

SIDE LETTER
Between
Operating Engineers Local 3
And
Las Gallinas Valley Sanitary District

October 27, 2014

The Las Gallinas Valley Sanitary District (hereinafter District) and Operating Engineers Local 3 (hereinafter Union) have met and conferred in good faith and have agreed to the following:

3.7.8 Multi-Certification – An employee who has one type of certification(s) and obtains additional certification(s) in “related fields” may be eligible for an immediate certification step increase. “Related fields” is a matter of General Manager determination. Any employee wishing to pursue these step increase(s) needs to confer with the General Manager prior to enrolling in educational courses or pursuing other courses of action to obtain additional certification. The District expects the additional certification will promote cross training and be in areas meaningful and useful to both the employee and the District. Additional certification must be of operational and/or financial benefit to the District. If it is deemed at a later date to no longer benefit the District it may be revoked.

The District will grant a one-time step increase, which is equal to five percent (5.0%) of their current base pay (which may include Longevity Pay Section 3.7.10 of the MOU), for DUAL certification. Dual certification should be understood to be certification of one type and one additional certification in a related (but not the same) field. These certifications may be issued by CWEA, State of California, Special Districts Association, Community College/State College System, Water Quality Control Board or any other agency approved by the General Manager.

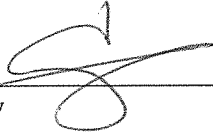
The District will grant a one-time further step increase, which is equal to five percent (5.0%) of their then applicable base pay (including the pay rate with the award of dual certification pay and Longevity pay as described in Section 3.7.10 of the MOU) for TRIPLE certification. Triple certification should be understood to be three certifications in related (but not the same) fields. These certifications may be issued by CWEA, State of California, Special Districts Association, Community College/State College System, Water Quality Control Board or any other agency or training approved by the General Manager.”

During June of even years, the District will post the required qualifications for multi-certification compensation for operators, environmental services and line classifications. Once the required qualifications are posted, by the District, the required qualifications may only be changed by mutual agreement between the District and the Union.

If the foregoing is in accordance with your understanding, please indicate your approval and acceptance in the space provided below.

Approved and Accepted:

For The District

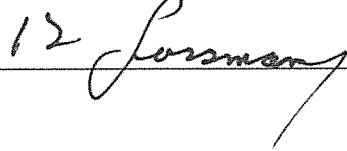


Craig K. Murray
Board President

Date:

11/13/14

For The Union



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Date:

11/19/2014