

5/14/04<sup>1</sup>

MEMORANDUM OF UNDERSTANDING

Between

MERCED IRRIGATION DISTRICT

and

LOCAL UNION 1245

of

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

AFL-CIO

TERM: January 1, 2004 through December 31, 2006

TABLE OF CONTENTS  
MEMORANDUM OF UNDERSTANDING

<u>ARTICLES</u>	<u>Page</u>
Preamble .....	1
I Definitions .....	2
II Union Recognition .....	3
III Hours .....	4
IV Job Classification, Wages & Fringe Benefits.....	6
V Holidays .....	10
VI Vacation.....	11
VII Paid Sick Leave.....	12
VIII Benefits.....	13
IX Leave of Absence.....	14
X Promotion & Transfer .....	15
XI Demotion & Lay Off .....	16
XII Seniority.....	17
XIII Safety.....	18
XIV Inclement Weather Practices.....	19
XV Expenses .....	19
XVI Grievance Procedures.....	20
XVII Parks Department.....	21
XVIII Term .....	22
Wages .....	22

## MEMORANDUM OF UNDERSTANDING

The Merced Irrigation District is a public agency within the meaning of Section 3501(c) of the Government Code of the State of California. After consultation in good faith with representatives of Local Union 1245, International Brotherhood of Electrical Workers, AFL-CIO, an employee organization within the meaning of Section 3501(a) of the Government Code, the Board of Directors of the Merced Irrigation District adopted a procedure whereby it verified that Local 1245, I.B.E.W., did in fact represent employees employed by the District. Further, the District has formally acknowledged the Union as the recognized employee organization with respect to wages, hours and other terms and conditions of employment with respect to all of its employees covered by this Memorandum of Understanding. The Board of Directors of the District has designated the Labor Committee of the District to meet and confer in good faith with its employees and representatives of Local Union No. 1245, International Brotherhood of Electrical Workers, AFL-CIO to exchange freely information, opinions and proposals and to endeavor to reach agreement on matters relating to employment conditions, including, but not limited to, wages, hours and other terms and conditions of employment. The Labor Committee has met and conferred in good faith regarding wages, hours and other terms and conditions of employment with representatives of Local 1245, I.B.E.W., the recognized employee organization.

An agreement has been reached by the Labor Committee and the Union regarding wages, hours and other terms and conditions of employment. The Labor Committee and the Union have jointly prepared this written Memorandum of Understanding, which shall not be binding, and will present it to the Board of Directors of the Merced Irrigation District for determination.

### PREAMBLE: MANAGEMENT RIGHTS

Subject to State Law and the provisions of the Merced Irrigation District Employee/Employer Relations Policy, the rights of the District through its Board of Directors and Management include, but are not limited to:

The exclusive right to determine the mission of its constituent departments; Set standards and level of service; Determine the procedures and standards of selection for employment; Maintain the efficiency of the District operations; Determine the methods of financing; Determine the types of District issued equipment and technology to be used; determine and/or change the facilities, methods, technology, means, and organizational structure; To adopt rules of conduct and penalties for violation thereof; Determine the number of locations, relocations and types of operations, processes and materials to be used in carrying out all District functions, and; Take all necessary actions to carry out its mission in emergencies.

The above management rights clause does not indicate a change in District policy, instead, it clarifies existing rights previously established and reserved by the District. Notwithstanding the above, the management rights may be exercised by the District only to the extent not in conflict with the provisions of this MOU, which provisions are subject to the grievance procedures herein.

ARTICLE I  
DEFINITIONS

- 1.1 "District Officers" are those elected as provided in the Water Code of the State of California and consist of the Board of 5 Directors.
- 1.2 "Appointed Officers" are appointed by the Board of Directors and serve at the pleasure of the Board.
- 1.3 "Department Heads", for the purpose of the MOU, are those employees consisting of the AGM Water Resources, Director of Facilities and Planning, Director of Administrative Services, AGM Energy Resources, Director of Finance, Irrigation Operations Superintendent, Maintenance Superintendent, Equipment and Materials Superintendent, Manager of Engineering Water Resources, Parks Manager, Hydro-Electric Project Manager, Manager of Engineering Electrical Services, Manager of Business Development Electrical Services. "Supervisors" consist of the Assistant Irrigation Operations Superintendent, Pump Supervisor, Weed Control Supervisor, Senior Rangers, and Electric Lineman Foreman.
- 1.4 "Employees" for purposes of this Memorandum of Understanding shall mean all persons employed by the District, other than appointed officers, Department Heads, office clerical employees, supervisors, professional and management employees, and confidential employees as defined in the Public Organizations Act. Employees will be designated as regular, probationary, temporary or part-time, depending upon the purpose for which they were hired and their length of continuous service with the District.
- 1.5 A "Regular Employee" is defined as an employee that works full time in a regularly established bargaining unit classification and has satisfactorily completed a six-month probationary period. A Regular employee is entitled to all District benefits.
- 1.6 A "Probationary Employee" is defined as an employee hired in a classification that has been regularly established. A probationary employee will receive not less than the minimum rate for the job and will be eligible for holiday pay. Upon completion of six (6) months of satisfactory continuous service with the District, a probationary employee will be given the status of regular employee from the date of hire. During the probationary period of six (6) months, the probationary employee may be terminated with cause, and his/her termination will not be subject to the Grievance Procedure.
- 1.7 "Part-Time Employee" is defined as an employee who is hired at an hourly rate of pay approved by the Board of Directors of the District. A part-time employee will not be eligible for holiday pay and shall accrue no benefits. A part-time employee is hired to perform a specific function for a specific period of time, not to exceed one year. A part-time employee will not work more than thirty hours in any workweek. A part-time employee is hired subject to payroll deductions for all mandated items. Hours of work shall be assigned by their immediate supervisor. A part-time employee may be terminated at any time, with or without cause and such termination shall not be subject to the Grievance Procedure.
- 1.8 "Temporary Employee" is defined as an employee who is hired for occasional or seasonal work, for a period not to exceed one hundred eighty (180) days. A temporary employee will receive not less than the minimum rate of pay for the job. A temporary employee will not be eligible for holiday pay and may purchase health benefits at their option. A temporary employee is hired subject to payroll deductions for all mandated items. A temporary employee may be terminated at any time, with or without cause and such termination shall not be subject to the Grievance Procedure. The provisions of this paragraph do not apply to full-time employees serving in a temporary change of classification.
- 1.9 "Pay Periods." Pay Periods are biweekly; payroll checks are issued every other Friday.

ARTICLE II  
UNION RECOGNITION

- 2.1 The District formally acknowledges the Union as the recognized employee organization within the meaning of Section 3501(b) of the Government Code, with respect to wages, hours and other terms and conditions of employment for all of its employees within the following described unit:

All regular employees of the Merced Irrigation District, Merced, California, excluding all office clerical employees, supervisors, professional employees, management and confidential employees as defined in the Public Organizations Act.

- 2.2 Employees of the District shall have the right to form, join and participate in the activities of the employee organization of their own choosing for the purpose of representation of all matters of employer-employee relations, including, but not limited to, wages, hours and other terms and conditions of employment. Employees of the District shall also have the right to refuse to join or participate in the activities of employee organizations and shall have the right to represent themselves individually in their employment relations with the District. Nothing herein shall prohibit any employee from appearing on his/her own behalf in his/her employment relations with the District. No employee shall be interfered with, intimidated, restrained, coerced or discriminated against because of his/her exercise of these rights.
- 2.3 In consideration for the services as their representative, each regular employee covered by this Agreement who is not a member of the Union shall, as a condition of continued employment, pay to the Union each month a sum equal to that paid by employees in the bargaining unit who are Union members, which amount shall be limited to the amount of the Union's regular and monthly dues and its general and uniform assessment. Such payments shall commence thirty (30) days following the date of the execution of this Agreement. Upon written request from the Union, the District shall terminate the employment of any employee who does not comply with the foregoing.
- 2.4 Union representatives 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 the work in progress.
- 2.5 The District recognizes the Union's right to appoint Shop Stewards. The Union agrees to notify the District in writing as to such Shop Stewards' identities and of subsequent appointments, if any. The parties agree that employees appointed as Shop Stewards for and by the Union shall, nevertheless, be required to and shall work full time in their respective classifications and shall not interrupt the work of other employees. A steward may, with the permission of his/her supervisor, leave his/her work during working hours for reasonable periods to investigate pending grievances and to present said grievances to representatives of the District, provided, however, that no steward shall leave his/her job while his/her presence is necessary for the safe conduct and efficiency of the operations in which he/she is engaged.
- 2.6 The District shall permit the Union to use the bulletin boards at the District Office, Franklin Yard, Exchequer Powerhouse and the Parks Department for the purpose of posting notices pertaining to Union business, provided, however, that no matter derogatory to the District shall be posted thereon.
- 2.7 The District recognizes the right of employees to attend Union meetings. However, if a Union meeting is scheduled during the assigned shift of an employee, he/she will need to make arrangements with his/her supervisor for the period he/she will be absent from work.

- 2.8 Joint Assistance. In the application and administration of this agreement, both parties shall have the right to call upon each other for assistance in interpretation or discussion of any problem which affects an employee or group of employees. The District and the Union shall honor such requests promptly in an effort to seek a harmonious solution to such problems that may arise. Further, the District and the Union shall cooperate in promoting harmony and efficiency among District employees.
- 2.9 The District shall deduct from their wages the regular membership dues of employees who are members of the Union and who individually and voluntarily authorize such deductions in writing in accordance with the provision of Section 1157.3 of the Government Code of the State of California. The District will notify the Union when an employee has completed his/her probationary period.
- Dues deductions shall be made from each payroll period of each month, and a check for the total deduction, less a cost for administration, together with a list of employees covered, shall be submitted to the Financial Secretary of Local Union No. 1245, International Brotherhood of Electrical Workers, AFL-CIO, 3063 Citrus Circle, P.O. Box 4790, Walnut Creek, California 94596, on or before the tenth day of the following month.
- The form of check-off authorization shall be approved by both the District and the Union.
- 2.10 All non-IBEW bargaining personnel shall not perform the work normally assigned to employees in the IBEW Local 1245 bargaining unit except during: (1) instruction or training; (2) testing new or modified equipment or processes; (3) checking the quality or quantity of work; (4) emergencies; and (5) incidental assistance.

### ARTICLE III HOURS

- 3.1 All 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 to mean that the District does not retain the right to lay off or release employees on account of lack of work or other valid reasons pursuant to Section 11.1.
- 3.2 Employees shall report for work at their regularly established District headquarters and shall 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.
- 3.3 Except as otherwise provided, the workweek is defined to consist of seven (7) consecutive calendar days and the basic workweek is defined to consist of five (5) workdays of eight (8) hours each and shall begin Monday and run through Friday. The regular hours of work for all employees, working out of Franklin Yard shall be from 7:00a.m. to 3:30p.m. A meal period of thirty (30) minutes will be from 11:30a.m. to 12:00 P.M., provided, however, that the regular lunch period may be advanced or delayed one (1) hour or less when work must necessarily be performed during the regular lunch period. Such a change in the lunch period shall not be deemed to require the payment of overtime. There will be two (2) fifteen (15) minute breaks in the workday, one (1) in the morning and one (1) in the afternoon. Break time will not be accumulated beyond the morning and afternoon break. If a break period is not taken, the employee is not entitled to an earlier quitting time or payment of overtime.
- 3.4 The workweek and the hours of work of park employees and Distribution System Operators (during the irrigation season only) shall be regularly scheduled and may start on any day of the week and any hour of the day. The DSO schedule during the irrigation season is defined to consist of seven consecutive workdays being from mid shift on Thursday to mid shift on the

following Thursday and the basic workweek is defined to consist of three workdays of twelve hours and one workday of six hours with the next consecutive workweek consisting of one workday of six hours and three workdays of twelve hours, the work schedule includes two hours of scheduled overtime each workweek. A meal period of sixty minutes will occur at mid shift. Flexibility of the meal period and break periods are as defined in 3.3 above. The District and Union further agree to discuss the Park Rangers work schedule and how and when it can be changed.

- 3.5 A Department Head may require any employee in his/her department to perform service in excess of five (5) days per week when public necessity or convenience so requires.
- 3.6 The regular hours of work may be changed by mutual agreement between the District and the Shop Steward. Such changes in the regular hours of work shall not be deemed to require the payment of overtime.
- 3.7 Employees within the same classification and work group may exchange workdays and/or hours when the supervisor in charge gives his/her approval thereto, provided that any such exchange takes place within two (2) consecutive pay periods of the employees involved and does not require the payment of overtime compensation.
- 3.8 Overtime is defined as (a) time worked in excess of forty (40) hours in a workweek; (b) time worked in excess of eight (8) hours on a regularly scheduled workday (except Distribution System Operators during the irrigation season); (c) time worked on a non-workday; (d) emergency or other work outside of regular hours of work on a workday; and (e) time worked on a holiday. Overtime shall be computed to the nearest one-half (1/2) hour. No combination of above shall exceed 2 times regular pay.
- 3.9 Any employee called out to work outside his/her normal working hours will be paid a minimum of three (3) hours at the overtime rate of one and one-half (1-1/2) times his/her straight time rate of pay. In no event will an employee be paid for a second minimum call out before the three (3) hours have elapsed from the previous minimum three(3) hour call out.
- 3.10 Overtime shall be compensated for in pay or in equivalent time off at the option of the employee.
- 3.11 Compensatory Time Off Policy: Subject to the following limitations, any regular employee eligible for overtime pay may choose to accept compensatory time off (CTO) in lieu of cash compensation for earned overtime. CTO will be granted at the rate of one and one half (1-1/2) hours of straight time compensation for each hour of overtime earned.
  - (a) The maximum accumulation of CTO at any time shall be limited to 240 straight time hours.
  - (b) An employee shall decide whether earned overtime will be recorded as overtime, CTO or an equivalent combination prior to submission of his/her next time sheet.
  - (c) An employee request to use accumulated CTO shall be granted at the sole discretion of the Department Supervisor with due consideration to both the wishes of the employee and the efficient conduct of District business. Two (2) working days written notice is required. However, if the Supervisor feels the workload is such that shorter notice is acceptable, he/she may grant CTO accordingly.
  - (d) CTO shall not be used in the same pay period in which it is earned.
  - (e) CTO may not be used in lieu of vacation required to be taken in accordance with Section 6.2.

ARTICLE IV  
JOB CLASSIFICATIONS, WAGES AND FRINGE BENEFITS

- 4.1 The list of job classifications and applicable wage rates set forth in Appendix "A" of this Memorandum is a part of this Memorandum, such rates being effective on the dates provided for therein.
- 4.2 The District may establish new, regular classifications. The District will discuss with the Union the job definitions and the wages therefor. Pending said discussions, the District may establish temporary classifications and wages therefor and temporarily adjust the wages and duties of any classification.
- 4.3 When an employee is temporarily assigned to work in a classification higher than his/her regular classification, he/she shall be paid for the time worked in the higher classification at the rate therefor, provided that such time worked is not less than two (2) hours during the day. Such time worked may be accumulated over an eight (8) hour period by intervals of not less than one-half (1/2) hour. For the purpose of wage rate progression in a temporary classification, the time worked by an employee in other than his/her regular classification shall also be accrued in such temporary classification regardless of pay status. 2080 hours of accumulated time worked shall constitute one step increase. An employee who works in the re-rated classification the day prior to and the first working day after a holiday shall be paid at the higher rate for the holiday.
- 4.4 An employee who is regularly or temporarily assigned to a classification having a higher maximum wage rate shall be paid at the highest wage rate of the following:
- (a) The first step of the wage progression of such classification which is higher than his/her present wage rate; or
  - (b) The wage step in the higher classification determined by the time previously accumulated in such higher classification.
- 4.5 When assigned to replace a non-bargaining unit employee who is absent or out of the District, the upgraded employee will be paid at the next higher step in the non-bargaining unit employee's salary range that is at least 5% above his/her current rate of pay, provided that such time worked is not less than two (2) hours during the day.
- 4.6 Every employee shall have a salary and a service anniversary date. They are defined as follows:
- (a) Service anniversary date: the last date an employee is hired or rehired into a permanent position.
  - (b) Salary anniversary date: the first day of the month following the month of his/her appointment to a particular classification, except that if an employee is appointed on the first day of a month, his/her salary anniversary date shall be the first day of that month.
- 4.7 Prior to the employee's salary anniversary date, the employee's individual employment record shall be reviewed by the employee's Department Head through an evaluation process that includes but is not limited to: (1) A review of the contents of the employee's personnel file; and (2) a review of completed evaluation forms, both of which are to be reviewed with the employee. If shown that the employee is progressing in his/her work, and that the employee has exhibited increased knowledge of the District, all as determined by the Department Head, in conjunction with the employee's supervisor, the employee's salary will be increased to the next progressive step. This annual evaluation process is in effect whether or not a step increase is involved.

- 4.8 (a) In the event that the Department Head and supervisor have determined, after completion of the employee evaluation process, that the employee's performance has been unsatisfactory or below job standards, the employee will remain on the same salary step until advancement is earned, at which time a new salary anniversary date will be established. In order to determine such advancement, the Department Head shall conduct an employee evaluation after six (6) months, and a second employee evaluation after one (1) year, following the determination that the employee's performance has been unsatisfactory or below job standards.
- (b) In the event that the Department Head and the supervisor have determined, after completion of the annual evaluation process, that the employee's performance has been considerably above job standards, the employee may be advanced more than one step above his/her current salary, within his/her classification.
- 4.9 Individual personnel records shall be kept on each employee in a personnel file. These personnel files shall contain instances of outstanding performance, alertness, diligence and interest in the work, as well as any acts which may tend to lessen an employee's value to the District; dates and circumstances will be recorded for each notation. The personnel files will also contain employment applications, permanent personnel actions and evaluation reports. Employees will be notified of any document that the District intends to make a part of the employees' official personnel files and which will have an adverse impact on the employees' employment status, including eligibility for promotion and transfer. Personnel records are confidential records and will be divulged only to the employee concerned and authorized personnel. All adverse impact documents will be removed from the individual's personnel records eighteen (18) months after the event causing the creation of such document, provided an incident of a similar nature has not occurred in the interim.
- 4.10 Certain regulations and the procedures for disciplinary action are provided to promote understanding of what is considered unacceptable conduct and to encourage consistent action in the event of violations. The orderly and efficient operation of the District requires that each and every employee maintain proper standards of conduct and satisfactory performance while on duty. Every employee is expected to perform his/her job in a safe and efficient manner, with all due regard to fellow employees. If employees fail to maintain at all times proper standards of conduct, they are subjecting themselves to possible disciplinary action up to, and including discharge.

Following are acts which may be the basis for taking action from withholding annual salary advancement, suspension, reduction in pay, up to and including discharge from employment:

1. Fraud in securing employment.
2. Incompetency.
3. Inexcusable neglect of duty.
4. Insubordination.
5. Theft of District property.
6. Under the influence of alcohol or illegal drugs while on duty.
7. Inexcusable absence without leave.
8. Violation of District rules, regulations or policies.
9. Falsifying District records.
10. Violation of District safety rules or failure to perform work in a safe manner.
11. Any act or series of acts which adversely affects the District's efficiency or reflects discredit upon the organization.

NOTE: Whenever possible the employee must be notified of any alleged violation of the above, verbally or in writing, within 72 hours of the incident. Failure to do so will constitute a breach of time limits.

## PROCEDURES

### 1. Correction and Disciplinary Action

Normally, corrective or disciplinary actions will be administered in the following order. This order is not mandatory, however, and the supervisor or department head can administer any action which is warranted by the circumstances. A Union representative must be present if any of the following procedures are implemented. All disciplinary procedures are subject to the appeals procedure.

- (a) Oral Reminder. The supervisor calls the employee into the office, discusses the offense, reminds the employee of the importance of his/her conduct, and expresses confidence that this will be the last time they will need to discuss it.
- (b) Written Reprimand. The supervisor calls the employee into the office and discusses the offense in a supportive, but serious manner. A Notice of Employee Reprimand is filled out, which includes the following information:
  - (1) A statement of the District policy, rule, or regulation which the employee has violated.
  - (2) A statement of the problem that has led up to this reprimand, if applicable.
  - (3) Reference to any previous reprimands, oral or written, that have been given to the employee in the past 18 months.
  - (4) A statement from the employee.
  - (5) Further action that may be taken, if any.
  - (6) The employee's signature.
- (c) Suspension (Day of Occurrence). A supervisor can suspend an employee without pay for the day of the occurrence in which disciplinary action is required by giving the employee oral notice of:
  - (1) The suspension.
  - (2) The reasons for the suspension.
  - (3) The right to appeal.
- (d) Suspension (10 Working Days or Less). A supervisor can suspend a full-time permanent or probationary employee (with approval of the Department Head) for 10 working days or less without pay by giving the employee written notice. The written notice (sent by registered mail or hand-delivered to the employee signing for it) must include:
  - (1) The length of the suspension.
  - (2) Reason for the suspension.
  - (3) Date the suspension becomes effective.
  - (4) The right to appeal. (This must be done by the employee within 10 working days after the day of the suspension).
- (e) Discharge. An employee who is discharged must be given at least 5 working days notice before a discharge can become effective. A discharge requires the approval of the Department Head and the General Manager. The written notice (sent by registered mail or hand-delivered to the employee signing for it) must include:
  - (1) A separate "Notice of Intended Disciplinary Order and Opportunity to Respond."
  - (2) An "Order for Disciplinary Action."
  - (3) Reasons and cause for the decision to discharge.
  - (4) The employee's right to appeal.

- 4.11 New employees shall be hired at the hiring rate in effect for the particular classification to which appointment is made.
- 4.12 Whenever an employee is promoted, receives a salary range change, or is reclassified on his/her anniversary date, he/she shall receive at least the salary for the step next higher than the amount he/she would have received on his/her anniversary date in the former position.
- 4.13. Any employee who is promoted to a position in a classification with a higher salary range than the classification or position which he/she formerly occupied shall receive the salary in the higher salary range as provided for in Section 4.4 of this Memorandum, as of the date upon which the promotion becomes effective. For purposes of further annual increases within the salary range, the employee shall receive a new salary anniversary date.
- 4.14 All persons employed by the District are hired subject to salary deductions covering Federal income tax, State income tax, Social Security, State Disability Insurance (S.D.I.), medical and hospital insurance premiums for dependents, retirement deductions, and Union dues provided that the employee has authorized the District to deduct his/her Union dues in accordance with the provisions of Section 2.9 of this Memorandum.
- 4.15 Reassignment: If an employee's driving privileges are revoked by the State of California or if the employee is a negligent driver as defined by the State of California, such employee's driving privileges for the District shall be revoked until such status is lifted. If the employee, who is a negligent driver as described above or who has revoked driving privileges, is in a classification that requires driving, the employee will be reclassified to a Utilityperson I position at the rate of pay equivalent to the employee's length of employment with the District. The employee will remain in this Utilityperson I classification until his/her driver's license is restored, and he/she is no longer a negligent driver as defined by the State of California, at which time he/she will be eligible to bid on any open position that he/she is qualified for. During the period of time the employee is demoted hereunder, the employee will be eligible to bid on any position that does not require driving within the District.
- 4.16 The District will pay a shift differential of 5% for permanent employees who begin a regularly scheduled shift after 10:00am or before 6:00am. This provision does not apply to Distribution System Operators.

ARTICLE V  
HOLIDAYS

- 5.1 Holidays are established as the following:

New Year's Day  
 Martin Luther King Jr. Day  
 Washington's Birthday  
 Memorial Day  
 Independence Day  
 Labor Day  
 Veterans' Day  
 Thanksgiving Day  
 Day after Thanksgiving (Birthday)  
 Last working day before Christmas  
 Christmas Day

- 5.2 When any of the above holidays fall on a Saturday or a Sunday, the Friday before or the Monday following will be observed as the holiday, however, the District will conform with other local public agencies in observance of these holidays.
- 5.3 Notwithstanding the foregoing, employees may be scheduled to work on holidays which fall on their workdays. All employees who are required to work on holidays will be paid at the overtime rate and employees may elect the O.T. rate or CT.

#### ARTICLE VI VACATIONS

- 6.1 Vacation leave shall consist of ten (10) workdays after the completion of one (1) year of continuous employment; fifteen (15) working days after five (5) years of continuous employment; twenty (20) working days after fifteen (15) years of continuous employment; and twenty five (25) working days after twenty five (25) years of continuous employment. Absence because of injury or sickness which is covered by accumulated sick leave shall not be a bar to the granting of annual vacation as herein provided. The granting of any leave of absence without pay exceeding fifteen (15) calendar days shall cause the employee's eligibility date for the annual vacation to be postponed a number of days equal to the number of calendar days the employee is on leave without pay, less the first fifteen (15) calendar days of such leave.
- 6.2 All earned vacation shall be taken during the year immediately following the year in which it is earned, except that an employee may accumulate up to two (2) times their entitlement, there are no provisions to increase this accumulation. Vacation accruals shall cease, after sixty days notification, for any employee when the time accumulated reaches the maximum allowed. Accrual will be reinstated when accrued time falls below the maximum. There is no provision for retroactive reinstatement of any time lost under these circumstances. During the sixty day period the employee may submit, in writing, to the General Manager for special consideration, a reason to increase the maximum for special circumstances. During the first week of December of each calendar year any employee may make application to cash in up to one-half of his/her vacation entitlement for that year, this is only available in December of each year. Vacation time may be used for days of illness, attendance at funerals or other emergencies. Employees will be allowed to use accumulated vacation pay to supplement Worker's Compensation.
- 6.3 Vacation schedules will be submitted to each Department Head. Vacations shall be arranged in such a manner as not to interfere with District operations at any time during the year. First choice for vacation time will be governed by seniority of the employees in case of over-demand for any particular period. Park Rangers may be restricted to one week if requesting vacation during the recreation season, defined as Memorial Day weekend to Labor Day weekend.
- 6.4 An employee about to resign, retire or be laid off shall be entitled to vacation time. The number of days shall be computed by multiplying the number of months worked since the anniversary of employee's employment by 10, 15, 20 or 25 (depending upon total time of continuous employment), and dividing by 12, the result being rounded off to the nearest full day.

ARTICLE VII  
PAID SICK LEAVE

- 7.1 Full accumulation of sick leave is provided for employees at the rate of one (1) day per month at the commencement of continuous employment. Sick leave may not be used during the first six (6) months of employment, except in conjunction with the waiting period due to industrial injury, but the accumulation thereof may be used after six (6) months. Sick leave shall start with the first full day or fraction thereof of absence due to illness or off-the-job injury, and will be at the rate of 100% of full pay. Sick leave may be used during the waiting period in conjunction with an industrial injury, (if the time off due to industrial injury is of such length that the Workers' Compensation insurance carrier picks up the waiting period, such compensation shall be returned to the District.) Accumulated vacation time or compensatory overtime pay may be used as sick leave at the employee's request.
- 7.2 If a holiday falls when an employee is on sick leave, he/she will be paid for holiday and not charged for sick leave.
- 7.3 If an employee reports illness, he/she must notify the District prior to the start of each workday during the duration of the illness, unless in the case of longer term illnesses, the employee receives a waiver of the requirement. Where an absence will be the result of a non-emergency doctor or dental appointment, the employee must give the District as much notice as possible of the intended absence. In cases where in the District's opinion an employee is abusing sick leave, the District may require a physician's verification of illness. If the District does require a physician's verification of illness, it will notify a representative of the Union, stating the reason for such requirement.
- 7.4 Sick leave credit may be applied to make up the difference between payments from the Workers' Compensation insurance carrier and full salary when employees are off work due to industrial injuries.
- 7.5 Employees hired prior to July 1, 1995 who retire from the District at normal retirement age (currently 60 years of age), will be compensated in cash for the first twenty-two (22) days of unused sick leave. The balance of unused accumulated sick leave will be credited as additional service credit towards the employee's years of service in the pension plan, up to a maximum of one (1) year. If the employee still has unused accumulated leave after the above formula, the District will compensate the employee for the balance of the unused accumulated sick leave in cash for up to but not to exceed an additional twenty-two (22) days.
- 7.6 Sick leave credit may be applied to make up the difference between payments from the State Disability Insurance Program and eighty-five percent (85%) of full salary when employees are off work due to disabilities covered by the State Disability Insurance Program.
- 7.7 An employee may use up to six (6) days earned Sick Leave (one-half of annual entitlement) per year to attend to an illness of the employee's child, parent or spouse. As used in this section, "child" means biological, foster or adopted child, a stepchild, a legal ward, or a child of an employee standing in loco parents. "Parent" means a biological, foster, or adoptive parent, a stepparent, or a legal guardian. "Spouse" means legally married husband or wife but does not include domestic partners. Sick leave utilized under this section is subject to all policies that apply to sick leave, including possible medical documentation.
- 7.8 Permanent full time employees who are hired after July 1, 1995 will be allowed to accrue a maximum of 200 days of sick leave during their service with the District. Accruals beyond 200 days will be redeemed at the rate of 25% of value on an annual basis. At retirement the employee will be compensated in cash for up to 30 days, at full value, provided the employee has the accumulated time.

ARTICLE VIII  
BENEFITS

- 8.2 After the completion of six months continuous service, the district will help provide medical, hospital, dental and optical insurance (VSP Plan "B", \$10.00 deductible) for all eligible employees and their dependents, if they so elect.
- (a) Dental Insurance: Effective February 1, 2000, change to Delta Dental Premier Plan D – 70%/100% diagnostic and preventative, 70%/100% basic, 60/40 crowns, jackets and casts, 60/40 prosthodontics, \$25.00 lifetime deductible, orthodontic (12 month waiting period) 50%, \$1500 lifetime, 56 participating dentists in our area.
  - (b) Medical/Prescriptions: Medical, ACWA Blue Cross Prudent Buyer Classic. ACWA Blue Cross Prudent Buyer Classic Prescription Drug Plan.
  - (c) After the completion of six months continuous service, the District will provide term life insurance in an amount equal to the employee's gross annual salary, with double indemnity for accidental death.
  - (b) The California State Disability Insurance Program shall continue with the full cost paid by the employees through payroll deductions.
- 8.3 After each officer or employee is hired and before beginning actual work, he/she must furnish the payroll department with his/her Social Security number and fill out certain forms in connection with income tax deductions. An employment record card must also be completed. In addition, proof of being legally eligible for employment in the United States of America must be provided as a prerequisite for hire by the District.
- 8.4 District employees who wish to retire at age sixty (60) or older will continue to be carried at the District's expense on the District health plan until such employees are eligible for Medicare. Such employees may continue dependent coverage on the same basis as if the employees were still working for the District until such time as such employees are eligible for Medicare. For any permanent employee who, for medical reasons, takes a non-industrial disability retirement from PERS, the District will continue medical coverage for the employee only. Coverage will cease when the employee becomes eligible for Medicare either because of a social security disability retirement or attains the normal qualifying age for Medicare. This provision is limited to employees who have attained age 50. Permanent employees who wish to retire from the District at age 55 or older but prior to attaining age 60 may continue the District's medical coverage at their own expense and continue that coverage until eligible for Medicare.
- 8.5 Longevity Incentive. The District will provide a Longevity Incentive program as follows:
- 6th through 10th year: \$ 25.00 monthly
  - 11th through 15th year: \$ 50.00 monthly
  - 16th through 20th year: \$ 75.00 monthly
  - 21st year and thereafter: \$100.00 monthly
- 8.6 All eligible employees shall be covered under the Public Employees' Retirement System in the miscellaneous category, with a 2% at 60 supplemental formula, along with the following optional inclusions:
- 1. No reduction for full Social Security.
  - 2. Limit prior service to members employed on contract date.
  - 3. Credit for unused sick leave. (See Sec. 7.5 & 7.8)

4. Industrial disability for miscellaneous members.
5. Post retirement survivor allowance.
6. Improved non-industrial disability allowance.
7. Local system service credit included in basic death benefit.

8.7 The District will reimburse an employee for actual cost of tuition, books, and related expenses upon successful completion of any approved educational courses, consistent with established District policy.

#### ARTICLE IX LEAVE OF ABSENCE

9.1 Leaves of absence with pay for employees may be granted by Department Heads in the following cases:

- (a) Upon the death of an employee's spouse, child, step-child, foster child, parent, grandparent, grandchild, spouse's grandparent, parent-in-law, brother-in-law, sister-in-law, brother or sister, The employee will be allowed a period of three(3)consecutive working days off for funerals within three hundred miles of the District headquarters and five (5) consecutive working days off for funerals that are over three hundred miles from the District headquarters. Unused vacation, CT, and/or personal time off without pay may be granted to extend the employee's funeral leave. Time off to attend funerals of others not mentioned above shall not exceed one day.
- (b) For jury duty, providing payment (excluding personal car mileage) to the individual for said duty is turned over to the District.

9.2 Leaves of absence without pay may be granted by the Board of Directors for the following reasons:

- (a) Illness or disability.
- (b) To take a study course or gain experience which will increase the employee's usefulness upon return to his/her position.
- (c) For personal reasons acceptable to the Board of Directors.
- (d) Union business

9.3 A leave of absence without pay may be for a period not to exceed one (1) year. The Board of Directors may extend an authorized leave of absence without pay for longer than one (1) year.

9.4 The granting of any leave of absence without pay exceeding fifteen (15) calendar days shall cause the employee's salary anniversary date to be postponed a number of months equal to the nearest number of months for which the leave is granted, based on the number of calendar days in such leave, in which event a new salary anniversary date will be established. Service anniversary dates will be changed by adding the number of days absent to the previous service anniversary date.

9.5 A person returning from a leave of absence without pay or one who was separated from his/her position in good standing may, upon recommendation of the appropriate Department Head and the approval of the General Manager, be re-employed at the same step of the salary range for the classification as the step which he/she occupied at the effective date of his/her leave or

resignation. Persons returning under any other circumstances will be considered as new employees.

## ARTICLE X PROMOTION AND TRANSFER

- 10.1 All vacancies or new job opportunities resulting from new or additional jobs, voluntary resignations, terminations, death, retirement, bidding out from the classification, or a permanent increase in the work force, upon determination by the District that such vacancy need be filled, shall be filled in accordance with the following procedure:
- (a) Notice of each such job vacancy or new job opportunity shall be posted on employee bulletin boards for a period of ten (10) working days. The notice shall be communicated to all work groups and shall set forth the job classification and location and the estimated report date and any required qualifications and testing.
  - (b) All regular employees shall be eligible to bid on all such vacancies or new job opportunities.
  - (c) Only bids received during the posting periods set forth above shall be considered by the District.
  - (d) The bidder having the highest seniority and who is qualified to perform the job, as determined by the District, shall be awarded such job vacancy posted for bid pursuant to the provisions of this Section. Notice of such award shall be posted within ten (10) working days following the close of the posting period.
    - 1. Any bidder who is determined not to be qualified by the District for any job vacancy shall be notified by the District in writing within 10 days of the awarding of the position as to why they were not qualified.
    - 2. The job vacated by the successful bidder shall not be filled on a permanent basis for 120 days.
  - (e) A bidder who is awarded and placed in a job in the classification and then who, within 120 days, withdraws or is unable to perform the job as determined by the District's evaluation system, shall be returned to the position from which he/she bid.
    - 1. Employees shall be evaluated during the 120 day period by a committee made up of the immediate supervisor or Department head and a member selected by the IBEW. Evaluations shall be conducted as follows:
      - A. Every two weeks, for the first two months and at least twice more during the final two months.
      - B. Evaluations shall be reviewed by the Committee with the employee, at each evaluation period.
      - C. The committee shall establish goals in areas where improvement is needed and advise employee of such goals.
      - D. The recommendation of the committee concerning permanency or rejection shall be made to the Director of Administrative Services of the District, who will make the final determination.

- (f) In the event there are no bidders or no successful bidders, the District may fill the vacancy by assignment of a new employee hired to fill the vacancy or by filling the vacancy with a non-bargaining unit employee found, by the District, to be the most qualified applicant.
- 10.2 Except in emergencies affecting life or property, the District may fill temporary vacancies of ninety (90) days or less from the list of qualified employees established under Section 4.3 hereinabove. The ninety (90) day period may be extended by agreement between the District and the Union. Nothing in this Section 10.2 shall apply to or limit the provisions of Sections 1.7 or 1.8 hereinabove.
- 10.3 Tests which are developed to ascertain qualification for promotion and/or transfer shall be submitted to the Local 1245, IBEW Unit Chairman, the Chief Shop Steward and the Business Representative for review and comments prior to implementation. Such tests shall be uniformly and consistently administered to all applicants and shall not be changed arbitrarily from one vacancy to another. The District and Union further agree to meet and review all current tests for their relevance to the jobs they apply to and for fairness, consistency, and to update them accordingly.

#### ARTICLE XI DEMOTION AND LAYOFF

- 11.1 When deemed necessary by the Board of Directors, a reduction in the District's work force may be initiated due to 1) lack of work, or 2) lack of funds, or 3) program or organizational reorganization resulting in a surplus of employees.
- 11.2 Insofar as possible a reduction in force shall be accomplished by attrition. However, when it is determined by the Board of Directors that attrition will not provide sufficient relief for the condition warranting a reduction in the number of District employees, the Board will determine specific classifications effected by the lay-off.
- 11.3 Regular full time District employees will be laid off according to the specifics set forth below. Overall District seniority shall be the determining factor in conjunction with the following requirements:
  - (a) Temporary and part time employees shall be laid off first. In the case of the temporary class of Night Patrolperson, layoff will occur only if a sufficient number of regular full time District employees who would otherwise be displaced are willing to accept the positions as set forth by the requirements of the class. In the case of part-time temporary employees at the Parks Department, the same conditions apply as outlined for Night Patrolperson.
  - (b) Bumping Rights: Affected employees may bump down and displace employees with less seniority in the same classification, or in an equal or lower classification provided they have previously held the classification and possess the \*physical abilities to execute the physical requirements of the class. In the case of DSO's, for the purpose of the layoff procedures, the assumption will be made that DSO's by virtue of winter work programs, meet the criteria for having held the classification of Utility Person I. Employees who held a classification and then were demoted or otherwise removed from that class for disciplinary reasons will not be eligible to bump back into a the class they were removed from. Employees wishing to bump into the DSO ranks must also pass the written examination established for entry to the class. Employees who are successful in bumping into the DSO ranks will be subject to a 60 day performance evaluation by their

SDSO and the Irrigation Department Superintendent. Should this performance evaluation be "below standards", that employee shall be laid off and a previously displaced DSO shall be recalled to fill the vacancy.

\*Determination, at the discretion of the District, may include a complete physical examination by a physician selected by the District at no cost to the employee.

- 11.4 Permanent District employees laid off under the above provisions shall, within one year of layoff, have preferential rehire rights by District seniority to a job within the District before new employees are hired to fill the vacancy. It is the responsibility of the laid-off employee to keep the District informed of his/her current address and telephone number. Failure of the employee to report to work within 6 working days after notification of recall will preclude the employee from re-employment and cause the forfeiture of preferential rehire rights.
- 11.5 An employee who is demoted to a position in a classification with a lower salary range than the classification which he/she formerly occupied shall receive the nearest lower monthly salary in the new salary range as of the date upon which the demotion became effective.
- 11.6 For the purpose of further annual increases within the salary range, the employee shall receive a new anniversary date.
- 11.7 In the event of transfer from one position to another in the same salary range, the employee shall be compensated at the same salary rate he/she previously received; his/her salary anniversary date shall not be changed.

## ARTICLE XII SENIORITY

- 12.1 Defined. A regular employee's seniority is defined as his/her most recent period of unbroken, continuous service with the District. A regular employee shall not attain seniority until he/she has completed the probationary period as described in Section 1.6, at which time his/her seniority shall relate back to the date of his/her last employment. In the event two or more employees have the same seniority date and a need exists for a seniority determination, length of any prior services with the District will determine seniority. Should length of prior service still result in identical dates, the following shall apply: If two individuals are involved, a coin toss, administered by the senior shop steward, with the two individuals present, shall determine. Should more than two individuals be involved, the Union Business Representative and the Senior Shop Steward shall make the decision.
- 12.2 Continuous Employment. "Continuous Employment" as used herein shall be construed to include time actually worked, vacation time, time on paid sick leave, absence due to industrial injury, compensatory time, the first fifteen (15) days of authorized leave of absence without pay and military leave of absence. Continuous employment will be deemed to be broken by termination of employment by reason of: (1) resignation; (2) discharge for cause; (3) layoff for more than twelve (12) consecutive months; (4) failure to return immediately on the expiration of a leave of absence; or (5) unauthorized absence without pay for more than three (3) consecutive workdays. Continuous employment will be suspended and will not accrue when an employee is on authorized leave of absence or layoff without pay for more than fifteen (15) calendar days.

## ARTICLE XIII SAFETY

- 13.1 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.
- 13.2 Regular "tailgate" meetings will be held on all jobs to plan the job and emphasize safety on the job.
- 13.3 Regular safety meetings will be held periodically 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.
- 13.4 A Safety Inspection Committee, composed of two (2) non-supervisory employees selected from different work groups, shall make not less than two (2) inspections annually of the District's, properties and activities; one such inspection to be made between January 1 and June 30 of each year and another such inspection to be made during the month of September prior to "Fire Week". The purpose of such inspections shall be to ascertain unsafe working conditions and to recommend measures to be taken for correction thereof. Said committee shall also investigate all serious accidents. The District will provide employees with the necessary protective clothing required in the performance of their duties.
- 13.5 The District shall report to the Union any industrial injury which 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 Workers' Compensation claims administrator.
- 13.6 On-the-job accidents are covered by the District's Workers' Compensation Self Insured Program. It shall be the duty of all officers and employees to make an immediate report of accidental injury, while working, to their supervisor or the Director of Administrative Services. Any recurrence of an old injury requiring medical treatment or hospitalization also must be reported immediately; failure to do so will result in delay of compensation or more serious difficulties.

ARTICLE XIV  
INCLEMENT WEATHER PRACTICE

- 14.1 Employees who are unable to work in the field because of inclement weather or other similar causes will receive pay for the full day, provided they have reported for duty. During such day they may be held pending emergency calls, may be given first aid, safety or other instruction, or they may be assigned to perform miscellaneous duties in sheltered locations. 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 supervisor shall take into account such factors as: (a) employees' 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, and (h) distance from job site to operating headquarters.

ARTICLE XV  
EXPENSES

- 15.1 Whenever the District requires an employee to install and/or maintain a telephone in his/her home, the expenses thereof will be borne by the District, except for charges on personal long distance calls by the employee.
- 15.2 Whenever an employee is required to change his/her residence from one location to another for the District's convenience, the District will provide means of moving his/her household goods.
- 15.3 Full-time Parks Department employees shall receive a uniform allowance of \$50.00 per month. A committee will be formed to recommend appropriate uniforms for Rangers. The committee will be composed of three Park Rangers, appointed by the Union, and the Senior Park Ranger.
- 15.4 Electricity Reimbursement. During each calendar year, employees living on the District's recreation area properties shall be eligible for payment by the District of up to 1,500 kilowatt hours of electricity each month. For any usage over that amount, the employees shall be charged on a quarterly basis at the then-current P.G.&E. domestic rate. If the employees use less than 1,500 kilowatt hours per month, the amount of such underage may be used to offset prior or subsequent overages in the same calendar year; provided, however, that any such underage may not be carried forward into a subsequent calendar year or be used to offset overages in a prior calendar year. In order to be eligible for payment of electricity charges hereunder, the employees must sign an agreement with the District wherein they agree to permit the District to deduct from their paychecks the charges for any overages as hereinabove described.
- 15.5 The District will pay for all transportation, expenses, and materials of any employee to complete any training program or business trip required in the course of their employment with the District. This includes seminars, JPIA required driver training, symposiums, and college courses such as the irrigation classes at Cal-Poly San Luis Obispo.
- 15.6 The District shall provide all tools necessary for employees to safely and efficiently perform all assigned tasks, consistent with established District policy.
- 15.7 When an employee's job description requires a driver's license beyond a Class C license, the District will pay the cost of the physical examination required for the license, and provide the time during working hours, without loss of pay, to obtain the license. The District will reimburse the employee for that portion of the driver's license fee, the license renewal fee and any required endorsement fees that are in excess of the Class C license and renewal fees.

ARTICLE XVI  
GRIEVANCE PROCEDURE

- 16.1 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 Memorandum of Understanding and with respect to such matters as alleged discriminatory or arbitrary discharge, demotion or discipline of an individual employee, and with respect to such matters as to whether a dispute is a proper subject for the grievance procedure, shall be determined by the following procedure:

STEP ONE: The initial step in the adjustment of the grievance shall be a discussion between the Shop Steward, the Grievant, and the immediate Supervisor directly involved, who will give a verbal answer within five (5) work days.

STEP TWO: If a grievance is not resolved in the initial step, the second step shall be the presentation of the grievance in writing within thirty (30) calendar days by the Union's Business Representative to the General Manager, who will answer in writing within fifteen (15) work days after receipt.

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 of the District, with an indication as to whether or not an oral presentation will be made by the grievant and/or the Union's Business Representative at the Union Business Representative's option. The Board of Directors will answer the written grievance within thirty (30) calendar days.

- 16.2 Any grievance involving discharge must be raised within five (5) working days of such discharge or such grievance shall be waived. All other grievances must be raised within thirty (30) calendar days of the events giving rise to such grievance or such grievance shall be waived. Each grievance must be processed between each step of the grievance procedure within ten (10) working days after receipt of the answer or the grievance shall be waived. The above-mentioned time limitations may be extended by mutual agreement in writing.

- 16.3 In the case of a disciplinary demotion, a disciplinary suspension of five (5) working days or more or in the case of a disciplinary termination, the Union may request advisory arbitration after Step Two and prior to proceeding to Step Three of the grievance procedure. The request for advisory arbitration must be made within twenty (20) calendar days after the General Manager's answer under Step Two. The advisory arbitration shall be conducted under the following procedures:

(a) The District and the Union shall select an impartial arbitrator within three (3) calendar days of the request for advisory arbitration. In the event the District and the Union are unable to mutually agree upon the impartial arbitrator, the District and the Union shall request a panel of five (5) arbitrators to be named by the California State Conciliation Service. A single arbitrator shall be selected from said panel by alternately striking names with the sole remaining name to be the arbitrator. A toss of a coin shall determine which party shall strike the first name.

(b) Fees and expenses of the arbitrator and reporter cost of the original transcript, if requested, and hearing room shall be shared by the parties.

(c) The decision of the arbitrator shall be advisory only.

(d) Within ten (10) calendar days of receiving the advisory arbitration decision, such decision shall be submitted to the Board of Directors of the District pursuant to Step Three of the grievance procedure unless the Union or its member pursuing the grievance elects to

withdraw the grievance on the basis of the answer under Step Two of the grievance procedure.

- 16.4 To the extent, if any, that any of the employees of the District are permitted by the laws of the State of California to engage in any type of strike activity, under no circumstances will the Union or its agents cause or permit its members to cause, nor will any employee take part in any strike, slowdown, stoppage of work, or other economic action of any type whatsoever against the District during the term of this Agreement. The District will not lock out the employees during the term of this Agreement.

#### ARTICLE XVII PARKS DEPARTMENT

- 17.1 The District shall be free to utilize temporary employees, part-time employees and volunteers, without limitation under Sections 1.7 and 1.8 hereinabove, to perform all of the job functions performed by Park Ranger I employees except for supervisory duties. The wage rate for part-time employees and temporary employees shall be set by the District. Such employees will not be eligible for holiday pay and shall accrue no benefits. Temporary and part-time employees shall be able to purchase medical insurance through the District if they so choose.
- 17.2 Time spent traveling between a Park Ranger's residence (whether on or off of a park facility) and his/her daily work site will not be compensated. Park Rangers who reside in a park facility will provide their own transportation when their scheduled assignment is in another park location.
- 17.3 Park Rangers who are displaced or are laid off shall be permitted to retain their residence at the individual park facility, if that is where they reside at the time of displacement or layoff, for six (6) months from the date of such layoff or displacement. During such period, the employee must pay for his/her own utility and pad charges. If at the end of such period the employee has not returned to the Park Ranger classification, the employee must remove his/her mobile home from the park facility. Park Rangers who obtain other employment or Park Rangers who are otherwise terminated, must remove their mobile home from the park facility within six (6) months of such other employment or termination. During such six (6) month period, such employee shall be responsible for his/her utility and pad charges.
- 17.4 Park Rangers hired after January 1, 2000 must complete POST Levels II and III and be able to be deputized by the Mariposa County Sheriff's Department, and complete one of the following: Obtain and maintain a license for Waste Water or Water Treatment in order to progress to Ranger II.
- 17.5 The District shall provide sufficient radio communication for Park Rangers to provide a safe environment for the Rangers and the public. This shall include the capability to contact emergency response agencies as well as law enforcement agencies.

#### ARTICLE XVIII TERM

18.1 The terms of this Memorandum are to remain in full force and effect until the 31st day of December, 2006. Upon adoption of a resolution approving this Memorandum and the terms thereof by the Board of Directors of the Merced Irrigation District, this Memorandum shall be in full force and effect as of the 1st day of January, 2004, except as otherwise provided herein.

#### WAGES:

District and Union agree to the following: Effective 1/1/04 a general wage increase of 5%, which includes COLA will be put in place for all classifications. In addition a one level classification increase will be provided for the following classifications: Night Patrolman/Utilityman I, Utilityman I, Night Security Patrolman I, Truck Driver Heavy, Facilities Inspector, DSO, SDSO, Utilityman II, Foreman, Lead Mechanic, and Hydrographer/SCADA Technician. A classification of Fabricator/Welder will be created at level 19. A 5% premium will be added to the pay of the Electric Service employees who are qualified to perform rubber glove work. Effective 1/1/05 a cost of living increase to bring to 3% the October to September average of the Consumer Price Index for Wage Earners and Clerical Workers US Cities Average with a 0% minimum and a 4% maximum will be put in place. This 3% will become a 3% contribution to the individual employees retirement account at CALPERS made by the District on behalf of the employee or EPMC (Employer Paid Member Contribution), authorized by Government Code Section 20691. Effective 1/1/06 a wage increase of COLA + 1%, using the agreed on COLA formula, will be granted. The COLA portion of the increase will be taken as a general wage increase and the additional 1% will be added to the reducing the employees contribution to 3%. The District agrees to solicit a PERS actuarial study at the beginning of 2006 and meet and confer with the Union committee to review results. The increase to the EPMC portions will apply to Hydro-Electric Project employees.

Automatic progression to Utilityperson II from Utilityperson I shall be made upon completion of 5 years of service as a Utilityperson I. Night Distribution System Operators/Utilityman I shall automatically progress to Night Distribution System Operator/Utilityman II after five years of service.

Wages for the District bargaining unit employees at the hydroelectric project shall be based on IBEW/PG&E labor agreement.

Appendix "A"

The District and Union agree to discuss a new classification of "Irrigation Control Room Operator".

FOR THE DISTRICT

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Ross Rogers  
General Manager

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Robert Blum  
Director of Administrative Services

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FOR THE UNION

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Perry Zimmerman  
Business Manager

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Mike Grill  
Business Representative

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Richard Leonardo

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Jerry Fletcher

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Jerrid Fletcher

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Israel Haley