

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

Regarding

Supervisor Cell Phone Reimbursement

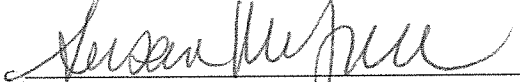
February 25, 2016

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:

- Effective March 2016 Supervisors who choose to use their personal cell phone for District related business in place of a District provided cell phone, are eligible for reimbursement of \$25 per month.
- Eligible Supervisor positions are as follows:
 - Assistant/Associate Engineer
 - Environmental Services Director
 - Operations and Maintenance Supervisor
- Supervisors participating in the Supervisor Cell Phone Reimbursement will be required to abide by the Supervisor Cell Phone Reimbursement Policy.
- The District may terminate the program at the discretion of the General Manager.

Approved and Accepted:

For The District



Date: 2/25/2016

For The Union



Date: 4-1-16