

# MEMORANDUM OF UNDERSTANDING

*By and Between the Lindmore Irrigation District and Local Union 1245 of the International Brotherhood of Electrical Workers*

**THIS MEMORANDUM OF UNDERSTANDING**, made and entered into this 10 day of December 2019, by and between the designated representatives of the Lindmore Irrigation District (a public agency as defined in Section 3501(c) of Chapter 10 of Division 4 of Title 1 of the Government Code of the State of California), hereinafter referred to as District, and the designated representatives of Local Union 1245 of the International Brotherhood of Electrical Workers, affiliated with the American Federation of Labor-Congress of Industrial Organizations (a recognized employee organization as defined in Section 3501(b) of Chapter 10 of Division 4 of Title 1 of the Government Code of the State of California), hereinafter referred to as Union.

## **WITNESSETH THAT:**

**WHEREAS**, the parties hereto desire to facilitate the peaceful adjustment of differences that may from time to time arise between them to promote harmony and efficiency to the end that District, Union, and the general public may benefit therefrom and to establish fair and equitable wages, hours and working conditions for certain hereinafter designated employees of District.

**NOW, THEREFORE**, the parties hereto do agree as follows:

## **ARTICLE 1**

### **PREAMBLE**

- 1.1 The Parties acknowledge the provisions of Chapter 10 (Section 3500 *et. seq.*) of division 4 of Title 1 of the Government Code of the State of California.
- 1.2 It is the policy of District and Union not to, and neither party will interfere with, intimidate, restrain, coerce or discriminate against any employee because of race, creed, sex, color or national origin, age, physical or mental disability, gender, sexual orientation, gender identity, gender expression, medical condition, genetic information, marital status or veteran's or military status.

## **ARTICLE 2**

### **RECOGNITION**

- 2.1 The District recognizes the Union as the representative of employees of the District, with the exception of those currently classified as Office, Supervisors, Clerical and Confidential personnel.
- 2.2 The scope of representation shall include all matters relating to employment conditions and employer-employee relations, including, but not limited to wages, hours, and other terms and conditions of employment.
- 2.3 Official representatives of Union will be permitted access to District property to confer with District employees on matters of employer-employee relations but such representatives shall not interfere with work in progress without agreement with Management.
- 2.4 District will provide the Union adequate bulletin board space for purpose of posting matters relating to official Union business.

- 2.5 District will not interfere with, intimidate, restrain, coerce or discriminate against any employee because of his/her membership in Union or his/her activity on behalf of Union, nor will the Union intimidate, restrain, coerce, or discriminate against any employee because of his/her non-membership of said Union.
- 2.6 Any employee, at his/her request, will be permitted representation by a representative of his/her choice. The foregoing will apply to cases such as reprimands, disciplinary actions, investigations, hearings, etc. An employee will not be required to participate without representation.

### **ARTICLE 3**

#### **GRIEVANCE PROCEDURE**

- 3.1 Any grievance, which may arise between Union, or any of its members, and District, with respect to the interpretation or application of any of the terms of this Agreement, and with respect to such matters as the alleged discriminatory or arbitrary discharge, demotion or discipline of an individual employee, and with respect to such matters as whether a dispute is a proper subject for the grievance procedure, shall be determined by the provisions of this Article.
- 3.2 Step One: The initial step in the adjustment of a grievance shall be a discussion between the Shop Steward or Union's Business Representative and the immediate Supervisor directly involved, who will answer within ten (10) work days. This step will be taken during the working hours of the Shop Steward.
- 3.3 Step Two: If a grievance is not resolved, in the initial step, the second step shall be the presentation of the grievance, in writing, by either the Shop Steward of the Union's Business Representative to the District's General Manager, who will answer, in writing, within ten (10) work days. The second step shall be taken within thirty (30) days of the date of the incident, which is the basis for the grievance.
- 3.4 Step Three: If a grievance is not resolved in the second step, the third step shall be the presentation of the grievance by the Union's Business Representative, in writing, to the Board of Directors, who will answer, in writing, within thirty (30) days. Such presentation shall include all facts pertinent to the grievance and upon written request may be supplemented by the Union's Business Representative in an appearance before the Board of Directors.
- 3.5 Notwithstanding the aforementioned procedure, any individual employee shall have the right to present grievances to District and to have such grievance adjusted without the intervention of Union, provided that the adjustment shall not be inconsistent with this Agreement.

### **ARTICLE 4**

#### **SAFETY**

- 4.1 The Board of Directors desires to maintain a safe place of employment for District employees and to that end District management shall make all reasonable provisions necessary for the safety of employees in the performance of their work.

- 4.2 "Tail Gate" training meetings that last approximately 15 or more minutes will be held a minimum of once per week taught by the Safety Officer on a subject approved by the General Manager of the District and attendance at these meetings by employees is mandatory.
- 4.3 Safety meetings will be held for the purpose of reviewing accidents and preventing their recurrence, eliminating hazardous conditions and familiarizing employees with safe work procedures and applicable State Safety Orders for training in first aid.
- 4.4 Three (3) persons shall be on the leak crew at all times unless cave-in jacks are in place. When cave-in jacks are in place only two persons will be required on the leak repair. Additional staff may be added at the discretion of the General Manager. Any employee has the discretion to cease the operations of a job site when he/she considers that a safety risk (exposure to loss of life or limb) exists and to request approval to proceed with the operation from the General Manager.

## **ARTICLE 5**

### DISABILITY

- 5.1 Worker's Compensation: Injuries or disabilities arising out of and in the course of employment with District are and will continue to be within the application of Worker's Compensation and Insurance Chapters of the State Labor Code and the District is insured through the Special Districts Workers Compensation Authority.
- 5.2 The District shall report to the Union any industrial injury that has been reported to the District. Said notice shall be furnished to the Union at the same time the District reports the injury to its Worker's Compensation Insurance Carrier.
- 5.3 Social Security: All District employees are and will continue to be covered by the United States Social Security Act.
- 5.4 State Disability Insurance: Employees in the bargaining unit will be allowed to participate in the State Disability Insurance (SDI) program if a majority of those members choose to participate. The cost of this program will be the sole responsibility of the employee. The District will arrange for the coverage to be effective thirty (30) days after notification by the Union of the results of the election.

## **ARTICLE 6**

### EMPLOYEE STATUS

- 6.1 Employees will be designated as regular, probationary or temporary depending upon the purpose for which they are hired and their length of continuous service with the District.
- 6.2 A regular employee is defined as an employee who has six (6) months, or more, seniority with the District.
- 6.3 A probationary employee is defined as an employee for a position that has been regularly established and is of indeterminate duration. A probationary employee will receive not less than the minimum rate for the job and will be eligible for sick leave pay, holiday pay, vacation pay, insurance coverage or items of a similar nature, as he/she becomes eligible, but will not be eligible for a leave of absence. Upon completion of six (6) months of continuous service with the District, a probationary employee will be given the status of a regular employee.

- 6.4 A temporary employee is defined as an employee hired by the day for occasional or seasonal work for a period not to exceed the duration of the water season. A temporary employee will receive not less than the minimum rate for the job but will not be eligible for sick leave pay, holiday pay, vacation pay, insurance coverage or items of a similar nature, nor will he/she accrue seniority or leave of absence rights. If a temporary employee is reclassified to probationary or regular status, he/she will be credited with all continuous service in determining eligibility for such benefits that may accrue to him/her in his/her new status.

## **ARTICLE 7**

### **DISTRICT RIGHTS**

The rights of the District include, but are not limited to, the right:

- (a) To determine the mission or areas of responsibility or activity of its constituent departments;
- (b) To fix and determine standards of service;
- (c) To determine the procedures and standards of selection for employment;
- (d) To direct its employees;
- (e) To take disciplinary action subject to the memorandum of understanding;
- (f) To relieve any of its employees from duty because of lack of work, or for any other legitimate reason;
- (g) To maintain the efficiency of the District's operations;
- (h) To determine the methods, means and personnel by which the District's operations and functions are to be conducted and discharged;
- (i) To determine the content of job classification;
- (j) To take all necessary actions to carry out its functions in emergencies;
- (k) To exercise complete control and discretion over its organization and the manner or technology of performing its missions or functions as an Irrigation District;
- (l) To institute, change and enforce District policies and work rules. Exercise of the District of any of the foregoing shall not be construed to apply in such a way or manner to take away from the Rights of Section 3504 of the Government Code.

## **ARTICLE 8**

### **SENIORITY**

- 8.1 Seniority is defined as the length of any employee's continuous service with the District from date of most recent hire.
- 8.2 An employee shall not attain seniority until he/she has completed a probationary period of six (6) months continuous service in the employ of the District during which time the individual may be terminated by the District for any reason without recourse to the grievance procedure. Upon completion of the probationary period, the employee's seniority shall date from his/her date of his/her most recent hire.
- 8.3 The continuous service and the seniority status of an employee shall be terminated upon the happening of any of the following events:
- (a) The voluntary quitting of the employee;
  - (b) Discharge of an employee for just cause;
  - (c) Failure of the employee to report for work within five (5) days after recall to work, or notify the District within two (2) days after recall to work of his/her intention to report for work;
  - (d) Failure of the employee to report for work following the conclusion of an approved leave of absence;

- (e) Continuous absence from active employment for a period equivalent to the employee's length of continuous service with the District, or one year, whichever is the lesser period.
- 8.4 Promotions: Job openings shall be filled by promotion of qualified employees who have requested such promotions. When a job becomes open, a notice will be posted on all bulletin boards informing the employees they have five (5) working days in which to apply for the job. When two or more qualified employees have applied for the same job opening, the employee with the greatest length of seniority shall prevail, provided skill, ability and physical fitness are otherwise equal. If no qualified employees are available, as determined by the District, the District shall fill the job by hiring new qualified employees. The District Manager shall be the judge of an employee's qualifications.
- 8.5 Reduction in Force: When it becomes necessary to reduce the work force, senior employees shall be retained, provided they have necessary skill and ability to perform the required work efficiently and without training.
- 8.6 Recall from Layoff: In increasing the work force, senior employees subject to recall will be recalled from layoff and placed on available jobs provided they have the necessary ability and skill to perform the required work efficiently.

**ARTICLE 9**

**LEAVE OF ABSENCE**

- 9.1 Leave of absence may be granted to regular employees by the District's General Manager for urgent and substantial reasons, providing satisfactory arrangements can be made to perform the employee's duties without undue interference with the normal routine of work.
- 9.2 A leave of absence will commence on and include the first work day on which the employee is absent and terminates with and includes the work day preceding the day the employee returns to work.
- 9.3 All applications for leave of absence shall be made in writing except when the employee is unable to do so. The conditions under which an employee will be restored to employment on the termination of leave of absence shall be clearly stated by the District in conjunction with the granting of a leave of absence. Upon an employee's return to work after a leave of absence, he/she will be reinstated to his/her former position and working conditions, except that if there has been a reduction of force or his/her position has been eliminated during said leave, he/she will be returned to the position he/she would be in had he/she not been on a leave of absence.
- 9.4 An employee's status as a regular employee will not be impaired by such leave of absence and his/her seniority will accrue.
- 9.5 If an employee fails to return immediately on the expiration of his/her leave of absence or if he/she accepts other employment while on leave of absence, he/she will have terminated his/her employment with the District.

**ARTICLE 10**

**SICK LEAVE**

- 10.1 Sick leave shall be accrued for each employee at the rate of 4.00 hours per pay period.

Sick leave will be deposited into the employees accrual balance at the end of each pay period at the accrual rate. The employee will have full access to use that benefit immediately upon deposit into the accrual.

Once an employee reaches a maximum accrual balance of 672 hours, the employee will no longer earn sick leave. Sick leave will resume being accrued once the balance is below the maximum at the lesser of the current rate of accrual or number of hours below 672 hours.

- 10.2 Management may require satisfactory evidence of sickness or disability before payment for sick leave will be made.
- 10.3 If a holiday which an employee is entitled to have off with pay occurs on a work day during the time an employee is absent on sick leave, he/she shall receive pay for holiday as such, and it shall not be counted a day of sick leave.
- 10.4 Once a year, as an incentive for employees to maintain their health, once an employee has reached 280 hours of sick time accrual balance at any time during the calendar year, the employee may convert up to forty (40) hours of sick leave accrual to vacation accrual.

## **ARTICLE 11**

### **HOLIDAYS**

- 11.1 Regular employees, except as otherwise provided herein, will be entitled to the following holidays off with pay when they fall on a workday in the basic week.
  - 1. New Year's Day (January 1st)
  - 2. President's Birthday (Third Monday in February)
  - 3. Memorial Day (Last Monday in May)
  - 4. Independence Day (July 4)
  - 5. Labor Day (First Monday in September)
  - 6. Veteran's Day (November 11<sup>th</sup>)
  - 7. Thanksgiving Day (Fourth Thursday in November)
  - 8. Day after Thanksgiving (Fourth Friday in November)
  - 9. Christmas Day (December 25<sup>th</sup>)
  - 10. Two floating Holidays (scheduled one month in advance of the day to be taken)
- 11.2 When any of the above holidays falls on a Sunday, the Monday following will be observed as the holiday. When any of the above holidays falls on a Saturday, the Friday before will be observed as the holiday.
- 11.3 When any of the above holidays falls on a non-work day, either a work day in conjunction with the holiday or a work day in conjunction with the employee's vacation will be observed as the holiday. The foregoing selection to be at the option of the employee.
- 11.4 If an employee is absent from work on either the work day prior to the holiday or the work day following the holiday, without permission or a bon fide reason, he will not receive pay for the holiday.
- 11.5 Time worked on a designated holiday will be paid at the rate of time and one-half in addition to normal holiday pay. All actual hours worked shall be included in determining when forty (40) hours have been worked for the purpose of computing premium pay including those already paid at one and one half rate.

## **ARTICLE 12**

## VACATIONS

- 12.1 Employees of the District shall be entitled to vacation with pay and will accrue such benefit as follows:
1. Employees with less than one (1) year of continuous employment - 3.34 hours per pay period.
  2. Once an employee has finished five (5) years of continuous employment – 5.00 hours per pay period.
  3. After ten (10) years of continuous employment employees will earn an additional 0.33 hours per pay period for each year after ten years he/she remains continuously employed up to a maximum total accrual of 6.67 hours (Total maximum accrual rate of 160 hours per year).
  4. Continuous employment will not be to be broken by any District shutdown or layoff for lack of work of less than twelve (12) months.
- 12.2 Except for the four (4) days between Christmas and New Year's Day when all employees may be on vacation, vacations will be scheduled throughout the year following the anniversary date. Employees with greater seniority will be given preference over those with less seniority, in the selection of a vacation period.
- 12.3 Vacation scheduling leave time will be granted in accordance with workload requirements and will be subject to approval of the manager. The choice of vacation time will be determined by length of service.
- 12.4 Employees will be required to take a minimum of forty (40) hours of vacation per year and are encouraged to take up to their annual accrual rate. Once an employee reaches 320 hours of vacation accrued, such employees will no longer earn vacation until the balance is below 320 hours. Accruals will then be earned each pay period at the lesser of the number of hours below 320 hours or their current accrual rate.
- Vacation will be deposited into the employees' accrual balance at the end of each pay period at the rate described in Article 12.1 and the employee will be 100% vested in that accrual immediately.
- 12.5 The District will not require an employee to take his/her vacation in lieu of sick leave or leave of absence on account of illness.
- 12.6 If a holiday which an employee is entitled to have off with pay occurs on a work day during the employee's vacation period, such employees will be entitled to an additional day of vacation and will be compensated for same.
- 12.7 If at the District's request, an employee is prevented from taking a vacation as scheduled, he/she may defer the vacation to a time acceptable to both himself/herself and the District.
- 12.8 Employees whose employment with the District is terminated for any reason will, at the time of termination, receive any unused vacation period earned. Earned vacation from the employee's anniversary date to the time of termination shall be based on one-twelfth (1/12<sup>th</sup>) of his/her annual vacation allowance for each thirty (30) calendar days of service beyond his/her anniversary date.
- 12.9 Employees, who have reached a balance in their vacation accruals (by December 1 of that year) of 280 hours, may request to have up to 40 hours paid on the final check of that calendar year (December 31 pay date). Sick hours converted from sick time to leave shall be considered in the computation of the 280 hours.

## ARTICLE 13

### INCLEMENT WEATHER PRACTICE

- 13.1 Compensation (including overtime if earned) will be based on actual hours worked. Unless otherwise notified, employees will report to work. If inclement weather prevents them from working, the regular employees will be sent home with a minimum of four hours.
- 13.2 Temporary employees who are unable to work in the field because of inclement weather or other similar causes will be paid only for the time they work or are held by the District; except, however, that they will be paid for not less than two (2) hours.
- 13.3 District Supervisors will be responsible for determining whether weather conditions warrant cessation of outside work. In arriving at a decision with respect to weather conditions, the Supervisors shall take into account such factors as:
- (a) Employee health and safety
  - (b) Undue hazards
  - (c) Operating requirements
  - (d) Service to the public
  - (e) Job-site working conditions
  - (f) Anticipated duration of time required to leave unfinished job in a safe condition
  - (g) Anticipated duration of inclement weather
  - (h) Distance from job-site to operating headquarters

## ARTICLE 14

### MISCELLANEOUS

- 14.1 A regular or probationary employee who is summoned for jury duty and is thus unable to perform his/her regular duties will be paid the difference between jury pay and regular pay.
- 14.2 A regular or probationary employee upon the death of his/her spouse, child, step-child, parent, foster parent, parent-in-law, grandparent, grandparent-in-law, brother, sister, step-brother, step-sister, son-in-law, daughter-in-law, or any more distant relative living in the employee's household at the time of his or her death, will be granted time off with pay for a period not exceeding three (3) consecutive work days.
- 14.3 Protective Clothing – Boots:
- a. General: The District will provide safety boots every 12 months for employees in classifications whose regular job duties necessitate safety boots as determined by the District. Employees are expected to maintain safety boots in reasonable condition. The maximum allowable amount for such boots will be \$150 (one hundred fifty dollars).
  - b. Supervisor Approval: As it is the supervisor's responsibility to track purchases, before making any purchase, employees must obtain written supervisory authorization (submit form or receipt from employee).
  - c. Replacement: At the supervisor's discretion, boot replacements can occur earlier than every twelve (12) months based on extraordinary wear or damage from job duties, or later than every twelve (12) months based on lack of wear or use.

## ARTICLE 15



**HEALTH AND WELFARE**

- 15.1 The District shall provide a Group Health Insurance Plan equivalent to the Association of California Water Agency Blue Cross Medical Plan, and will continue to contribute one-hundred percent (100%) for employee portion and at least fifty percent (50%) for the dependent portion as a method of payment for dependent portion of payment for such plan.
- 15.2 The District shall provide a Group Dental Program equivalent to the Association of California Water Agencies California Dental Service (the Delta Dental Plan) Group 399, and will contribute one hundred percent (100%) method of payment for employee only for such plan.
- 15.3 The District shall provide a Group Vision Plan equivalent to the Association of California Water Agencies Vision Service Plan B (VSP), and will contribute one hundred percent (100%) method of payment for employee only for such plan. The Group Vision Plan to include one (1) eye examination per year, one (1) pair of lens per year and one (1) set of frames every two (2) years. (Amended September 1, 2003)
- 15.4 Any employee may Opt-Out of coverage for Health Insurance, if they are already significantly covered by a spouse's health insurance program. If an employee Opts Out, they will be paid an "OPT-OUT" payment on each paycheck. This amount is currently set at \$217.50 per pay period.

**ARTICLE 16**

**RETIREMENT**

- 16.1 The District shall retain retirement program now in effect (as of January 1, 2008).

Each regular full-time employee will be additionally compensated with deposits by the District into a tax-deferred 401(k) plan on or about each pay day. The plan is currently administered by the District.

The minimum rate of deposit by the District shall be equal to eight percent (8%) of the employee's base pay at each pay period.

An additional deposit by the District will be made into the 401(k) plan when an employee participates in the 457(b) plan. The District's additional contribution shall equal the employee's deposit up to a maximum of four percent (4%) of the employee's base pay.

In total, the District's maximum contribution to the 401(k) plan shall not exceed twelve percent (12%).

- 16.2 The District's contribution to the plan becomes 100% vested to the employee upon deposit.

**ARTICLE 17**

**NO STRIKE – NO LOCKOUT**

- 17.1 The Union and the District agree that there will be no strikes or lockouts during the term of this Agreement.

**ARTICLE 18**

**HOURS AND SCHEDULING**

- 18.1 During the non-water season, the District Manager shall establish as near as is possible, a forty-hour (40) five (5) day workweek (Monday through Friday).

During the water season, employees will be scheduled to work overtime on Saturdays during the week on a rotating schedule. However, if an employee is sick and/or on vacation during that work week, vacation and/or sick time hours will be used (as appropriate) to reach forty (40) hours of pay for that work week. Under no circumstance will an employee will receive premium pay or additional compensation for working Saturday when hours worked is less than forty (40) in the work week or less than eight (8) hours in a work day.

The General Manager at his discretion may require a District wide shut down. This will likely occur each year at or around the end of December. Such time will be taken off with accrued vacation time or without pay depending on an individual's vacation time accrual balance.

- 18.2 Accordingly, regular employees will receive full time employment for each workweek employed, provided they report for duty and are capable of performing their work. This is not to be interpreted that the District does not retain the right to layoff or release employees on account of lack of work or other valid reasons.
- 18.3 Employees shall report for work at the regularly established District headquarters and should return thereto at the conclusion of the day's work, and the time spent in traveling between such headquarters and the job-site shall be considered as time worked. The regular work hours shall be 7:00 a.m. to 3:30 p.m. with one-half (1/2) hour off for lunch.
- 18.4 Stand-By: District may assign employees to standby awaiting emergency during the irrigation season. Such assignment shall be on a full week basis, and shall be rotated equally among employees. For consideration of this standby assignment, the employee will receive \$50 per day and such remuneration will count towards the earnings of any call-out during that stand-by period.
- 18.5 If a stand-by call is received, the employee will receive in addition to the foregoing, at least one (1) hour of pay or actual time worked, whichever is greater.

## **ARTICLE 19**

### **NOTIFICATIONS OF EMPLOYMENT AND CONTRACTING OUT/CERTIFICATIONS**

- 19.1 Notifications of Employment: Notices of demotions, dismissals, disciplinary reductions in pay, and suspensions will be in writing and served personally on the employee. Notices will be sent by certified mail to the last known address, when the employee cannot be personally served.
- 19.2 Contracting Out: The District will notify the Union of any proposed contracting out of currently performed services currently when such contracting out would displace or financially impact an incumbent bargaining unit employee. The District will allow the Union the opportunity to discuss alternatives to the proposed contracting out before submission of recommendations to the District Board.
- 19.3 New Qualification/Certification Meet and Confer: The District and Union shall meet and confer regarding any new qualification or certification required for a position or class of positions by law, regulation or District determined operational need, including the need for any compensation adjustment as a result of the additional qualification or certification.

## **ARTICLE 20**

**CLASSIFICATIONS AND WAGES**

19.1 A list of the job classifications and applicable wage rates for employees covered by this Agreement are set forth in the Appendix A, attached hereto and made a part hereof of the Memorandum.

Employees shall receive an increase of 3.5% on January 1, 2020, 4% for January 1, 2021 and 4% for January 1, 2022 as reflected in Appendix A.

It is understood that MOU negotiations for January 2023 will begin in June of 2022.

**ARTICLE 21**

**TERMS OF AGREEMENT**

21.1 The terms of this MOU are to remain in full force and effect through December 31, 2022. As ratified by the Board of Directors this MOU shall be in full force and effect as of January 1<sup>st</sup> 2020.

21.2 If either party desires to amend the MOU, it shall give notice thereof to the other party at any time during the effective period of the MOU. In such an event, the two parties shall meet as soon as practicable on any proposed amendment after such notice is given.

21.3 Notwithstanding the Terms of this Agreement, upon written notification by the District, the Union agrees to meet and confer, in good faith, over proposed changes to the Employee Handbook.

**LINDMORE IRRIGATION DISTRICT**

**LOCAL UNION 1245, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO**

By [Signature]  
John A. Arnold  
President – Board of Directors

Date 12/10/19

By [Signature]  
Tom Dalzell  
Business Manager

Date 12-27-19

By [Signature]  
Jaime Tinoco  
Business Representative

Date 12/17/19

By [Signature]  
Gary Vall  
Shop Steward

Date 12-13-19

**APPROVED**  
INTERNATIONAL OFFICE - I.B.E.W.  
  
**April 21, 2020**  
  
Lonnie R. Stephenson, Int'l President  
This approval does not make the International a party to this agreement

Initial [Signature]

## APPENDIX A

Wage rates for the separate classifications shall be as follows:

Effective January 1, 2020, through December 31, 2022

<u>CLASSIFICATION</u>	<u>GRADE</u>
Lead	Lead
O&MW3 (Leak Foreman)	12
O&MW2 (Lead Watertender)	11
O&MW1 (Watertender)	10

Entrance Level – (With no Experience)  
10% lower than first range in Grade 10

### MASTERGRADE AND RANGE SCHEDULE (Effective December 31, 2019)

GRADE	1	2	3	4	5	6
10	16.639	17.552	18.261	19.155	20.097	21.078
11	17.552	18.261	19.155	20.097	21.078	22.098
12	18.261	19.155	20.097	21.078	22.098	23.151

### MASTERGRADE AND RANGE SCHEDULE (Effective January 1, 2020)

GRADE	1	2	3	4	5	6
10	17.221	18.083	18.987	19.936	20.933	21.979
11	18.083	18.987	19.936	20.933	21.979	23.078
12	18.987	19.936	20.933	21.979	23.078	24.232
Lead	28.000	29.400	30.870	32.414	34.034	35.736

### MASTERGRADE AND RANGE SCHEDULE (Effective January 1, 2021)

GRADE	1	2	3	4	5	6
10	17.910	18.806	19.746	20.733	21.770	22.859
11	18.806	19.746	20.733	21.770	22.859	24.002
12	19.746	20.733	21.770	22.859	24.002	25.202
Lead	29.120	30.576	32.105	33.710	35.396	37.165

### MASTERGRADE AND RANGE SCHEDULE (Effective January 1, 2022)

GRADE	1	2	3	4	5	6
10	18.627	19.558	20.536	21.563	22.641	23.773
11	19.558	20.536	21.563	22.641	23.773	24.962
12	20.536	21.563	22.641	23.773	24.962	26.210
Lead	30.285	31.799	33.389	35.058	36.811	38.652

\*Note: Hours worked in excess of forty (40) hours in a calendar work week will be paid at one and one-half (1 ½) times the current authorized hourly rates. Hours worked in excess of 8 hours in a work day will be paid at one and one-half (1 ½) times the current authorized hourly rates.

