

MEMORANDUM OF UNDERSTANDING

BETWEEN

RUBIDOUX COMMUNITY SERVICES DISTRICT

AND

LABORERS' INTERNATIONAL UNION OF NORTH AMERICA, LOCAL 777

Affiliated with SOUTHERN CALIFORNIA DISTRICT COUNCIL OF LABORERS and the

LABORERS' INTERNATIONAL UNION OF NORTH AMERICA

AFL-CIO

JULY 1, 2024 - JUNE 30, 2027

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MEMORANDUM OF UNDERSTANDING

This Memorandum is between RUBIDOUX COMMUNITY SERVICES DISTRICT, 3590 Rubidoux Boulevard, Jurupa Valley, California 92509, hereinafter referred to as the "EMPLOYER" or "DISTRICT," and the LABORERS' INTERNATIONAL UNION OF NORTH AMERICA, LOCAL NO. 777 of the AFL-CIO, hereinafter referred to as the "UNION."

The provisions of this Memorandum shall become effective on the first day of July 2024, unless otherwise expressly provided herein. Any provision of this Memorandum to the contrary notwithstanding, Employer shall retain all rights, obligations, decision making and policy making powers reposed, granted, and required to be exercised by Employer.

ARTICLE I PURPOSE OF MEMORANDUM

It is the intent of the parties and the purpose of this Memorandum to preserve and continue the harmonious relations existing between the parties; to insure peaceful adjustment and settlement of grievances, claims, disputes, and differences which may arise between Employer and its employees represented by the Union; to prevent interruptions of work; and to establish wages, fringe benefits, hours and working conditions which shall prevail during the term hereof for the employees covered by this Memorandum. This Memorandum cancels and supersedes any agreement, Memorandum of Understanding or employment practices which existed prior to the effective date of this Memorandum of Understanding.

ARTICLE II
APPLICATION

This Memorandum shall apply to and cover all employees of the Employer, including office and field employees but excluding the General Manager, Assistant General Manager, Director of Finance and Administration, Customer Service/Accounts Payable Manager, Director of Operations, Director of Engineering, Assistant Engineer, Human Resources Generalist/Safety and Facilities Coordinator and Administrative Assistant(s). Employer has heretofore recognized the Union as the exclusive representative of all employees covered hereby for the purpose of meeting and conferring in good faith with respect to wages, fringe benefits, hours and working conditions.

It is understood and agreed that there exists within the Employee Handbook and the Employer-Employee Relations Resolution certain matters pertaining to wages, hours, and conditions of employment. All such provisions of the Handbook and Resolution are included herein by reference and shall remain in full force and effect unless otherwise provided herein.

ARTICLE III
UNION SECURITY

A. The District shall send written notice to the Union of all new Employees who are hired to work for the District within the first full pay period after employment. Afterwards, the Union shall be allowed to schedule a New Employee Orientation to meet with all newly represented Employees for at least 30 minutes without loss of compensation.

B. Employees may exercise their rights, free of intimidation, coercion, or reprisal, as provided by the Meyers-Milias Brown Act or the Employer-Employee Relations Resolution of the District.

ARTICLE IV
CHECK-OFF

A. During the term of this Memorandum, Employer shall deduct from the pay each month the monthly dues of each employee who signed a Voluntary Check-Off Authorization Card for these purposes. The Union will notify the Employer of the initial amount to be deducted and dues thereafter. All amounts deducted by Employer under the foregoing Check-Off system shall be remitted by the Employer to the Union and the Employer shall also furnish to said Union a list showing the name of each employee whose monthly dues are included in the remittance and the amount thereof.

B. The Union agrees to indemnify and hold the Employer harmless against any and all claims, demands, suits or other forms of liability that shall arise out of reliance upon the aforesaid Check-Off procedure in Article IV, Section "A" above.

ARTICLE V
MANAGEMENT RIGHTS

The Employer shall retain and continue to have sole and exclusive responsibility and right, except as otherwise expressly and clearly provided by the Agreement, to manage, plan, direct and control all its operations, to direct its employees and work force; to hire, promote, transfer, demote, layoff, recall, discipline, suspend or discharge employees; to assign and reassign employees to duties, hours of work and shifts; to establish rules and regulations not in conflict with this Agreement; to introduce new and improved methods of operation; to set and attain work and production standards, to improve quality, to reduce costs; to perform any and all other things which the Employer deems necessary and desirable for the efficient and successful operation of its business.

The Employer is the judge as to the reliability and competency of any of the employees. All employees must perform their work to the satisfaction of the Employer; provided, however, that no employee shall be discharged or discriminated against for upholding Union principles, or for serving on a Union committee.

Nothing in this Agreement shall limit the Employer's management functions, under which it shall have, among others, the right to discipline, suspend or discharge for just cause, to determine the qualification of employees; to observe and evaluate an employee's job performance and to apply disciplinary action to ensure a full day's work for a fair day's wages, and to require employees to observe reasonable Employer rules and regulations presently in effect and/or to be put into effect, provided they are not in violation with the provisions of this Agreement, and provided, further, that the Employer will not use these prerogatives for the purpose of Union discrimination.

ARTICLE VI
REPRESENTATION

A. During the period of this Memorandum for the purpose of assisting in the administration hereof, the Business Manager of the Laborers' Local 777 will submit in writing the name of one (1) representative and an alternate representative authorized to visit the District Office located at 3590 Rubidoux Boulevard, Jurupa Valley, California, including sites and areas that employees may be working. Whenever a visit to the District Office is required, the representative shall first notify the District Manager or their designated representative of each visit before entering the District Office. It is understood that said visits will be at such times and in such manner as to least interfere with the performance of work by the employees in the District Office and said visits shall be made in compliance with the Employer's access and safety regulations.

B. No person shall solicit union membership, collect dues, or conduct general Union business on "Employer" property in the "working" time of any employee except to assist in the administration of this Article VI. The Employer agrees to provide the Union with a bulletin or dry-erase board.

C. The Employer shall furnish the Union with sufficient copies of this Memorandum for distribution to all members. All members shall be responsible for knowledge of contents of this Memorandum.

ARTICLE VII HOURS OF WORK

Office Personnel (9/8/80 work schedule)

1. Eighty (80) hours of work, every two weeks, shall constitute the normal work pattern.

2. A maximum of fifteen (15) minutes rest period on the Employer's time shall be allowed in the morning and in the afternoon.

3. Shifts shall be established as follows:

A. The workday shall start between the hours of 7:15 a.m. and 8:15 a.m., inclusive, and shall be a nine (9) hour consecutive period Monday thru Friday; and the other Monday thru Friday period of the normal work pattern shall consist of three (3) nine (9) hour days, one (1) eight (8) hour day and one (1) day off less a sixty (60) minute meal period on the employee's time.

1. For employees assigned to a 9/8/80 schedule, the workweek, for purposes of overtime calculations, shall begin after four (4) hours of work on their eight-hour day. For example, if the employees eight-hour day is on a Thursday, the workweek would begin after four (4) hours of work on that day and continue into the following week with four (4) additional nine-hour days, ending Thursday, equating to a forty (40) hour workweek.

B. Establishment of other shifts shall be subject to the meet and consult process.

4. Employees transferred from one shift to another shall receive reasonable advance notice; otherwise, the appropriate overtime rate shall be paid for the first such shift worked.

Field Personnel (4/10 work schedule)

1. Eighty (80) hours of work, every two weeks, shall constitute the normal work pattern.

2. A maximum of fifteen (15) minutes rest period on the Employer's time shall be allowed in the morning and in the afternoon.
3. Shifts shall be established as follows:
 - A. The workday shall start at 6:45 am Monday through Friday, with two separate crews. One crew works Monday – Thursday while the other crew works Tuesday – Friday. The normal work pattern shall consist of four (4) ten (10) hour days, less a thirty (30) minute meal period on the employee's time.
 - B. Establishment of other shifts shall be subject to the meet and consult process.
4. Employees transferred from one shift to another shall receive reasonable advance notice; otherwise, the appropriate overtime rate shall be paid for the first such shift worked.

Holiday Time Off and Reporting

1. Holiday pay will continue to be eight (8) hours. For office personnel, should a holiday fall on an employee's nine (9) hour workday, one hour of vacation or accrued holiday pay shall be deducted to make a full nine (9) hours. If one hour of vacation or accrued holiday pay is not available, then only eight (8) hours will be paid. For field personnel, should a holiday fall on an employee's ten (10) hour workday, two hours of vacation or accrued holiday pay shall be deducted to make a full-ten (10) hours. If two hours of vacation or accrued holiday pay is not available, then only eight (8) hours will be paid.
2. When a holiday falls on a day normally scheduled off, all affected employees will accrue eight (8) hours of accrued holiday time.

Sick and Vacation Time Off and Reporting

1. If an employee takes sick leave or vacation time off, they must use accrued hours consistent with their scheduled working hours in order to receive full pay (i.e., if an employee is sick on days they would normally work two (2) ten (10) hour days, twenty (20) hours will be deducted from accrued sick leave or accrued vacation.

ARTICLE VIII
PREMIUM PAY AND OVERTIME

Office Personnel

1. Overtime at the rate of one and one-half (1½) times the employee's regular hourly rate shall be paid for:

A. All work performed in excess of alternate work week schedule of 9/8/80 in a workday **OR**

B. All work performed in excess of eight (8) hours in a workday (non-alternate work week schedule)

C. All work on Saturday shifts commencing at 12:00 a.m.

D. All work on Sunday shifts commencing at 12:00 a.m.

E. All hours worked after forty (40) in a work week.

2. Overtime shall be paid to all non-exempt Employees at a rate equivalent to two (2) times the hourly rate for work in excess of twelve (12) hours in any day.

3. When an employee is required to work past their regular quitting time, they shall be given reasonable advanced notice prior to the end of their regular shift. When an employee is required to work a shift commencing on or about 12:00 a.m. on Saturday, Sunday, or a holiday, they shall be notified at least twenty-four (24) hours in advance. The above shall not apply if overtime is necessary because of an emergency condition occurring after the period for giving notice. The Employer shall not be arbitrary or capricious in the assignment of overtime.

4. The Employer shall endeavor to distribute overtime assignments as equally as practical.

5. Compensatory Time Off

The General Manager, or designee, is authorized to grant payment of salaries at the overtime rate, regardless of whether forty (40) hours has been worked, under emergency conditions.

Employees may choose to take compensatory time off in lieu of pay for overtime hours. Compensatory time accrual is limited to a total of forty (40)

hours in any fiscal year. In addition, the total accrual at any time may not exceed forty (40) hours. Compensatory time will also be at time and one-half (1 ½) or two (2) times the hours worked, whichever is applicable. The employee must agree to accept Compensatory time prior to working overtime.

For example, four (4) hours of overtime converts to six (6) hours of Compensatory time (4 hours x 1.5 OT rate) and four (4) hours of double overtime converts to eight (8) hours of Compensatory time (4 hours x 2.0 double OT rate). Employee should consult the Director of Finance and Administration should they need assistance in calculating Compensatory time.

Field Personnel

1. Other than standby considerations, overtime at the rate of one and one-half (1½) times the employee's regular hourly rate shall be paid for:

A. All work performed in excess of ten (10) hours in a workday,
OR

B. All work performed in excess of eighty (80) hours per normal work pattern period.

C. All work on Saturday shifts commencing at 12:00 a.m.

D. All work on Sunday shifts commencing at 12:00 a.m.

E. All hours worked after forty (40) in a work week.

2. Overtime shall be paid to all non-exempt Employees at a rate equivalent to two (2) times the hourly rate for work in excess of twelve (12) hours in any day.

3. When an employee is required to work past their regular quitting time, they shall be given reasonable advanced notice prior to the end of their regular shift. When an employee is required to work a shift commencing on or about 12:00 a.m. on Saturday, Sunday, or a holiday, they shall be notified at least twenty-four (24) hours in advance. The above shall not apply if overtime is necessary because of an emergency condition occurring after the period for giving notice. The Employer shall not be arbitrary or capricious in the assignment of overtime.

4. The Director of Operations shall post a standby schedule for Field

Personnel employees, which shall provide for the availability of one primary and two secondary employees at night and on weekends for emergency work and shall rotate employees to be fair to all. An employee so scheduled shall be available by phone during such standby time, and if not at their home phone, must advise the appropriate parties as to phone numbers where they may be reached at all times during such standby time. An employee who has been placed on standby and is able to perform necessary duties shall receive compensating pay if work is not performed by the employee while on standby status. Employees on standby duty shall be compensated as follows:

A. The one (1) primary standby employee will receive a flat \$700 per week base pay. If called to respond to an event during their standby shift, employee shall be paid at the applicable overtime rate, from portal to portal. In addition, employee will be allowed to utilize their District vehicle during their week on stand-by. The primary standby employee will be the lead for response and carry the District's standby phone.

B. The two (2) secondary standby employees will receive a flat \$400 per week base pay. If called to respond to an event during their standby shift, employee shall be paid at the applicable overtime rate, from portal to portal. In addition, employee will be allowed to utilize their District vehicle during their week on stand-by.

5. The District shall develop and distribute an amended holiday calendar each year for the observance of all District holidays, designating, whenever practicable, the holiday observances to be on a Monday or Friday. Refer to Article X for a listing of all District holidays.

6. The Employer shall endeavor to distribute overtime assignments as equally as practical.

7. Compensatory Time Off

The General Manager, or designee, is authorized to grant payment of salaries at the overtime rate, regardless of whether forty (40) hours has been worked, under emergency conditions.

Employees may choose to take compensatory time off in lieu of pay for overtime hours. Compensatory time accrual is limited to a total of forty (40) hours in any fiscal year. In addition, the total accrual at any time may not exceed forty (40) hours. Compensatory time will also be at time and one-half (1 ½) or two (2) time the hours worked, whichever is applicable. The employee must agree to accept Compensatory time prior to working

overtime.

For example, four (4) hours of overtime converts to six (6) hours of Compensatory time (4 hours x 1.5 OT rate) and four (4) hours of double overtime converts to eight (8) hours of Compensatory time (4 hours x 2.0 double OT rate). Employee should consult the Director of Finance and Administration should they need assistance in calculating Compensatory time.

ARTICLE IX REPORTING TIME

Call Back Allowance

In the event an employee is called back to work after they have completed their scheduled hours and after leaving the facility, they shall be guaranteed two (2) hours work or pay in lieu thereof at the overtime or double overtime rate of pay, whatever is applicable, except for employees assigned to the standby schedule, who will be compensated portal to portal as set forth in Article VIII.

ARTICLE X HOLIDAYS

A. For the purposes of this Memorandum, the following shall be considered as paid holidays:

New Year's Day	Independence Day
Admission Day (observed as floating holiday)	Labor Day
Martin Luther King Day	Columbus Day/Indigenous Peoples Day
Lincoln's Birthday	Veterans' Day
Washington's Birthday	Thanksgiving Day
Cesar Chavez' Birthday	Day after Thanksgiving Day
Memorial Day	Christmas

Every day appointed a public fast, Thanksgiving holiday, or days of mourning. This will be at the discretion of the Board of Directors.

B. At such time as both the Federal and State governments designate certain holidays to be celebrated as mandatory days off, the same shall apply to this Memorandum.

C. By analogy to Riverside County Ordinance 358 as amended, the District

shall observe: 1) the Friday immediately preceding a holiday, whenever that holiday falls on a Saturday; 2) December 26th and January 2nd whenever those days fall on Friday; 3) December 24th and December 31st whenever those days fall on a Monday; 4) the Monday immediately following a holiday whenever that holiday falls on a Sunday.

D. When calculating for overtime purposes whether a forty (40) hour week has been worked, holiday time shall be counted as time worked.

E. Employees required to work overtime during a holiday shall have all working hours paid at two (2) times their hourly rate and shall be paid for the holiday as well. This applies to any holiday listed in Article X-A or any day or portion of a day declared a holiday by Resolution of the Board of Directors.

ARTICLE XI
VACATION

A. Eligibility

1. Employees who have completed twelve (12) months of continuous service may take their vacation time all at once, or gradually, with the prior written approval of their supervisor. No vacation may be taken until the employee has completed at least twelve (12) months in regular employee status, unless approved by the General Manager in writing.

2. Vacation days will be accrued on the following basis:

<u>Employment Anniversary</u>	<u>Hours Earned Per Pay Period</u>	<u>Days Earned Per Year</u>
Employment through 4 th year	3.08	10
5 th through 9 th year	4.62	15
10 th through 14 th year	6.16	20
15 th year	6.46	21
16 th year	6.77	22
17 th year	7.08	23
18 th year	7.39	24
19 years and thereafter	7.69	25

Any employee who has served two thousand (2,000) straight time hours or more in paid status during the preceding twelve (12) months annual period computed from the hiring date or anniversary or hiring date, shall be considered to have been employed continuously and shall be granted their vacation in accordance with the provisions of this Section.

Vacation time shall not accrue during a medical leave, workers' compensation leave, or leave of absence without pay of more than twenty (20) consecutive workdays. The Employee must actively return to work for at least fourteen (14) calendar days in order for vacation credit to commence.

B. Approval

Vacation periods shall be taken with the approval of the Director of Finance and Administration, Director of Engineering or Director of Operations at such time as will not impair the work schedule or efficiency of the area assigned to work. Vacation / Holiday Time Earned requests must be submitted at the minimum of two weeks prior to the requested vacation period.

Any Employee deprived of approved vacation by order of the General Manager or designee to meet the convenience of the District, shall be paid for such loss of vacation time, in addition to the compensation earned for such time actually worked.

Unauthorized and unexcused absence from duty shall be without pay and will constitute grounds for disciplinary action.

C. Terminations

After an employee has qualified for vacation, if they are laid off or discharged before their next vacation anniversary date, they shall receive accrued vacation pay for which they are entitled, prorated according to the number of full months employed. Prorated vacation shall be based upon one-twelfth (1/12) of the employee's respective vacation accrual at the time of termination consistent with Section A(2.) above.

In the event an employee receives prorated vacation pay, and is rehired within one (1) year, their anniversary date for computation of vacation pay shall be their date of rehire, provided, however, that their seniority status for the purpose of determining the vacation pay rate shall be retained. For example, if their vacation was based on eighty (80) hours at the time of layoff, he shall retain the eighty (80) hour basis for vacation pay accrual when they are rehired. This section does not apply to voluntary quits.

D. Vacation Base

All vacations will be based on the anniversary date of employment.

E. Compensation for Accrued Vacation

If any Employee does not take the full amount of vacation leave allowed in any calendar year, the amount not taken shall be accumulated from year to year to an amount in excess of 600 hours. During the first paycheck of August of each year, vacation hours in excess of 600 hours will be sold back to the District at Employee's then current hourly rate.

ARTICLE XII
PAY DAY

All wages must be paid on a bi-weekly basis. Employees shall be paid at the District Office at 3590 Rubidoux Boulevard, Jurupa Valley, California, before quitting time on pay day. Employees must be paid in full for all work performed after the last pay period. As a California Special District, the District is not required to pay out Employees laid off or discharged within seventy-two (72) hours from the effective time of the termination of service although the District will make a reasonable effort to accommodate this process.

ARTICLE XIII
SICK LEAVE

A. Employees shall accrue sick leave days, for reasons of personal illness, injury, or medical quarantine, at one and one-twelfth (1 1/12) days for each calendar month of service or 104 hours per year.

On the 90th calendar day of employment, the Employee shall be entitled to use accrued sick leave. Sick leave credits shall not accrue during a medical leave, a workers' compensation leave, or a leave of absence without pay of more than twenty (20) consecutive workdays. The Employee must actively return to work for at least fourteen (14) calendar days in order for sick leave credit to commence.

B. If any Employee does not take the full amount of sick leave allowed in any calendar year, the amount not taken shall be accumulated from year to year to an amount in excess of 600 hours. During the first paycheck of February of each year, sick hours in excess of 600 hours will be sold back to the District at Employee's then current hourly rate.

Sick leave may be utilized for other purposes, but only as specified in policy, applicable law, by Memorandum of Agreement or as approved by the General Manager.

C. All Employee absences, regardless of the reason, shall be reported to designated District management or the Human Resources representative no later than the beginning of the shift from which the Employee will be absent. If the need for sick leave is foreseeable, the Employee must provide the Director of Operations, Director of

Engineering, or Director of Finance and Administration with a reasonable advanced notification. Failure to report an absence in accordance with this Section may be grounds for disciplinary action and may result in denial of paid leave benefits.

D. It shall be the responsibility and duty of designated District management to investigate each claim for sick leave and to approve sick leave with pay where it is determined to be proper. If sick leave for illness or injury exceeds three (3) workdays, the Employee, prior to return to work, may be required to submit a statement of such disability from a physician, surgeon, or other person practicing a recognized healing art certified by the State of California. The statement shall certify that the Employee's illness or injury prevented them from performing the duties of their position during the period of absence, and that the Employee is released to return to work, with or without reasonable accommodation. The District reserves the right to require, at any time, a medical examination of any employee by a physician chosen and compensated by the District.

E. Evidence substantiating the unwarranted use of sick leave, instances of misrepresentation, or violation of the rules defined herein, shall be construed as grounds for dismissal or such other action as may be deemed proper and necessary by the General Manager or designee.

F. Unauthorized and unexcused absence from duty shall be without pay and will constitute grounds for disciplinary action.

G. When absent as a result of approved leave for State Disability Insurance (SDI), Employees may elect to use sick leave to substitute the difference between the benefit paid by SDI and wages commonly paid to Employee to ensure compensation for a full pay period.

H. Compensation for Accrued Sick Leave

1. Upon retirement or death, the employee or their beneficiary shall be paid at the rate of 100% of the accumulated sick leave, but not to exceed 600 hours. Upon resignation or termination without prejudice after ten (10) years of service, an employee shall be paid 50% of their accumulated sick leave, but not to exceed 600 hours.

2. Industrial illness or injury leave shall be converted into cash time with the Employer paying sick leave and/or when the Employee becomes eligible for Workers' Compensation benefits, the Employer shall pay the difference between the amount received by the Employee for Workers' Compensation and the amount the employee would have received had he been fully employed. Such payments shall be continued by the Employer until all sick leave money accumulated and due the eligible employee has been paid to the employee.

ARTICLE XIV
LEAVE OF ABSENCE

A. Subject to Board approval and upon mutual agreement in writing, leave of absence without pay, not to exceed one hundred and twenty (120) consecutive calendar days, may be granted. (this section does not apply to FMLA/CFRA leave) In the event such leave of absence is taken, the Employee shall not forfeit seniority rights under this Memorandum. Health benefit contributions shall be maintained by the Employer for the first thirty (30) days of such leave of absence.

B. An employee who has been granted a leave of absence in accordance with the provisions of Section "A" above shall return to their regular job at the same step of the same range of the Salary Schedule in effect.

C. Employees may be granted an extended leave of absence without pay, as required by applicable law, beyond the accumulation of paid sick leave during periods covered by Workers' Compensation.

Employees on leave of absence without pay for more than twenty (20) consecutive workdays shall not earn sick leave or vacation credits or be entitled to pay for holidays. The Employee must actively return to work for at least fourteen (14) calendar days in order for sick leave and vacation credits to commence.

In the event that the Employer does not grant the above extended leave, the affected employee shall be subject for preferential rehire for the same maximum period.

D. Bereavement Leave

In the event of a death of a family member, an Employee may be granted a paid leave of absence not to exceed three (3) days with pay and two (2) days without pay. The three (3) paid days are not to be charged against sick leave or vacation. For the unpaid days, employees may utilize accrued and available sick leave, personal leave, compensatory time off or vacation leave. The District may require documentation of the death of the family member so long as it is requested within thirty (30) days of the first day of the leave. The five (5) days need not be consecutive, but all bereavement leave must be completed within three (3) months of the date of death of the family member. The District requests that Employees provide reasonable advance notice of when they plan to use Bereavement Leave.

"Family member" is defined as being spouse, parents or parents of spouse, registered domestic partner, child, brother, sister, sister-in-law, brother-in-law, parent, parent-in-law, grandparents, or grandchildren of the Employee or Employee's spouse, or any other person who is a legal dependent of the employee.

Up to four (4) additional days of personal necessity leave for bereavement purposes may be permitted with the General Manager's approval. Said additional days will reduce employee's Accrued Sick Leave.

The General Manager or designee may grant at their discretion, bereavement leave to an Employee in the event of a death outside the immediate family where, in their opinion, circumstances warrant such leave.

E. Maternity Leave

Employees who become disabled by pregnancy, childbirth or related medical conditions may request Pregnancy Disability Leave (PDL) in accordance with Government Code Section 12945 intended to comply with all applicable federal and state laws and as stated in Employee Handbook Policy No. 2450.

F. Military Leave

Military leave, and regulations for payment pertaining thereto, shall be in accordance with the California Military and Veterans' Code, including Chapter 7 of Part 1 of Division 2, and applicable federal law, which provisions are by reference made a part of this Memorandum of Understanding.

Absence of an Employee for one day for the purpose of taking an officially ordered physical examination prior to entrance into the Armed Forces of the United States shall be covered by pay at the Employee's regular rate, upon submission of copy of orders.

G. Personal Leave

1. An Employee may elect to use, not exceeding six (6) days in any one fiscal year, sick leave which has been earned for personal necessities which fall in and are limited to the following categories:

A. Bereavement leave may be necessary beyond that authorized in bereavement policy.

B. Unforeseen accident, involving their person or property or the person or property of a member of their immediate family.

2. Under all circumstances, an Employee shall verify in writing that the personal necessity leave was used only for purposes as set forth in the above. An Employee shall be subject to appropriate discipline if the leave was used for purposes other than stipulated. Leave under the above provisions is subject to approval, and the Employee must specify the type of personal necessity. When feasible, prior approval is requested.

ARTICLE XV
BENEFITS

A. The Employer hereby agrees to pay CalPERS and Special District Risk Management Authority (SDRMA), for the purpose of providing group health and dental coverage for all eligible full-time employees, covered under the terms of this Memorandum of Understanding (MOU), and for the eligible dependents.

B. The District provides group health insurance coverage under the Public Employees' Medical and Hospitalization Care Act (PEMHCA), the insurance program sponsored by CalPERS. Each eligible Employee may, at the time and in the manner dictated by CalPERS, enroll in and receive coverage under PEMHCA. The District will subsidize each Employee's PEMHCA coverage for the period covered under this MOU, by making minimum contributions to CalPERS.

C. The District provides group dental insurance coverage under SDRMA. Each eligible Employee may, at the time and in the manner dictated by SDRMA, enroll in, and receive coverage. The District will subsidize each Employee's dental coverage for the period covered under this MOU, by making minimum contributions to SDRMA.

D. The Employer agrees to contribute \$2,382 per month per full time Employee towards health and dental programs as selected by the Employee. On a Calendar Year (CY) basis (with the first year being CY 2025), the Employer agrees to adjust the monthly contribution amount per Employee based upon the increase in the annual average from the prior year in the Consumer Price Index All Urban Consumers (CPI-U), published by the U.S. Bureau of Labor Statistics, for the Riverside-San Bernardino-Ontario, CA Metropolitan Statistical Area to a maximum of 4.00% per CY. If the CPI is negative, the amount will stay the same. The percentage changes shall be calculated to two decimal places. All premium obligations, either singular or combined, in excess of the Employer's maximum contribution shall be assumed by the Employee. Any excess monthly contribution can be used to purchase a supplemental life insurance policy or other health related programs. Employees hired after April 30, 2006, will be limited to 10% of premium dollars over the core benefit that may be used to purchase supplemental benefits.

E. The Employer will provide a Long-Term Disability plan, the cost of which will not exceed 1% of an Employee's monthly base salary.

F. The Employer will provide the Employee with a vision plan as applicable to the Employee based on their dependents, the cost of which will be paid for by the Employer over and above the premium for health and dental insurance as provided in Sections A-D above.

G. The District shall assume the Employee's obligation for payment of State Disability Insurance and Social Security and Medicare taxes.

ARTICLE XVI
PENSION AND LIFE INSURANCE

A. The District has a contract with the Public Employees Retirement System (“PERS”) of the State of California, every District employee (represented, classified and management) shall be entitled to all of the benefits the District participates in, and shall be subject to all of the obligations required to participate in the plan. The District’s Board of Directors has the authority and duty to implement California Government Code Section 20691.

B. The PERS Plan for Employees hired prior to December 16, 2012 (“Tier 1 Employees”) shall be 3% at 60. Terms and conditions for the existing PERS Plan will remain in effect for Tier 1 Employees for the duration of this Agreement. Employee contributions for the Employee’s “normal cost” shall be obligated to pay 100% of the Employee contribution rate, which is 8%. The 3% at 60 shall provide benefits based on the final year of compensation.

C. Employees hired on or after December 16, 2012 (“Tier 2 Employees”) shall be enrolled in the 2% at 60 PERS Plan. Tier 2 Employees will be obligated to pay 100% of the Employee contribution. The 2% at 60 Plan shall provide for benefits on the highest three-year salary average.

D. Employees hired on or after January 1, 2013, who are defined as “New Members” by California law (essentially those individuals who have not been previously member of a public agency retirement system) shall be enrolled in the statutorily required 2% at 62 PERS Plan. New Members will be obligated to contribute at least 50% of the “normal cost” of their retirement benefits as required by State law. The employee contribution rate may change annually (increase or decrease) if the normal cost rate changes by more than 1% from the base total normal cost rate. The 2% at 62 PERS Plan shall provide for benefits based on the highest three-year salary average.

E. The District maintains a group life insurance plan and a long-term disability insurance plan for its Employees; each Employee shall be entitled to the benefits of any such coverage, as determined by the Board of Directors from time to time.

ARTICLE XVII
STEWARDS

A. A steward shall be a working Employee, appointed by the Local Union Business Manager or their duly authorized representative, who shall, in addition to their work as an Employee, be permitted to perform during working hours such of their union duties as cannot be performed at other times. The Union agrees that there shall be no more than two (2) stewards, including the steward and one alternate. The Union agrees that such duties shall be performed as expeditiously as possible so as not to interfere with productivity. The Employer agrees to allow stewards a reasonable amount of time for the

performance of such duties. The Local Union shall notify the Employer in writing of the appointment of the steward or change of stewards.

B. Employer will notify Union, in writing, of Employer's intention to discharge a steward two (2) full working days prior to the effective date of the intended discharge so that the Union may make arrangements to maintain steward services.

C. The steward is to receive grievances or disputes from Employees and shall immediately report them to their supervisor. The Employer agrees and understands that the steward is not a representative of the Union, but of Employees on the job. The sole grant of authority to the steward by the Union is set forth in Section A above. The steward has no other authority, expressed or implied, granted by the Union.

ARTICLE XVIII GRIEVANCE PROCEDURE

A. The purpose of this policy is to provide a procedure by which an Employee may formally claim that they have been affected by a violation, misapplication, or misinterpretation of a law, District policy, rule, regulation, or instruction.

B. Specifically excluded from the grievance procedure are subjects involving the amendment of state or federal law; resolutions adopted by the District's Board of Directors, ordinances, or minute orders, including decisions regarding wages, hours, terms and conditions of employment, performance evaluations and disciplinary actions.

C. Grievance Procedure Steps:

1. Level I, Preliminary Informal Resolution. Any aggrieved Employee or steward (as requested by the Employee) who believes they have a grievance shall present the evidence thereof orally to their immediate supervisor within five (5) working days after the occurrence of the event, of the circumstances which form the basis for the alleged grievance. The immediate supervisor shall hold discussions and attempt to resolve the matter.

2. Level II, Formal Presentation. If the grievance has not been resolved at Level I after five (5) working days of the oral discussion with the supervisor, the grievant may present their grievance in writing (sample format included in Employee Handbook Policy No. 2120) to the General Manager. Either party may request the presence of the grievant and/or the immediate supervisor. Within five (5) working days after such written grievance is presented, the General Manager shall review the matter and present a written reply to the steward, with a copy to the Union if the Employee is a member of the Union.

A. The statement shall include the following:

- i) A concise statement of the grievance including specific reference to any law, policy, rule, regulation, or instruction deemed to be violated, misapplied or misinterpreted;
- ii) The circumstances involved;
- iii) The decision rendered by the immediate supervisor at Level I;
- iv) The specific remedy sought.

3. Level III, Board of Directors' Personnel Committee. In the event the grievant is not satisfied with the decision at Level II, the grievant may appeal the decision in writing (sample format included in Employee Handbook Policy No. 2120) to the District Board of Directors' Personnel Committee within five (5) days after the Level II decision is rendered. Such grievance shall then be discussed by the parties in an attempt to settle the grievance. The District shall provide a written answer to the Union within five (5) working days after said meeting.

A. The parties involved may, within ten (10) days from the issuance of the Level II response, elect to form a Conciliation Committee. Sessions shall be confidential, and recommendations shall be advisory. The Conciliation Committee shall consist of one spokesperson for each party and a conciliator chosen by the California State Department of Industrial Relations/Conciliation Service.

B. If the conciliation process does not satisfactorily resolve the grievance, the grievant may appeal the grievance to Level IV with ten (10) days of the last conciliation session, provided that the Conciliator has certified the matter for Step IV; only those unresolved issues remaining after Step III may go forward.

4. Level IV, Full Board of Directors. If within five (5) business days following receipt of the answer from Level III the grievance has not been adjusted to the Employee's satisfaction, the grievance may be submitted to the full Board for a final administrative decision.

D. Basic Rules:

1. If an Employee does not present the grievance or does not appeal the decision rendered regarding the grievance within the time limits specified above, the grievance shall be considered resolved.

2. A copy of all formal grievance decisions shall be placed in the Employee's permanent personnel file.

ARTICLE XIX
SENIORITY

A. Seniority shall apply after an Employee has been employed for a period of sixty (60) working days; thereafter, seniority shall become effective from their original date of hire.

B. On vacancies filled by internal-promotion, ability, experience, and seniority shall be the factors in awarding jobs on a promotional basis. If the experience and abilities of Employees eligible for promotion are substantially the same, seniority shall be the deciding factor. The District shall not be precluded from filling a vacancy from an outside list.

C. Any Employee upgraded to a higher classification shall be considered to be on a trial basis in their new classification for a period of six (6) months. In the event of unsatisfactory performance in this new classification during the trial period, they shall be returned by the Employer to their former classification and rate without loss of seniority.

D. When the Employer deems it advisable to reduce forces, the last person employed in the classification shall be the first to be laid off, where ability is reasonably equal, and in calling persons back to work, the last Employee laid off shall be the first to be recalled. (Except if the Board is compelled to declare a state of fiscal emergency, it is not its intent or desire to layoff existing Employees.) Prior to consideration of layoffs, it shall consider other options, such as: reduction of hours, furloughs, or other matters short of reducing full-time employee positions.

E. When an Employee quits or is discharged for just and sufficient cause, the Employee shall forfeit all accumulated seniority. If it is found that an Employee has been unjustly discharged, they shall retain their seniority.

F. An authorized leave of absence shall not interrupt seniority. Should the Employee fail to report for work at the end of such leave of absence, their seniority rights shall terminate except in the case of extreme emergency, which demonstrably impedes Employee's ability to report.

G. Employees shall not lose seniority when away from work due to industrial accident that occurred in the employment of the District.

H. Employees shall not lose seniority when away from work due to illness not in excess of one (1) year if the illness is reported to the Employer within five (5) working days as soon thereafter as is physically possible. Under extenuating circumstances, the one (1) year period may be extended.

I. Any three (3) consecutive working day periods of unauthorized absence

shall be deemed a quit.

J. Seniority shall be lost in the case of Employees discharged without prejudice for a continuous period of one (1) year or twelve (12) months.

ARTICLE XX
ANTI-DISCRIMINATION

A. All Employees are to be treated with dignity and respect. Sexual harassment or harassment for any reason, such as race, color, age, national origin, ancestry, religious belief, sexual orientation, gender identity, gender expression, marital status, medical condition, genetic information, military, or veteran status, or physical or mental disability, or any other protected category by another Employee will not be tolerated. Any Employee who condones, participates in, or initiates such harassment will be subject to appropriate disciplinary action up to and including termination.

Any incident of harassment is to immediately be reported to the General Manager, or their designee, Director of Finance and Administration or the Human Resources Representative, and it will be investigated immediately.

B. The Union and District acknowledge their affirmative duty to refrain from engaging in unlawful discriminatory practices, including harassment of individuals in protected classes.

C. The Union acknowledges the District's obligation to provide reasonable accommodation to qualified disabled individuals consistent with concerns of safety, health, and business necessity.

ARTICLE XXI
SAFETY AND UNIFORMS

A. The Employer shall continue to provide, at its expense, necessary equipment, clothing, and other devices necessary for the maintenance of high standards of safety and health.

B. The Employer shall make reasonable provisions for and shall have the right to adopt and enforce reasonable rules and regulations for the safety and health of the Employees during the hours of their employment and for the protection of the Employer's property.

C. Required uniforms with an insignia of the District shall continue to be provided to employees. Employees shall pay for replacement thereof if uniforms are damaged by willful negligence of employee (normal wear and tear excluded). The

ceiling for boot allowance reimbursement shall be \$230.00, limited to two (2) pairs per year with possible boot replacement to be determined by the Director of Operations based upon use factors and equipment conditions.

ARTICLE XXII
GENERAL PROVISIONS

A. When an Employee is required to wear safety or sanitary apparel, such articles and the cleaning, disposal or replacement thereof shall be at no cost to the Employee. The Employer will provide an adequate number of uniforms.

B. All Employees will be required, if not reporting to work due to illness (excluding hospitalization), to report prior to the start of their shift by telephone to their immediate supervisor.

C. Employee evaluations will be given within two (2) weeks of the Employee's anniversary date of employment.

1. Promotion to a new classification and step on the salary schedule is subject to the approval of the appropriate Director (Operations, Engineering, or Finance and Administration) and the General Manager.

D. The District agrees to reimburse employees for Class "A" driver's renewal and water certification renewal costs that are required by their job descriptions. The District will begin the reimbursement six months from the execution of the Memorandum and only after all employees have satisfied all certification and license requirements of their job descriptions. If during the above sixth month period should any employee renews their Class "A" driver's license and/or Water Certification as required by their job description, such renewal costs may be submitted to District for reimbursement only after all employees have satisfied their certification and licenses requirements. However, if one or more employees fail to comply with their job description's certification and/or driver's license requirements during this six-month period, this provision shall not go into effect. Finally, if at any time during this Memorandum, any employee fails to renew their license or certification, all reimbursements will cease to be processed to any and all employees within three months of employee(s) non-compliance date.

E. The District and the Union agree to establish a labor management cooperation committee which shall meet on a semi-annual basis, quarterly during a negotiation year, for the purpose of non-crisis dialogue. This Committee shall consist of the union representative, two stewards and two management employees.

ARTICLE XXIII
NON-EMPLOYMENT

A. Vacancies shall not be filled by employment of relatives of District Employees where a supervisory or other conflict of interest might exist.

B. For the purpose of this policy, "relative" is defined as husband, wife, domestic partner, mother, father, son, daughter, sister, brother, grandchild, grandparent, guardian, father-in-law, mother-in-law, sister-in-law, brother-in-law, or other comparable relationships.

For business reasons of supervision, security or morale, the District may refuse to place spouses and registered domestic partners in the same department, division or facility if the work involves potential conflicts of interest or other hazards greater for such individuals than for other persons. In determining whether there is a greater potential for conflict, the General Manager, or designee, shall carefully assess the actual work setting to determine whether that setting would pose, because of the mutual concerns such individuals are assumed to bear, a potential conflict of interest or other hazard greater for these individuals than other employees. If the potential conflict or hazard is greater, the District shall take such steps to regulate the employment of the individuals to avoid the conflict or other hazard. The District shall attempt to match reasonably the severity of its actions towards the individual to the degree of risk and the significance of the potential harm involved.

Where potential conflicts of interest exist, the District retains the right to disqualify one party to the relationship for a position privy to confidential matters who has a spouse or registered domestic partner already in the District's employment, when such relationship could result in the compromise of confidential information.

If co-employees marry (or enter into a relationship similar to marriage, including a registered domestic partnership) or become related by marriage, the District will make reasonable efforts to assign job duties so as to minimize problems of supervision, safety, security and morale following completion of the assessment discussed above. If such efforts prove to be unsatisfactory, the District reserves its rights to transfer, terminate or reassign said employee as may be appropriate to alleviate the concern.

This shall apply to all employees of the District, including both full-time, part-time temporary and seasonal positions. Exceptions to the above will be at the discretion of the Board of Directors.

ARTICLE XXIV
WAGES

A. Effective the 1st day of the last pay period which crosses into the new fiscal year of this MOU, Employer will provide a 3.00% cost-of-living-adjustment (COLA) for all salary ranges and classifications. For clarity, the effective date of the 3.00% COLA will be retroactive to June 24, 2024. For every year thereafter covered by this MOU (FY 25|26 and FY 26|27), the District agrees to adjust the wage rate for all salary ranges and classifications based upon the increase in the annual average from the prior year in the Consumer Price Index All Urban Consumers (CPI-U), published by the U.S. Bureau of Labor Statistics, for the Riverside-San Bernardino-Ontario, CA Metropolitan Statistical Area, with a minimum of 1.00% and a maximum 4.00%. Payrate adjustments for FY 25|26 and FY 26|27 will be done in the same manner as the 1st year. For clarity, the effective date for the FY 25|26 rate adjustment will be June 23, 2025; and the effective date for the FY 26|27 rate adjustment will be June 22, 2026. The percentage changes will be calculated to two decimal places.

B. Notwithstanding the above, eligible employees may sell back accumulated vacation and/or earned holiday time per fiscal year pursuant to a schedule as provided on Attachment "A", not less than forty (40) hours and not to exceed 104 hours, provided that the net effect shall leave the employee with no less than forty (40) accumulated hours of vacation on the books.

ARTICLE XXV
COMPLETION OF BARGAINING

The Union and the Employer, for the life of this Memorandum, voluntarily and unqualifiedly waive and relinquish the right to meet and confer, and agree that neither party shall be obligated to meet-and confer with respect to any subject or matter not specifically referred to or covered in this Memorandum, even though such subjects or matters may not have been within the knowledge or contemplation of either or both of the parties at the time they negotiated and signed this Memorandum.

ARTICLE XXVI
NO STRIKE

During the term of this Memorandum, there shall be no lockout by the District, and no strike, slowdown, sick out, work stoppages or other concerted refusal to work or work impediment by the Union, any representative of the Union, or Union members employed by the District.

ARTICLE XXVII
SAVINGS

If any provisions of this Memorandum are held to be contrary to law by a court of competent jurisdiction, or by the final tribunals of appropriate regulatory agencies, such provisions will not be deemed valid and subsisting except to the extent permitted by law, but all other provisions will continue in full force and effect for the term hereof.

ARTICLE XXVIII
TERM, TERMINATION AND RENEWAL

The terms and conditions of this Memorandum shall remain in full force and effect from the first day of July 2024, to the 30th day of June 2027, inclusive.

If either party desires to make any changes or modifications of this Memorandum for the ensuing period, it shall give notice to the other party of its desires not less than one hundred and twenty (120) days prior to the termination of this Memorandum, in writing; and if no such notice is given by either party, then this Memorandum shall continue in full force and effect from year to year.

The foregoing constitutes the full agreement of the parties for the 2024-2025, 2025-2026, and 2026-2027 Fiscal Years. Neither party shall be required to re-open negotiations, save by mutual consent.

UNION:


LABORERS' INTERNATIONAL UNION
OF NORTH AMERICA, LOCAL 777


By Representative

06/20/24
Date

DISTRICT:

RUBIDOUX COMMUNITY SERVICES
DISTRICT
3590 Rubidoux Blvd.
Jurupa Valley, CA 92509


By President

06-20-2024
Date

ATTACHMENT A

SUBJECT: Sell-back of Earned Accrued Time

The Memorandum of Understanding states in Article XXIV-B:

“Notwithstanding the above, eligible employees may sell back accumulated vacation and/or earned holiday time per fiscal year pursuant to a schedule as provided on Attachment A, not less than forty (40) and not to exceed 104 hours, provided that the net effect shall leave the employee with no less than forty (40) accumulated hours of vacation on the books.”

The following criteria must be followed:

1. It is only applicable only once during the fiscal year.
2. Request must be made using the attached form. Sell-back will be made only on the first pay period in August, December, and March of each fiscal year.
3. Request may not exceed 104 hours; 52 hours for part-time employees.
4. At least 40 hours must be remaining in your accrued account after sell back; 20 hours for part-time employees.

Example #1: Full-time employee has 200 hours available on July 10. This employee may request any amount of earned hours up to 104 hours. Only one request may be made.

Example #2: Full-time employee has total of 100 hours available on July 10. This employee may sell back up to 60 hours in August, with no further requests.

Example #3: Full-time employee has total of 30 hours available on July 10. This employee has no option for August. However, they may wait until the December or March pay dates for additional accrued time.

Deadlines for request: Two weeks prior to first pay date in August, December, or March.

REQUEST FOR SELL-BACK OF ACCUMULATED VACATION/HOLIDAY TIME

Enter date and year of applicable pay date:

August _____

December _____

March _____

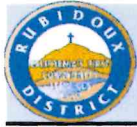
Employee name _____

Date submitted _____

hours requested:

Vacation hours _____

Holiday hours _____



RUBIDOUX COMMUNITY SERVICES DISTRICT

FY 2024-2025 Salary Plan - 3.0% COLA

Approved and Adopted by the Board of Directors 6/20/2024

Payrates Effective 6/24/2024

<u>Job Classification</u>		<u>Step</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>
<u>Administrative Assistant (Part-Time)</u>	Non-Exempt	Hourly	\$ 23.92	\$ 25.11	\$ 26.37	\$ 27.68	\$ 29.07	\$ 30.52
		Monthly	\$ 2,073.07	\$ 2,176.20	\$ 2,285.40	\$ 2,398.93	\$ 2,519.40	\$ 2,645.07
		Annual	\$ 24,876.80	\$ 26,114.40	\$ 27,424.80	\$ 28,787.20	\$ 30,232.80	\$ 31,740.80
<u>Accounting / Customer Service Clerk I</u>	Non-Exempt	Hourly	\$ 29.75	\$ 31.23	\$ 32.80	\$ 34.43	\$ 36.15	\$ 37.97
		Monthly	\$ 5,156.67	\$ 5,413.20	\$ 5,685.33	\$ 5,967.87	\$ 6,266.00	\$ 6,581.47
		Annual	\$ 61,880.00	\$ 64,958.40	\$ 68,224.00	\$ 71,614.40	\$ 75,192.00	\$ 78,977.60
<u>Accounting / Customer Service Clerk II</u>	Non-Exempt	Hourly	\$ 34.63	\$ 36.36	\$ 38.18	\$ 40.09	\$ 42.10	\$ 44.20
		Monthly	\$ 6,002.53	\$ 6,302.40	\$ 6,617.87	\$ 6,948.93	\$ 7,297.33	\$ 7,661.33
		Annual	\$ 72,030.40	\$ 75,628.80	\$ 79,414.40	\$ 83,387.20	\$ 87,568.00	\$ 91,936.00
<u>Meter Reader</u>	Non-Exempt	Hourly	\$ 29.75	\$ 31.23	\$ 32.80	\$ 34.43	\$ 36.15	\$ 37.97
		Monthly	\$ 5,156.67	\$ 5,413.20	\$ 5,685.33	\$ 5,967.87	\$ 6,266.00	\$ 6,581.47
		Annual	\$ 61,880.00	\$ 64,958.40	\$ 68,224.00	\$ 71,614.40	\$ 75,192.00	\$ 78,977.60
<u>Utility Maintenance Worker I</u>	Non-Exempt	Hourly	\$ 30.65	\$ 32.19	\$ 33.79	\$ 35.47	\$ 37.26	\$ 39.12
		Monthly	\$ 5,312.67	\$ 5,579.60	\$ 5,856.93	\$ 6,148.13	\$ 6,458.40	\$ 6,780.80
		Annual	\$ 63,752.00	\$ 66,955.20	\$ 70,283.20	\$ 73,777.60	\$ 77,500.80	\$ 81,369.60
<u>Utility Maintenance Worker II</u>	Non-Exempt	Hourly	\$ 34.63	\$ 36.36	\$ 38.18	\$ 40.09	\$ 42.10	\$ 44.20
		Monthly	\$ 6,002.53	\$ 6,302.40	\$ 6,617.87	\$ 6,948.93	\$ 7,297.33	\$ 7,661.33
		Annual	\$ 72,030.40	\$ 75,628.80	\$ 79,414.40	\$ 83,387.20	\$ 87,568.00	\$ 91,936.00
<u>Senior Utility Maintenance Worker I</u>	Non-Exempt	Hourly	\$ 37.35	\$ 39.21	\$ 41.17	\$ 43.23	\$ 45.39	\$ 47.67
		Monthly	\$ 6,474.00	\$ 6,796.40	\$ 7,136.13	\$ 7,493.20	\$ 7,867.60	\$ 8,262.80
		Annual	\$ 77,688.00	\$ 81,556.80	\$ 85,633.60	\$ 89,918.40	\$ 94,411.20	\$ 99,153.60
<u>Senior Utility Maintenance Worker II</u>	Non-Exempt	Hourly	\$ 41.18	\$ 43.23	\$ 45.39	\$ 47.67	\$ 50.03	\$ 52.54
		Monthly	\$ 7,137.87	\$ 7,493.20	\$ 7,867.60	\$ 8,262.80	\$ 8,671.87	\$ 9,106.93
		Annual	\$ 85,654.40	\$ 89,918.40	\$ 94,411.20	\$ 99,153.60	\$ 104,062.40	\$ 109,283.20
<u>Systems Operator I</u>	Non-Exempt	Hourly	\$ 35.57	\$ 37.35	\$ 39.21	\$ 41.17	\$ 43.23	\$ 45.39
		Monthly	\$ 6,165.47	\$ 6,474.00	\$ 6,796.40	\$ 7,136.13	\$ 7,493.20	\$ 7,867.60
		Annual	\$ 73,985.60	\$ 77,688.00	\$ 81,556.80	\$ 85,633.60	\$ 89,918.40	\$ 94,411.20
<u>Systems Operator II</u>	Non-Exempt	Hourly	\$ 37.35	\$ 39.21	\$ 41.17	\$ 43.23	\$ 45.39	\$ 47.67
		Monthly	\$ 6,474.00	\$ 6,796.40	\$ 7,136.13	\$ 7,493.20	\$ 7,867.60	\$ 8,262.80
		Annual	\$ 77,688.00	\$ 81,556.80	\$ 85,633.60	\$ 89,918.40	\$ 94,411.20	\$ 99,153.60
<u>Senior Systems Operator I</u>	Non-Exempt	Hourly	\$ 45.18	\$ 47.43	\$ 49.80	\$ 52.29	\$ 54.90	\$ 57.65
		Monthly	\$ 7,831.20	\$ 8,221.20	\$ 8,632.00	\$ 9,063.60	\$ 9,516.00	\$ 9,992.67
		Annual	\$ 93,974.40	\$ 98,654.40	\$ 103,584.00	\$ 108,763.20	\$ 114,192.00	\$ 119,912.00
<u>Senior Systems Operator II</u>	Non-Exempt	Hourly	\$ 49.65	\$ 52.13	\$ 54.74	\$ 57.48	\$ 60.36	\$ 63.37
		Monthly	\$ 8,606.00	\$ 9,035.87	\$ 9,488.27	\$ 9,963.20	\$ 10,462.40	\$ 10,984.13
		Annual	\$ 103,272.00	\$ 108,430.40	\$ 113,859.20	\$ 119,558.40	\$ 125,548.80	\$ 131,809.60
<u>Backflow / Cross Connect Inspector</u>	Non-Exempt	Hourly	\$ 38.49	\$ 40.41	\$ 42.43	\$ 44.55	\$ 46.77	\$ 49.12
		Monthly	\$ 6,671.60	\$ 7,004.40	\$ 7,354.53	\$ 7,722.00	\$ 8,106.80	\$ 8,514.13
		Annual	\$ 80,059.20	\$ 84,052.80	\$ 88,254.40	\$ 92,664.00	\$ 97,281.60	\$ 102,169.60

<u>Assistant Engineer</u>	Exempt	Hourly	\$ 59.68	\$ 62.65	\$ 65.79	\$ 69.07	\$ 72.53	\$ 76.16
		Monthly	\$ 10,344.53	\$ 10,859.33	\$ 11,403.60	\$ 11,972.13	\$ 12,571.87	\$ 13,201.07
		Annual	\$ 124,134.40	\$ 130,312.00	\$ 136,843.20	\$ 143,665.60	\$ 150,862.40	\$ 158,412.80
<u>HR Generalist / Safety and Facilities Coordinator</u>	Exempt	Hourly	\$ 47.58	\$ 49.94	\$ 52.44	\$ 55.06	\$ 57.82	\$ 60.72
		Monthly	\$ 8,247.20	\$ 8,656.27	\$ 9,089.60	\$ 9,543.73	\$ 10,022.13	\$ 10,524.80
		Annual	\$ 98,966.40	\$ 103,875.20	\$ 109,075.20	\$ 114,524.80	\$ 120,265.60	\$ 126,297.60
<u>Customer Service / Accounts Payable Manager</u>	Exempt	Hourly	\$ 54.14	\$ 56.85	\$ 59.69	\$ 62.67	\$ 65.80	\$ 69.08
		Monthly	\$ 9,384.27	\$ 9,854.00	\$ 10,346.27	\$ 10,862.80	\$ 11,405.33	\$ 11,973.87
		Annual	\$ 112,611.20	\$ 118,248.00	\$ 124,155.20	\$ 130,353.60	\$ 136,864.00	\$ 143,686.40
<u>Director of Operations</u>	Exempt	Hourly	\$ 73.41	\$ 77.07	\$ 80.94	\$ 84.98	\$ 89.23	\$ 93.69
		Monthly	\$ 12,724.40	\$ 13,358.80	\$ 14,029.60	\$ 14,729.87	\$ 15,466.53	\$ 16,239.60
		Annual	\$ 152,692.80	\$ 160,305.60	\$ 168,355.20	\$ 176,758.40	\$ 185,598.40	\$ 194,875.20
<u>Director of Finance and Administration</u>	Exempt	Hourly	\$ 86.25	\$ 90.57	\$ 95.10	\$ 99.85	\$ 104.83	\$ 110.09
		Monthly	\$ 14,950.00	\$ 15,698.80	\$ 16,484.00	\$ 17,307.33	\$ 18,170.53	\$ 19,082.27
		Annual	\$ 179,400.00	\$ 188,385.60	\$ 197,808.00	\$ 207,688.00	\$ 218,046.40	\$ 228,987.20
<u>Director of Engineering</u>	Exempt	Hourly	\$ 86.25	\$ 90.57	\$ 95.10	\$ 99.85	\$ 104.83	\$ 110.09
		Monthly	\$ 14,950.00	\$ 15,698.80	\$ 16,484.00	\$ 17,307.33	\$ 18,170.53	\$ 19,082.27
		Annual	\$ 179,400.00	\$ 188,385.60	\$ 197,808.00	\$ 207,688.00	\$ 218,046.40	\$ 228,987.20
<u>Assistant General Manager</u>	Exempt	Hourly	\$ 103.50	\$ 108.68	\$ 114.11	\$ 119.82	\$ 125.81	\$ 132.11
		Monthly	\$ 17,940.00	\$ 18,837.87	\$ 19,779.07	\$ 20,768.80	\$ 21,807.07	\$ 22,899.07
		Annual	\$ 215,280.00	\$ 226,054.40	\$ 237,348.80	\$ 249,225.60	\$ 261,684.80	\$ 274,788.80
<u>General Manager</u>	Exempt	Hourly	\$ 121.38					
		Monthly	\$ 21,039.20					
		Annual	\$ 252,470.40	Flat Rate				