



April 15, 2024

Mr. Darren Semore  
Business Representative  
Operating Engineers Local Union No. 3  
1916 North Broadway  
Stockton, CA 95205

Re: Temporary Leadman Pay (Water Operations)

Dear Mr. Semore:

This Side Letter Agreement confirms the agreement regarding Temporary Leadman pay for employees in the Water Operations Department, between Operating Engineers Local No. 3 ("Union") and Oakdale Irrigation District ("OID").

Facts:

1. Due to staffing shortages in the Water Operations Department, OID approached the Union on April 11, 2024, inquiring about applying the same Temporary Leadman increase and structure, as agreed upon for employees in the Construction & Maintenance Department on January 8, 2024.
2. The historical facts of this request were based on OID's interpretation of Section 5.1 Lead Worker Premium of the Union MOU which states as follows:

Employees who are routinely and consistently assigned by the Department Head to lead employees in the absence of a supervisor or lead will receive Lead Worker premium in the amount of five percent (5.0%) of their base hourly rate of pay for those hours worked as a lead.

And Section 5.4 Temporary Upgrade Pay of the Union MOU which states as follows:

Employees assigned by the Department Head to work and perform the full duties of a higher classification (temporary upgrade pay) receive the rate of pay the employee would have received if promoted, not to exceed the top step of the salary schedule.

3. The Union approached OID with information that in prior years, employees had received the top step to top step of the Construction and Maintenance Leadman

pay range. OID completed an analysis and confirmed this pay increase had occurred on more than one prior occasion.

4. OID and the Union met on Thursday, January 4, 2024, to discuss the proposal developed by OID that provides for different phases of Construction and Maintenance Temporary Leadman pay based on prior years' experience as a Temporary Leadman.
5. On January 8, 2024, OID and Union agreed to a side letter agreement for employees in the Construction and Maintenance Department.

Union and OID agree to the following:


1. Retroactive to pay period beginning March 24, 2024, Union members who are assigned to the Temporary Leadman, Distribution System Operator position in the Water Operations Department will receive the following pay increase, based on experience, for the duration of the assignment or assigned shift as applicable:

1 <sup>st</sup> Year Temporary DSO Leadman	Step 3 (Leadman, DSO range)
2 <sup>nd</sup> Year Temporary DSO Leadman	Step 4       “
3 <sup>rd</sup> Year or more Temporary DSO Leadman	Step 5       “
2. This agreement will remain in effect through the term of the current contract, expiring on December 31, 2026.

The parties' signatures below are an acceptance of the terms upon which the agreement will be implemented.

DATED: April 15, 2024

OAKDALE IRRIGATION DISTRICT

By:   
Scot A. Moody, CSDM  
General Manager

DATED: 4-24-2024

OPERATING ENGINEERS LOCAL NO. 3

By:   
Darren Semore  
Business Representative