



February 11, 2025

Ms. Shannon Starr  
Business Representative  
OPERATING ENGINEERS LOCAL UNION NO. 3  
1916 North Broadway  
Stockton, CA 95205

Re: Side Letter Agreement – Water Operations Wage Adjustment and Paid Lunches

Dear Ms. Starr:

This Side Letter Agreement confirms the agreement between Operating Engineers Local No. 3 ("Union") and the Oakdale Irrigation District ("OID") regarding wage adjustments and paid lunches for employees in the Water Operations department.

Facts:

1. OID conducted a local compensation analysis and determined that a wage adjustment was necessary to maintain competitive pay for Distribution System Operator/Construction and Maintenance Worker employees.
2. OID proposes implementing paid lunch periods for the DSO and DSO Leadman position in Water Operations, ensuring operational efficiency while allowing employees to remain on duty.

Agreement:

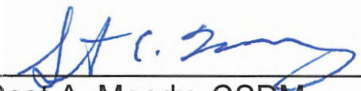
1. Effective at the beginning of the 2025 water season, Distribution System Operator/Construction & Maintenance Workers (DSO) in the Water Operations Department shall receive a temporary three percent (3%) wage increase on their regular rate, which will apply to hours worked as a DSO. Consistent with other temporary wage increases, time paid for hours not worked will be paid at the regular rate. Employee hourly rates will return to the regular rate upon the conclusion of the water season.
2. During the water season, employees in the DSO and DSO Leadman position in Water Operations shall receive a paid thirty (30) minute lunch daily as part of their regular shift, given that they remain available for duty as required by OID's operational needs. The paid lunch period will be integrated into the regular work schedule, ensuring that there is no disruption to work responsibilities or service delivery.

This agreement is based on OID's evaluation of local compensation comparisons and operational considerations and shall remain in effect unless modified by mutual agreement.

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

DATED: February 11, 2025

OAKDALE IRRIGATION DISTRICT

By:   
Scot A. Moody, CSDM  
General Manager

DATED: 2-11-25

OPERATING ENGINEERS LOCAL  
NO. 3

By:   
Shannon Starr  
Business Representative