurance

The District provides fully paid term life Insurance and AD&D coverage for employees in the amount of twenty thousand dollars (\$20,000). Life insurance is effective the first of the month following sixty (60) days of continuous service.

Section 7.6 State Disability Insurance

Employees contribute to the California State Disability Insurance program (includes SDI and Paid Family Leave benefits).

Section 7.7 Employee Assistance Program (EAP)

The District provides employees and their immediate family with an Employee Assistance Program (EAP).

Section 7.8 Workers' Compensation

The District provides workers' compensation benefits as required by State law.

ARTICLE 8. CALPERS RETIREMENT

Employees who are not classified as a new member receive the 2% at 60 miscellaneous CalPERS formula with the three (3) year final average compensation period. These employees pay the required seven percent (7.0%) member contribution, on a pre-tax basis.

Employees who are classified as a new member receive the 2% at 62 miscellaneous CalPERS formula (26550) with the three (3) year final average compensation period. These employees pay one-half (1.5) of the total normal cost as determined annually by CalPERS on a pre-tax basis.

Employees are responsible for notifying CalPERS of their highest thirty-six (36) month compensation period.

Miscellaneous retirement formulas have the following optional CalPERS retirement benefits:

- Military Service Credit
- Sick Leave Service Credit
- 2% Retirement COLA
- Pre-Retirement Death Benefits — Optional Settlement 2
- Post-Retirement Death Benefit - \$500

ARTICLE 9. DEFERRED COMPENSATION

The District provides employees at least one (1) deferred compensation 457 plan. The District matches employees contribution into their deferred compensation account up to a maximum of two percent (2.0%) of the employees annual salary. Employees may contribute to the District provided 457 deferred compensation plan.

ARTICLE 10. RETIREE MEDICAL

Section 10.1 MissionSquare

The District provides employees a MissionSquare retiree health savings account (a health reimbursement arrangement as described in Internal Revenue Service Notice 2002-45). Employees may withdraw benefits from the plan upon separation from District employment per the requirements of the plan. The District pays the administrative fees as charged by the plan. OE3 may set or adjust the employee contribution amount annually by November 15, to be effective the first full pay period in January of the following year. Employee contributions will be listed in Appendix "C".

ARTICLE 11. GRIEVANCE PROCEDURE

Section 11.1 Access to Members

OE3 representatives may meet with members on District property or work sites during work hours for representation regarding the disciplinary and grievance processes. The representative must have permission in advance from the General Manager or designee before entering District property or work sites during work hours.

Section 11.2 Purpose

The purpose of this procedure is the orderly process for reviewing and resolving employee grievances at the lowest possible administrative level in the shortest possible time.

Section 11.3 Definitions

1. A grievance is a complaint of one (1) or more employees or a dispute between the Operating Employees and the District involving the interpretation, application, or enforcement of the express terms of this Agreement.

2. A grievant is one (1) or more employees or Operating Employees.
3. Disciplinary actions are not subject to the grievance procedure; those matters are governed by the disciplinary procedure.
4. Timelines. If a grievance is not filed within the timeline, it is waived. If appeal is not made within the timelines, the grievance is considered settled on the basis of the last decision rendered. Any grievance not responded to by the District within the timelines may be advanced to the next higher step unless the timeline is extended by written agreement.
5. Written grievance will include:
 - a. A statement of the grievance clearly indicating the question raised by the grievance and the article(s) and section(s) of this Agreement.
 - b. The remedy or correction requested.
 - c. The grievance must be signed and dated by the grievant.

Section 11.4 Step One: Supervisor

Within fifteen (15) days from the event giving rise to the grievance or from the date the employee could reasonably have expected to have had knowledge of such event, the grievant will file a formal written grievance with the employee's supervisor. Within fifteen (15) days of the receipt of the grievance, the supervisor will meet with the grievant to discuss the complaint. Within thirty (30) days of the receipt of the grievance, the supervisor will provide the grievant a written response.

Section 11.5 Step Two: Department Head

If the grievant is not satisfied with the Step One response, the grievant may, within fifteen (15) days, file a written appeal to their Department Head. Within fifteen (15) days of the receipt of the grievance, the Department Head will investigate the grievance. Within thirty (30) days of the receipt of the grievance, the Department Head will provide the grievant a written response.

Section 11.6 Step Three: Arbitration

If the grievant is not satisfied with the Step 2 response, OE3 may, within fifteen (15) calendar days, file and appeal to an arbitrator by notifying the Human Resources Manager in writing. The parties may agree on an arbitrator; if they are unable to do so, the Human Resources Manager will request a list of arbitrators from the State Mediation and Conciliation Services. The arbitrators must reside in Northern California and have public agency experience. The parties will alternate striking names until one (1) arbitrator remains: the moving party strikes first.

Section 11.7 Conduct of Hearing

The Human Resources Manager is responsible for scheduling and notification as to the time and place of the hearing and for notifying the Arbitrator of the nature of the proceeding.

Unless otherwise stipulated, the hearing is closed to the public and conducted in an informal manner.

Employees called as witnesses serve without loss of pay.

An Arbitrator's decision may not alter any provisions of this MOU, any District ordinance or resolution, or any State or Federal law or regulation.

Section 11.8 Costs

The cost of the Arbitrator and the list(s) from the State Mediation and Conciliation Service will be shared equally between the District and OE3. Should an Arbitrator require a court reporter, the parties share the cost equally. The transcript of the hearing becomes a record of the proceedings for the purpose of any future judicial review.

Section 11.9 Final Decision

Within forty-five (45) calendar days of the conclusion of the hearing, unless waived by the parties, the Arbitrator will prepare the record of the hearing and will submit a written decision to the parties. The Arbitrator's decision is final.

ARTICLE 12. DISCIPLINARY PROCEDURE

Section 12.1 Employee Representation

Employees may have a representative present at all stages of the disciplinary process, provided that the representative is not a party to the action.

Section 12.2 Progressive Discipline

The District applies the principle of progressive discipline where a disciplinary penalty will depend on multiple factors, including, but not limited to, the severity of the offense, recidivism, aggravating and/or mitigating circumstances, and the employee's overall disciplinary history, if any. Disciplinary actions may be monetary and/or non-monetary. Examples of disciplinary action include, but are not limited to:

- Written Warnings
- Reprimands
- Reductions in Pay
- Unpaid Suspensions
- Demotions
- Employment Termination

Section 12.3 Grounds for Discipline

Grounds for discipline include, but are not limited to, the following:

- Actual or threatened violence, harassment, and/or abusive treatment of the public or fellow employees.
- Possession, distribution, sale, use, or where performance of duties is impaired by alcoholic beverages or illegal drugs while on District property, while on duty, or while operating a vehicle on District business.
- Theft or unauthorized removal or possession of property or equipment from the District, other employees, or anyone on District property.
- Falsifying, making erroneous entries or material omissions on District records.
- Disorderly and/or unsafe conduct or actions, including violating safety or health rules or practices or engaging in conduct that creates a safety or health hazard.
- Willful destruction, damage and/or misuse of property of the District, another employee, or a District visitor.
- Possession or use of dangerous or unauthorized materials, such as explosives, firearms, or other similar items capable of causing great bodily harm or death while on District property, while on duty, or while operating a District vehicle.
- Incompetence, inefficiency, negligence, failure to perform work as required, and/or unsatisfactory performance including quantity and/or quality of work product.
- Violation of established District codes, policies, procedures, rules and regulations, and/or violation of any lawful or reasonable regulation or order made and given by an employee's supervisor.
- Insubordination, including improper conduct toward a supervisor or refusal to perform tasks assigned by a supervisor in the appropriate manner.
- Abandonment of position by unauthorized or unexcused absence for two (2) or more consecutive scheduled workdays.
- Excessive (and/or abusive) absenteeism and/or tardiness, including abuse of established sick leave policies, as well as other leave and/or attendance policies.
- Smoking in prohibited areas.
- Engaging in unlawful strikes, individual or group slowdowns or work stoppages, or for violating or ordering the violation of the MOU.

Section 12.4 Notice

The employee and the employee's representative will be given written notice of the proposed disciplinary action at least five (5) calendar days prior to the date of the proposed disciplinary action.

Prior to the effective date of the disciplinary action that results in a pay reduction, unpaid suspension, demotion, or termination, the employee may request a Skelly meeting to discuss the proposed disciplinary action. The employee or their representative may respond to the proposed disciplinary action.

If the District decides to proceed with disciplinary action after the Skelly meeting, the Skelly Officer will prepare a Notice of Discipline, including the facts and the discipline imposed, and describe the employee's appeal right.

Section 12.5 Appeal

An employee or their representative may appeal reductions in pay, unpaid suspensions, demotions, or termination to an Administrative Law Judge by notifying the Human Resources Manager within ten (10) calendar days of the issuance of the Notice of Discipline by the Skelly Officer.

The Administrative Law Judge will be assigned by the California Office of Administrative Hearings. The cost of the Administrative Law Judge will be shared equally between the District and OE3.

Section 12.6 Hearing

The Human Resources Manager is responsible for scheduling and notifying the employee about the time and place of the hearing and notifying the Administrative Law Judge of the nature of the proceeding.

Unless otherwise stipulated, the hearing is closed to the public and conducted in an informal manner under the direction and authority of the Administrative Law Judge.

Employees called as witnesses serve without loss of pay.

Should an Administrative Law Judge require a court reporter, the District and OE3 will share the cost equally. The transcript of the hearing becomes a record of the proceedings for the purpose of any future judicial review.

Section 12.7 Final Decision

Within forty-five (45) calendar days of the conclusion of the hearing, unless waived by the parties, the Administrative Law Judge will prepare the record of the hearing and will submit a written decision of findings of fact and rulings of law (if any). The Administrative Law Judge's decision is final. Copies will be sent to the parties.

ARTICLE 13. SEVERABILITY

Should any provision of this MOU be declared invalid by any court of competent jurisdiction or CalPERS, through State or Federal governmental regulations or decree, all other provisions of this Agreement remain in full force and effect.

ARTICLE 14. TERM

This Agreement is effective on March 12, 2023, and remains in full force and effect through December 31, 2026.

Date: 4/10/2023

Date: 3/3/2023

Oakdale Irrigation District

DocuSigned by:

Scot Moody

31E42EB900E4412...

Scot Moody, CSDM

General Manager

DocuSigned by:

Kim Bukhari

782EE11CB8EE4EA...

Kim Bukhari

Human Resources Manager

DocuSigned by:

Michael Jarvis

479DA6511664490...

Michael W. Jarvis

Liebert Cassidy Whitmore

OE3

DocuSigned by:

Darren Semore

F2C90B7DE0B24ED...

Darren Semore

OE3

DocuSigned by:

Lee Scully

2C0784B55C46494...

Lee Scully

DocuSigned by:

Bobby Becker

8E1075F3DC99469...

Robert Becker

DocuSigned by:

Steve Pattison

3E2F65B6C91E46A...

Steve Pattison

DocuSigned by:

Clinton Lundell

6AAAB918C372470...

Clinton Lundell

APPENDIX A RECOGNITION

Construction and Maintenance Worker

Construction and Maintenance — Leadman

Distribution System Operator

Distribution System Operator — Leadman

Equipment Operator

Fleet Equipment Mechanic

Maintenance and Operations Worker

Maintenance and Operations - Leadman

SCADA Serviceman

SCADA Technician

Warehouseman Yard Worker

Water Utilities Serviceman

Water Utilities Technician

APPENDIX B SALARY SCHEDULE 2023

Effective March 12, 2023

TITLE	Step 1	Step 2	Step 3	Step 4	Step 5
Construction & Maintenance Worker	\$29.94	\$31.43	\$33.01	\$34.66	\$36.39
Distribution System Operator/Construction & Maintenance Worker	\$29.94	\$31.43	\$33.01	\$34.66	\$36.39
Equipment Operator	\$33.31	\$34.98	\$36.73	\$38.56	\$40.49
Fleet Equipment / Mechanic	\$30.73	\$32.27	\$33.88	\$35.58	\$37.35
Leadman - Construction & Maintenance	\$34.98	\$36.73	\$38.56	\$40.49	\$42.52
Leadman - Distribution System Operator/Construction & Maintenance Worker (Irrigation Season)	\$37.26	\$39.13	\$41.08	\$43.14	\$45.29
Leadman - Maintenance & Operations	\$35.96	\$37.75	\$39.64	\$41.62	\$43.70
Maintenance / Operations Worker	\$32.68	\$34.32	\$36.04	\$37.84	\$39.73
SCADA Serviceman	\$33.22	\$34.88	\$36.62	\$38.45	\$40.38
SCADA Technician	\$38.88	\$40.82	\$42.86	\$45.00	\$47.26
Warehouseman / Yardman	\$29.94	\$31.43	\$33.01	\$34.66	\$36.39
Water Utilities Serviceman	\$29.94	\$31.43	\$33.01	\$34.66	\$36.39
Water Utilities Technician	\$33.38	\$35.05	\$36.80	\$38.64	\$40.58

APPENDIX B SALARY SCHEDULE 2024

Effective January 13, 2024

TITLE	Step 1	Step 2	Step 3	Step 4	Step 5
Construction & Maintenance Worker	\$31.14	\$32.69	\$34.33	\$36.04	\$37.85
Distribution System Operator/Construction & Maintenance Worker	\$31.14	\$32.69	\$34.33	\$36.04	\$37.85
Equipment Operator	\$34.65	\$36.38	\$38.20	\$40.11	\$42.11
Fleet Equipment / Mechanic	\$31.96	\$33.56	\$35.24	\$37.00	\$38.85
Leadman - Construction & Maintenance	\$36.37	\$38.19	\$40.10	\$42.11	\$44.21
Leadman - Distribution System Operator/Construction & Maintenance Worker (Irrigation Season)	\$38.75	\$40.69	\$42.73	\$44.86	\$47.11
Leadman - Maintenance & Operations	\$37.39	\$39.26	\$41.23	\$43.29	\$45.45
Maintenance / Operations Worker	\$33.99	\$35.69	\$37.48	\$39.35	\$41.32
SCADA Serviceman	\$34.55	\$36.27	\$38.09	\$39.99	\$41.99
SCADA Technician	\$40.43	\$42.45	\$44.58	\$46.80	\$49.15
Warehouseman / Yardman	\$31.14	\$32.69	\$34.33	\$36.04	\$37.85
Water Utilities Serviceman	\$31.14	\$32.69	\$34.33	\$36.04	\$37.85
Water Utilities Technician	\$34.72	\$36.45	\$38.28	\$40.19	\$42.20

APPENDIX C EMPLOYEE CONTRIBUTIONS