

**SIDE LETTER OF AGREEMENT  
BETWEEN THE WEST VALLEY WATER DISTRICT  
AND THE INTERNATIONAL UNION OF OPERATORS ENGINEERS,  
LOCAL UNION NO. 12**

This Side Letter of Agreement ("Agreement") is entered into between the West Valley Water District ("District") and the International Union of Operators Engineers, Local Union No. 12 ("Union") (collectively, the "Parties").

**WHEREAS**, the Parties have a Memorandum of Understanding ("MOU") with a term of July 1, 2023 through June 30, 2026;

**WHEREAS**, Article VIII of the MOU includes a re-opener related to a one-time salary adjustment as a result of the classification and compensation study;

**WHEREAS**, the Parties seek to memorialize the terms of agreement related to the corresponding negotiations;

**THEREFORE**, having met and conferred in good faith, the Parties agree as follows:

1. There shall be a one-time salary adjustment that is reflected in the salary schedule attached hereto as Exhibit A. Such salary shall be effective July 1, 2024.
2. The MOU shall be amended to reflect that the term of the MOU shall be extended from June 30, 2026 to June 30, 2028.
3. Article VIII, section 1 - Wage Schedule of the MOU shall be amended to read as follows:

Effective the first full pay period following July 1, 2023, current employees as of the date of Board adoption of this AGREEMENT shall receive a cost-of-living adjustment of 7% to the employee's base salary.

Effective the first full pay period following July 1, 2024, current employees as of the same date shall receive a cost-of-living adjustment of 4% to the employee's base salary.

Effective the first full pay period following July 1, 2025, current employees as of the same date shall receive a cost-of-living adjustment of 4% to the employee's base salary.

Effective the first full pay period following July 1, 2026, current employees as of the same date shall receive a cost-of-living adjustment of 4% to the employee's base salary.

Effective the first full pay period following July 1, 2027, current employees as of the same date shall receive a cost-of-living adjustment of 4% to the employee's base salary.

4. With the exception of the new salary schedule attached as Exhibit A, the term of the MOU and Article VIII, section 1 - Wage Schedule as stated above, all other terms of the MOU shall remain as is, and in full force and effect.
5. Lead Water Systems Treatment Operator Classification – The five incumbents in the Lead Water Systems Treatment Operator classification will be reclassified to the Water Treatment Operator (WTO) III classification. The Lead Water Systems Treatment Operator Classification shall be reorganized so that there will be two (not five) positions in the classification. The selection of the two employees to fill the two positions in the Lead Water Systems Treatment Operator Classification will be via a formal competitive selection process that is limited to the five WTO III incumbents. The remaining three employees who are not selected will remain in the Water Treatment Operator (WTO) III classification.
6. There will be added supervisory functions/duties to the Lead classifications related to operations, and specifically the following classifications: Lead Meter Services Operator, Lead Water Distribution Operator, Lead Water Production Operator and Lead Water Treatment Operator.

**For the West Valley Water District:**

  
Greg Young  
President

  
John Thiel  
General Manager

12-19-24

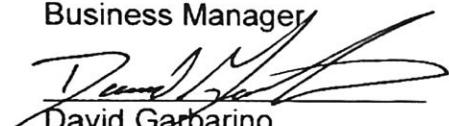
Date

12.19.24

Date

**For the IUOE, Local No. 12:**

  
David Sikorski  
Business Manager

  
David Garbarino  
President

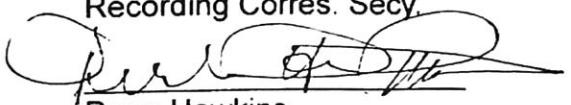
Ken Hunt  
Vice-President

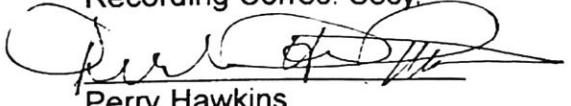
12-18-24

Date

12-18-24

Date

  
Shawn Kinsey  
Recording Corres. Secy.

  
Perry Hawkins  
Financial Secretary

Robert Ninteman  
Treasurer

Date

Date

12/18/2024

Date

Date