

SIDE LETTER OF AGREEMENT NO. 1
TO THE CONFIRMATION OF UNDERSTANDING
BETWEEN
WESTERN MUNICIPAL WATER DISTRICT
AND
MANAGEMENT/PROFESSIONAL/CONFIDENTIAL EMPLOYEES

Subject to the Western Municipal Water District Board's approval, the Western Municipal Water District ("District") and the Management/Professional/Confidential Employees ("Management Team") have agreed to the following changes to the 2021-2026 Confirmation of Understanding ("COU") between the parties:

1. ARTICLE XII,

SPECIAL LEAVE, is hereby amended to read as follows:

Special leave with pay is provided to comply with and shall be interpreted consistent with California's sick leave laws. It may be taken and charged against sick leave credits for the diagnosis, care or treatment of an existing health condition of, or preventative care for, an Employee's "Family Member or Designated Person," other than the Employee's own illness. The maximum number of paid sick leave hours allowed for such special leave shall not exceed forty-eight (48) hours, in a calendar year, for Employee's Family Members or Designated Person." Family Member or Designated Person, for purposes of this Article, is defined as:

1. A biological, adopted, or foster child, stepchild, legal ward, or a child to whom the employee stands in loco parentis. This definition of a child is applicable regardless of age or dependency status.
2. A biological, adoptive, or foster parent, stepparent, or legal guardian of an employee or the employee's spouse or registered domestic partner, or a person who stood in loco parentis when the employee was a minor child.
3. A spouse.
4. A registered domestic partner.
5. A grandparent.
6. A grandchild.

WESTERN MUNICIPAL WATER DISTRICT

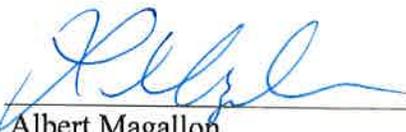
By:  Date: 6/5/23
Mike Gardner
President

MANAGEMENT/PROFESSIONAL/CONFIDENTIAL EMPLOYEES

By:  Date: 1-2-24
Chris Fike

By:  Date: 1/3/24
Ryan Shaw

By:  Date: 1-2-24
Anita Wilcox

By:  Date: 1-3-24
Albert Magallon

By:  Date: 01/04/2024
Michelle Adams

By:  Date: 01/03/2024
Michael Mouser