

SIDE LETTER OF AGREEMENT
BETWEEN
OPERATING ENGINEERS LOCAL 3
AND
LAS GALLINAS VALLEY SANITARY DISTRICT
Longevity Pay

November 17, 2021

Representative for the Las Gallinas Valley Sanitary District and representatives for Operating Engineers Local 3 have met and conferred and mutually agreed to modify the Memorandum of Understanding (MOU) that expires on June 30, 2023 in the following manner.

The District hereby calculates longevity pay cumulatively rather than concurrently for eligible employees after 10th year of employment, retroactively calculated to July 1, 2021.

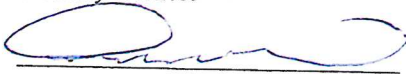
3.7.10 Longevity Pay

Eligible employees will be eligible on the beginning of their 7th year of employment with the District for longevity pay. The longevity pay shall be 5.0% calculated on the employee's base wage rate as shown on the Pay Schedule.

Effective the first pay period that encompasses July 1, 2021, an employee will be eligible upon completion of their 10th year of employment with the District for additional longevity pay. The longevity pay shall be an additional 3.0% calculated on the employee's ~~base~~ cumulative wage rate as shown on the Pay Schedule ~~for a longevity pay total of 8.0%.~~

ACCEPTANCE AND APPROVAL



For Las Gallinas Valley
Sanitary District



Amy Schultzy

Date: 2-16-2022

For Operating Engineers Local 3

 2-16-2022
 2-18-2022
Roll Fung 2-18-2022

Date: 2-18-2022