

SIDE LETTER OF AGREEMENT NO. 1
TO THE MEMORANDUM OF UNDERSTANDING
BETWEEN
WESTERN MUNICIPAL WATER DISTRICT
AND
WESTERN MUNICIPAL WATER DISTRICT
EMPLOYEE ASSOCIATION

Subject to the Western Municipal Water District Board's approval, the Western Municipal Water District ("District") and the Western Municipal Water District Employee Association have agreed to the following changes to the 2021-2026 Memorandum of Understanding ("MOU") between the parties:

1. Article XXXIX, Incentive Pay for CDL Class A with Tanker and Hazmat Endorsement, is hereby added to read as follows:

Up to a total of four (4) Operations Technicians or Senior Operators may apply for incentive pay for having and maintaining a Class A commercial drivers' license with tanker and hazmat endorsement. This special assignment will be determined by the General Manager, or Designee. The first time an employee is assigned to this special assignment, they will receive a one-time incentive of One Thousand Five Hundred Dollars (\$1500.00).

All employees who receive this special assignment must agree to be on-call to deliver fuel as needed to District vehicles and projects. In addition to the one-time incentive, employees who receive this special assignment shall receive up to an additional One Thousand Dollars (\$1000.00) per year to be paid out annually on a bi-weekly basis.

Applications for this special assignment should be submitted to Human Resources in a format determined by Human Resources. To be eligible to apply for the incentive, employees must have completed all required testing and screening and have their Class A commercial drivers' license with tanker and hazmat endorsement.

Continuing in this assignment is at the will and pleasure of the General Manager, or Designee. Failure to maintain the Class A commercial drivers' license and tanker and hazmat endorsement will result in immediate removal from the assignment.

2. Except as herein modified, the MOU shall remain in full force and effect for the remainder of its term:

WESTERN MUNICIPAL WATER DISTRICT

By: 
Mike Gardner
President

Date: 6/19/23

WESTERN MUNICIPAL WATER DISTRICT
EMPLOYEE ASSOCIATION

By: *Teri Patton*
Teri Patton
Board President

Date: Jun 28, 2023

0457_001

Final Audit Report

2023-06-29

Created:	2023-06-19
By:	Bianca King (bking@wmwd.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAAL-8a7br6PDJmFWHp5YZIREj2f7I309Zk

"0457_001" History

-  Document created by Bianca King (bking@wmwd.com)
2023-06-19 - 10:44:23 PM GMT
-  Document emailed to Teri Patton (tpatton@wmwd.com) for signature
2023-06-19 - 10:44:41 PM GMT
-  Email viewed by Teri Patton (tpatton@wmwd.com)
2023-06-21 - 9:48:32 PM GMT
-  New document URL requested by Teri Patton (tpatton@wmwd.com)
2023-06-29 - 1:11:53 AM GMT
-  Email viewed by Teri Patton (tpatton@wmwd.com)
2023-06-29 - 1:12:10 AM GMT
-  Document e-signed by Teri Patton (tpatton@wmwd.com)
Signature Date: 2023-06-29 - 1:15:27 AM GMT - Time Source: server
-  Agreement completed.
2023-06-29 - 1:15:27 AM GMT