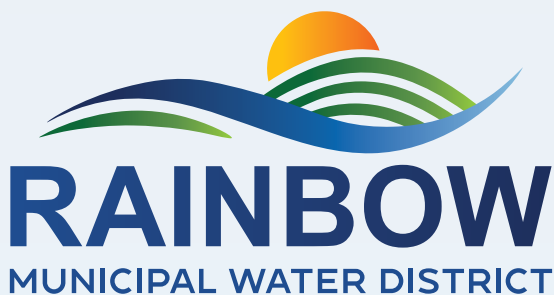


# RASCE

RAINBOW  
ASSOCIATION OF  
SUPERVISORS AND  
CONFIDENTIAL  
EMPLOYEES

MEMORANDUM OF  
UNDERSTANDING



JULY 1  
2026

JUNE 30  
2031

[RAINBOWMWD.CA.GOV](http://RAINBOWMWD.CA.GOV)



## **Responsibility**

We carefully steward public resources, follow through on our commitments, and proactively maintain the infrastructure, systems, and safeguards that ensure reliable service delivery, fiscal stability, and longterm community resilience.

## **Integrity**

We act with strong ethics, transparency, and accountability, communicating openly, honoring our commitments, and making decisions that build public trust while supporting responsible financial management, regulatory compliance, and resilient operations.

## **Professionalism**

We treat others with respect, communicate clearly and consistently, and demonstrate the high-quality service, reliability, and customer focus expected of a public agency committed to safety, operational excellence, and continuous improvement.

## **Innovation**

We embrace new ideas, modern tools, and continuous learning, using data, technology, and creative approaches to improve efficiency, strengthen system resilience, enhance customer experience, and drive smarter decisions across the organization.

## **Teamwork**

We collaborate across departments, with our Board of Directors, customers, and partner agencies to share information, solve problems, advance technology and data driven decisions, and support a culture where everyone contributes to high quality service.

# TABLE OF CONTENTS

<b>Preamble</b>		3
<b>Recitals</b>		3
<b>Article 1</b>	Recognition	3
<b>Article 2</b>	Implementation	4
<b>Article 3</b>	Term	4
<b>Article 4</b>	Renegotiation	4
<b>Article 5</b>	Non-Discrimination	4
<b>Article 6</b>	Compensation	5-14
<b>Article 7</b>	Work Schedules	15-16
<b>Article 8</b>	Employee Benefits	16-24
<b>Article 9</b>	Paid Time Off	25-26
<b>Article 10</b>	Other Leaves	27-30
<b>Article 11</b>	Uniforms	30-31
<b>Article 12</b>	Service Awards	32
<b>Article 13</b>	Bargaining Unit Orientation	32-33
<b>Article 14</b>	Grievance Procedure	33-36
<b>Article 15</b>	Discipline Procedure	37
<b>Article 16</b>	Severance	37
<b>Article 17</b>	Salary Surveys	38
<b>Article 18</b>	Strikes	39
<b>Article 19</b>	Modification Waiver	39
<b>Article 20</b>	Provisions of Law	39
<b>Article 21</b>	District Rights	40
<b>Article 22</b>	Entire Agreement	41

## PREAMBLE

This agreement is made and entered into on May 26, 2026, to be effective July 1, 2026, and between Rainbow Municipal Water District, hereinafter referred to as the District, and the Rainbow Association of Supervisors and Confidential Employees, hereinafter referred to as "Association."

## RECITALS

WHEREAS, the District has voluntarily endorsed the practices and procedures of collective negotiations as a fair and orderly way of conducting its relations with its employees insofar as such practices and procedures are appropriate to the functions and obligations of the District to retain the right to operate the District effectively, responsibly, and efficiently; and

WHEREAS, it is the intent and purpose of the parties to set forth herein their entire agreement covering rates of pay, wages, hours of employment, and other conditions of employment; to increase the efficiency and productivity of employees in the District; and to provide for prompt and fair settlement of grievances without an interruption of or other interference with the operation of the District;

NOW, THEREFORE, in consideration of the mutual covenants and agreements herein contained, the parties do mutually covenant and agree as follows:

Both parties mutually agree that their objective is for the good and welfare of the District and Association members alike. Both parties further agree that, in the interest of collective bargaining and harmonious relations, they will always abide by the terms and conditions as hereafter set forth and agreed upon. The District and Association regard all personnel as public employees who are to be governed by high ideals of honor and integrity in all public and personal conduct to merit the trust and confidence of the public and fellow employees.

## Article 1 Recognition

The District recognizes the Rainbow Association of Supervisors and Confidential Employees as representative of the bargaining unit set forth below, if said Association represents a simple majority of the District's hourly Supervisors and Confidential Employees. The District agrees to meet and confer with said Association on all matters relating to the scope of representation for the employees of said representation unit, as required by the Meyers-Milias-Brown Act and other laws.

The recognized bargaining unit shall consist of all full-time hourly Supervisors and Confidential Employees of the District who are affiliated with the Association. Part-time employees, defined as any employee whose regular work schedule averages fewer than 30 hours per week, are not represented by Rainbow Association of Supervisors and Confidential Employees and are not covered by the provisions in this Memorandum of Understanding.

## Article 2 Implementation

It is agreed that this Memorandum of Understanding shall not be effective until the District Board of Directors:

- Acts, by majority vote, to formally approve and adopt said Memorandum of Understanding;
- Acts to budget the necessary funds required to implement the provisions of the Memorandum of Understanding, which require funding;
- Agrees to work under the provisions of the existing Memorandum of Understanding until a successor agreement is reached; and
- The agreement is executed by the designated District Board of Directors and the Association representative.

## Article 3 Term

The term of this Memorandum shall be in effect for five years commencing on July 1, 2026 and all terms, including grievance procedures, shall expire and otherwise be fully terminated at 12:00 a.m. midnight on June 30, 2031.

## Article 4 Renegotiation

In the event that the Association and the District desire to negotiate the provisions of a successor Memorandum of Understanding, said party shall serve upon the other no later than January 15, 2031, its written request to commence negotiations. Upon receipt of such written notice, meet and confer shall begin no later than February 15, 2031 unless written notice is given by either party and agreed to by the other party prior to February 15, 2031 agreeing to an alternate starting date. The target date for completion of negotiations is June 1, 2031.

A meeting shall be scheduled by December 6, in the year before the contract term expires, between the Association Presidents and Human Resources to review MOU timelines, clarify mutual expectations, and establish a clear framework for the next negotiation cycle. The meeting invitation shall be initiated and distributed by Human Resources.

## Article 5 Nondiscrimination

The District and Association mutually agree that there will be no discrimination against any employee in the application of the terms of this agreement by reason of race, sex, age, physical or mental disability, religion, sexual orientation, gender identity, or any other category protected by applicable federal, state, or local law. The District and Association agree that the District is permitted to take all actions necessary to comply with all applicable federal, state, and local laws and regulations, including but not limited to the Americans with Disabilities Act, and including all new laws and regulations enacted during the term of this agreement, regardless of any provisions of this agreement. The parties recognize and agree fully to protect the rights of all employees covered hereby to join or not join and participate in Association activities.

## Article 6 Compensation

### Section 1 Pay Grades

Pay ranges are established in the Rainbow Municipal Water District Pay Grades. The Board of Directors adopts the resulting pay grades and ranges in a separate action, which will be in alignment with this agreement. At the beginning of the pay period that includes July 1 of each subsequent year that this agreement is in effect, the following pay range adjustments will be made:

Non Exempt Pay Grade ranges shall be increased by the greater of the 12 month percentage change in the San Diego-Carlsbad CPIU or the Riverside Area CPIU, most recently published by the Bureau of Labor Statistics as of April 30 of each year, rounded to the nearest tenth, with a minimum increase of 1.5% and a maximum increase of 4%.

The following hypothetical example illustrates how the pay range adjustment would be calculated:

#### Example 1

If the San Diego-Carlsbad CPI-U is:

- March 2026: 370 (note: this is not the actual number)
- March 2027: 380
- The 12-month percent change is 2.7%; and

If the Riverside Area CPI-U is:

- March 2026: 133 (note: this is not the actual number)
- March 2027: 136
- The 12-month percent change is 2.3%

In this case, the San Diego CPI would be higher, and the minimum and maximum of each Pay Grade range would increase by 2.7%.

#### Example 2

- If the highest 12-month change is the San Diego-Carlsbad CPI-U as of March 2027, at 5% then the minimum and maximum of each Pay Grade range would increase by 4% maximum.

Legacy Pay Grades will not be adjusted.

Base pay will not automatically be adjusted with the pay range adjustment except according to Section 2 – Cost of Living Adjustments, unless it is necessary to keep an employee's salary at the minimum of the pay range for their Pay Grade. The following examples illustrate when base pay would and would not be adjusted:

- If Salary Grade NE5 is \$25.00 – 33.75 per hour, a 2.5% adjustment would move it to \$25.63 - \$34.60 per hour.
- If Employee A, with a base pay of \$25.00, receives a 1.5% COLA adjustment to \$25.38, they would receive an additional base pay adjustment up to the new minimum pay grade of \$25.63.
- Employee B, with a base pay of \$30.00 per hour, will receive a base pay adjustment only in accordance with Article 6, Section 2 – COLA.

## Section 2 Cost of Living Allowance

Each Association employee will receive a base pay Cost-of-Living Adjustment (COLA) based on the 12 month percentage change in the San Diego-Carlsbad CPIU most recently published by the Bureau of Labor Statistics, as of April 30 of that year, rounded to the nearest tenth, with the following restrictions:

- The minimum COLA during this contract term shall be 1.5% per year, even if CPI is lower than 1.5%.
- In 2026, the maximum COLA will be 3%, effective at the beginning of the pay period that begins after July 1, 2026.
- In 2027, the maximum COLA will be 3% as of the start of the pay period that includes July 1.
- In 2028, the maximum COLA will be 3% as of the start of the pay period that includes July 1.
- In 2029, the maximum COLA will be 3% as of the start of the pay period that includes July 1.
- In 2030, the maximum COLA will be 3% as of the start of the pay period that includes July 1.

## Section 3 Performance Evaluations and Merit Awards

### Section 3.1 Performance Evaluations

All employee evaluations will be prepared after the end of the fiscal year according to the following schedule:

Employee Self-Evaluations are due by	July 31
First draft evaluations are to be submitted by Human Resources by	August 31
HR and General Manager are to review and approve final drafts by	September 30
All final reviews are to be delivered to employees by	October 31
Merit Calculation Notices are to be issued to employees by	December 1

New employees hired between January and June of each year may follow a modified evaluation schedule to allow their Manager more time to assess performance, but the final review shall be delivered no later than November 15.

Performance reviews are not subject to the grievance procedures outlined in this MOU. Only review ratings of Inconsistent or Unsuccessful may be appealed. If the employee wishes to appeal a rating, the employee may submit a written appeal within five business days of receiving the review. The General Manager will make the final decision regarding the appeal and may consult with the supervisor, manager, human resources, the employee, or other knowledgeable parties to evaluate the appeal. The General Manager shall decide within 10 business days of receiving the appeal, and their decision shall be final.



### Section 3.2 Self-evaluations

Self-evaluations give employees an opportunity to document their accomplishments and goals and provide feedback to management. Performance reviews are often more accurate and complete when the employee has a chance to proactively self advocate before the review is drafted, especially when the employee has had multiple supervisors throughout the review period. However, some employees are more comfortable with this process than others. In the interest of respecting employee preference while encouraging employees to participate in this two way, proactive feedback process, the following procedures will apply:

- Human Resources will conduct employee training on writing an effective self-evaluation before July 15 of each year.
- Completing a self-evaluation will be optional. Employees who wish to complete a self-evaluation will be given up to 3.5 hours of scheduled office time to complete it. Employees should coordinate timing with their supervisors to align with operational needs.
- If an employee elects not to complete a self-evaluation, that employee may not appeal the evaluation ratings after it is delivered.

### Section 3.3 Merit Pool

All Association employees shall be eligible for a merit award once per year, effective at the beginning of the pay period that includes January 1. Merit awards will be in the form of base pay increases unless the award would cause the employee’s base pay to exceed the maximum of their Pay Grade. If this occurs, the employee will receive a lump sum equal to 50% of the remaining merit award above the pay grade’s maximum.

Employees in Legacy Pay Grades will receive the full merit award.

Merit awards will be calculated using a merit pool. The merit pool will be calculated based on a 4% annual merit baseline.

The merit award will be determined for each employee based on a percentage of their base pay, calculated from the merit baseline percentage, and each employee’s performance points relative to the average points earned per employee. The point value of each person’s performance ratings in each performance category is as follows:

<b>Excellence Achieved</b>	<b>Exceeded Expectations</b>	<b>Successful</b>	<b>Partially Successful</b>	<b>Unsuccessful</b>
<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>0</b>
POINTS	POINTS	POINTS	POINTS	POINTS

If the average employee earned 17 points, then:

Employees	Points Earned	Rating Ratio (points/average)	Percent Multiplier
A, D, G	15	15/17=.88	4% x .88 = 3.52%
B, E, F	17	17/17=1	4% x 1 = 4%
C, H, I	19	19/17 = 1.12	4% x 1.12 = 4.48%

## Merit Calculation Examples

Employee Base Pay	Merit Award	Top of Salary Grade	New Annual Base Pay	Lump Sum Award (50% of amount over page grade max)
Employee A: \$70,000	3.52% = \$2,464	\$82,000	\$72,464	\$0
Employee B: \$80,000	4% = \$3,200	\$82,000	\$82,000	\$600 (50% of \$1,200)
Employee C: \$90,000	4.48% = \$4,032	\$90,000	\$90,000	\$2,016 (50% of 4,032)

### Section 3.4 Prorating for Transition Years

For the first year that the merit pool system is in effect, and for future new hires and midyear promotions, the merit awards will be prorated based on the number of months since the effective date of the employee's last review or merit award, or since they were hired or promoted.

New hires and promoted employees with a hire date, promotion date, or last review date between January and June will participate in the merit pool their first year, and new hires or promoted employees hired or promoted between July and December of each year will not participate in the merit pool until the following year.

For example:

- An employee whose last review date, promotion date, or hire date was in March will receive 9/12ths of their allotted merit award, since only nine months will have passed.
- An employee whose hire date, promotion date, or review date was in June will receive 6/12ths of their merit award, since six months will have passed.
- An employee whose last review date, promotion date, or hire date was in September will receive 15/12ths of their allotted merit award, since 15 months will have passed.

## Section 4 Section 4 Promotional Process

### Section 4.1 Eligibility

Supervisors or Managers may recommend employees for promotion when the employee has demonstrated the knowledge, skills, and abilities required for the promotional classification; has achieved the required certifications; their most recent performance review had a successful or higher rating in every category; and has not received any disciplinary action within the past year.

### Section 4.2 Promotional Increases

Standard promotional increases are 2.5% per pay grade when promoted to another hourly position. The General Manager may authorize a higher amount in unusual circumstances or when necessary to remain within the designated pay grade.



### Section 4.3 Timing of Promotions

Promotions may occur at any time and are not required to coincide with the performance review cycle.

Employees promoted with the review cycle (effective January 1) will have their merit award applied first, followed by the promotional increase. Employees promoted between January and June will be evaluated no later than November 15 based on their partial year performance. Employees promoted between July and December will be evaluated at the end of the fiscal year in which they were promoted. All employees promoted outside of the performance review cycle will receive a prorated merit award as described in Article 6, Section 3.4.

## Section 5 Overtime

### Section 5.1

Except as otherwise provided in this agreement, any employee covered by this agreement shall be paid at the rate of one and one-half (1.5) times their regular rate of pay for all hours worked in excess of:

- Ten (10) hours per day Monday through Friday
- Forty (40) hours per workweek.

Employees will be paid at a rate of double their regular rate of pay for all hours of work over:

- Twelve (12) hours per day
- More than eight (8) hours on Sunday if the employee worked consecutively through the previous Monday through Saturday.

Employees on a 9/80 schedule who work more than 9 hours in a workday may elect to offset the additional hours worked by reducing the hours in another workday in the same workweek, with supervisor approval. However, they shall not be required to do so unless a temporary schedule adjustment was made at least one week in advance.

For the purposes of counting daily overtime hours, all hours for a continuous shift that spans two calendar dates will be counted on the calendar date the shift began, up to the scheduled start of the next shift.

All paid leave time is considered hours of work for calculating overtime under the negotiated agreement. It is understood that this is not required under the FLSA and may therefore not be reportable as eligible overtime for IRS reporting and tax deduction purposes.

All time worked during the employee's regularly scheduled shift will be paid at straight time to preserve the employee's pensionable pay, unless the employee has exceeded 40 hours in the workweek, in which case it will be paid at one and one-half (1.5) times the employee's regular rate of pay for all hours over 40 in the workweek.

To the extent that an employee receives overtime compensation under both this Agreement and the FLSA for the same hours worked, the District shall not be required to pay overtime more than once for the same hours (no pyramiding of overtime).

Overtime worked on holidays will be paid according to the terms in the section titled "Holidays" in this MOU. Weekend work will not be automatically considered overtime, but it will be paid in accordance with Article 6, Section 7 Shift Differentials.

## Section 5.2 Scheduling

All overtime hours worked must be approved by the employee's immediate supervisor. Immediate supervisors will make every attempt to release employees as soon as practical. Overtime shall be distributed equally, as practical, among the employees within the divisions of the District, except where emergencies or other existing conditions make equalization impractical or inefficient for the division.

## Section 6 Compensatory Time

When any nonexempt employee works overtime, the employee may elect to accrue Compensatory Time Off instead of receiving a cash payment for the overtime. The amount of Compensatory Time Off will be based on the applicable overtime rate (one and one half or double the regular rate of pay as specified in the Overtime Section).

No employee shall be allowed to accumulate over 60 hours of compensatory time. Any time over 60 hours shall not be eligible for accumulation and shall be included as hours paid in the employee's paycheck for the pay period in which it was earned.

Compensatory time shall be granted at such times and in such time blocks as are mutually agreed upon between the employee and their immediate supervisor; permission to utilize compensatory time off shall not be unreasonably denied if operating requirements will not be adversely affected.

All unused compensatory time will be paid out on the last pay date in December of each year. Employees will have the option to cash out Compensatory Time Off on the last pay date in June and on the last pay date in November of each year.

Upon separation from the District, employees shall be paid 100% of their accumulated compensatory time balance at their present rate of pay.

## Section 7 Shift Differential

When an employee works a temporary schedule change on a Saturday or Sunday, or during night hours between 8 p.m. and 4 a.m., and the time worked would otherwise be paid at straight time, the employee shall receive a shift premium equal to 25% of their base hourly rate.

Shift premiums shall be included in the regular rate of pay when determining FLSA overtime premiums for hours worked in excess of 40 hours in a workweek but shall not "pyramid" or be paid on top of negotiated daily overtime premiums.

All straight time base pay earned while eligible for the shift premium will be reportable as pensionable hours worked, but the shift premium will not be reportable as pensionable pay.

## Section 8 Call Back

### Section 8.1 Definition

Callback work is defined as the time required of an employee who completes the employee's regular workday, departs from the District, and is ordered to report back to duty to perform necessary work. Suppose an employee is called, and the callback can be resolved by telephone without the employee returning to the District. In that case, the employee shall record the actual time spent resolving the matter on their timesheet. An employee will be paid for hours worked as specified in the Overtime Section.

## Section 8.2 Minimum Hours for Call Back

Employees responding to a callback in person shall record the actual number of hours worked on the callback. Employees shall record a minimum of two (2) hours on their timesheet for the work performed, including a maximum of 30 minutes of travel time each way.

## Section 9 Standby Duty

### Section 9.1 Standby Duty Pay

When an employee is assigned to Standby Duty, a daily stipend of \$60 for regularly scheduled workdays and \$85 for alternative work schedule flex days off (Friday or Monday), weekends, and District observed holidays will be paid. The stipend is the consideration for performing daily Standby Duties of an incidental nature and for any increment of time ("Incidental time").

Incidental time includes, but is not limited to, short phone calls, reading or responding to email or text messages, or filling out required paperwork that takes five (5) minutes or less of the employee's time. Incidental time included in the stipend is not eligible for additional pay unless the cumulative incidental time for the workweek collectively exceeds one hour. However, any incidental time exceeding one hour in a workweek will be compensated.

### Section 9.2 Holiday Duty Pay

The Operations Manager/COO may assign more than one employee to be on Standby on holiday weekends. If additional employees are assigned to Standby on a holiday weekend, they will be paid the same daily Standby Stipend for each day they are assigned to Standby Duty. Employees on Standby Duty who work overtime on a District recognized holiday or Easter Sunday will be paid according to the holiday pay provisions in Article 9, Section 1, Holidays.

### Section 9.3 Pay for Time Worked Outside of Regular Hours

Employees will be paid for the actual time worked outside their regular hours when responding to an alarm or call at the applicable pay rate. Other than the stipend, employees on Standby Duty will not be compensated if the employee does not perform any work.

### Section 9.4 Water Operations Standby Duty

For employees assigned to Water Operations Standby Duty, the approved time allowed to perform the routine daily Standby Duty tasks after the System Operator's regular working hours associated with monitoring the system and performing daily flow changes will be as follows:

- Up to 1 hour per day on regularly workdays, paid at the applicable rate of pay.
- Up to an additional 1 hour per day on Fridays off and weekends at the applicable pay rate.

When the Operator cannot resolve an issue remotely and must drive in to perform work, they will be compensated for roundtrip travel time to and from the site. The Operator will not be compensated for nonbusiness related travel time at any time.

While on a callout, if the Operator receives a second callout, the Operator will be paid for the actual time spent traveling to the second call, resolving that callout, and for the travel time to their residence. Time for the previous callout will end when the Operator starts responding to the second callout.

When alarms or calls occur between 11:00 PM and 5:00 AM, the System Operator will be paid for a minimum of 30 minutes of response time.

## Section 10 Safety Leave

### Section 10.1. Definition

A minimum amount of non-work hours following an extended work shift that interrupts the usual sleep cycle. Nonscheduled work is when notification to work is provided with less than 24 hour advance notice. Scheduled work is when notification to work is provided with at least 24 hours' advance notice.

Excessive fatigue due to prolonged work periods or insufficient rest between work periods can lead to accidents, injuries, and even death. It is in the best interest of both the District and each employee to prevent excessive fatigue on the job. To this end, this policy will outline how extended work periods will be managed at the District.

### Section 10.2. Required Time Off

Safety Leave is nonworking hours to allow employees adequate rest after working long overtime shifts. When the required Time Off to Rest falls within a regularly scheduled work shift, Safety Leave shall be paid in the amount necessary to ensure no loss of pensionable hours. Paid Safety Leave is considered hours worked for purposes of PERS reporting.

#### A. Eligibility

Safety Leave will be awarded to employees who work extended overtime to ensure that they have an appropriate amount of rest between shifts.

#### B. Maximum Shift

The maximum length of time any nonexempt employee may work in any rolling 24 hour period is 18 hours.

#### C. Continuous Shift

After a continuous shift of 18 hours (excluding meal breaks), the employee must have a mandatory rest period equal to the length of the next day's scheduled shift. For example, an employee who starts at 6:30 a.m., works 18 hours (leaving at 1:00 a.m.) and is scheduled for 9 hours the following day may report back to work no earlier than 10:00 a.m. the following day. The employee will be awarded three and one-half hours of Safety Leave to make up the difference between the normal start time and the mandatory earliest report time (6:30 a.m. to 10:00 a.m.).

#### D. Safety Leave After Call Back

If an employee is called back to work for an overtime event after concluding a normal shift, the minimum rest period after concluding this overtime shift will be based on the following table:

Length of Overtime Shift	Minimum Rest Period
9 or More Hours	Length of Next Day's Scheduled Shift
7-8 Hours	8 Hours
5-7 Hours	7 Hours
3-5 Hours	5 Hours
Less than 3 Hours	None

**E. Notification of Safety Leave**

If the employee is given Safety Leave at or before the start of their normal shift, the person responsible for overseeing the job must inform the other supervisor of the employee's Safety Leave. Once an employee has been dismissed from the job, they are not required to personally call their supervisor to notify them of their Safety Leave.

The person running the job site is responsible for notifying the Supervisor or Manager when an employee has worked 16 hours in a 24 hour period and needs to be relieved for Safety Leave within the next two hours. The immediate supervisor or manager is responsible for taking appropriate action to ensure that employees do not exceed 18 hours.

**F. Reporting Back to Work**

The employee may report to work at the adjusted report to work time or may choose to take additional time for rest. Note that in certain circumstances, especially during periods where the employee is needed for urgent work, the immediate supervisor or manager may require the employee to return to work at the conclusion of their Safety Leave.

**G. Additional Time Off**

Suppose the employee voluntarily chooses to extend their rest period. In that case, the employee may choose to either take no pay or use Paid Time Off (PTO), compensatory time, or Holiday Bank time for this period.

**H. Anticipatory Safety Leave**

The Operations Manager/COO has the authority to grant Safety Leave in anticipation of shift changes for special projects and emergency shift changes with less than 24 hours' notice, so that employees may rest before reporting to work for night shifts.

**I. Discretionary Rest Period**

Any employee reporting to work who appears too fatigued to work safely, regardless of whether they worked overtime, may be sent home for rest at the discretion of their direct supervisor. In the interest of employee safety, supervisors are responsible for ensuring that each employee does not pose a hazard to others due to excessive fatigue. Employees sent home for rest can choose either to take no pay or use Paid Time Off (PTO), compensatory time, or Holiday Bank time for this period.

**J. EOC Activation**

In the event of an emergency and the activation of the Emergency Operations Center (EOC) by the General Manager, all mandatory maximum work periods and minimum rest periods are subject to the Incident Commander's discretion. Work and rest periods will be determined on a case by case basis as the District's immediate needs require.

**Section 11 Out-of-Class Pay**

An employee specifically assigned in writing to perform the duties of a higher level position for one whole workweek or more shall be compensated an additional 2.5% of the employee's current rate of pay for each pay grade that the Out of Class job is above the pay grade of the employee's regular job classification.

For example, suppose an employee whose regular job classification is in Pay Grade NE15. They are given an Out of Class assignment to fill in for a position in Pay Grade NE17. In that case, they will receive 5% Out of Class pay. If they fill in for a position that is in Pay Grade NE18 they will receive 7.5% Out of Class pay.

Suppose the out of class assignment extends beyond 60 days. The Out of Class employee is filling in for another nonexempt position. In that case, the Out of Class pay shall be the greater of 2.5% per pay grade difference or the minimum of the pay grade for the job they are working Out of Class.

The department manager is responsible for completing the Personnel Action Notice and submitting it to Human Resources for processing as soon as the Out of Class assignment has been made. The employee and their bargaining unit representatives will be notified in writing at the beginning and end of their Out of Class assignment. After such an assignment, the employee shall be restored to the employee's former classification.

## Section 12 Out of Class Certification Bonus

A onetime certification bonus of \$200 will be awarded to an employee for achieving job related certifications beyond those required for their current job classification, provided the certification appears in another job description within the same division, or it has been preapproved by their Manager as relevant to the employee's job.

The current divisions are Operations, Engineering, Finance, Administration, Administrative Services, and Information Technology. The District reserves the right to modify or move Job Classifications, Departments, and Divisions at the General Manager's discretion. The District will meet and confer with the bargaining units on the impact of these changes if they occur.

## Section 13 Bilingual Pay Stipend

A \$25 weekly stipend will be awarded to bilingual employees who work in specific job classifications, subject to the terms below:

- Eligible job classifications are those in which the primary job functions require frequent, direct communication with customers or members of the public, in settings where the use of a translation app is not possible or practical, such as over the phone.
- Bilingual pay is not available for positions that may use bilingual skills on an incidental or occasional basis or where customer contact is less than 10% of work time.
- Employees whose positions do not qualify above but who take Water or Wastewater Standby Duty will be eligible for the Bilingual Stipend on the weeks they are assigned Standby Duty.
- Eligible languages include any language that more than 10% of the District's population speaks as their primary language. Currently, Spanish is the only qualifying language.
- Employees must pass a District selected language assessment to demonstrate proficiency before becoming eligible for the Bilingual Pay Stipend.
- The effective date of the stipend is the first whole work week after the employee passes the assessment.

## Section 14 Retirement Notice Bonus

To encourage and reward advance notice of an employee's intent to retire, the District will pay a \$1,000 Retirement Bonus to employees who provide more than six months' written notice of the intended retirement date. The bonus shall be paid on the employee's last day worked, provided the actual date is within one month of the date given in the Notice of Intent to Retire.

Notices of Intent to Retire may be rescinded within 28 days of submittal. After that point, the District begins to devote considerable time and resources to preparing for the employee's retirement. Therefore, the notice cannot be rescinded after 28 days. If an employee rescinds their Notice of Intent to Retire, they will forfeit their eligibility for the Retirement Notice Bonus in the future.

## Article 7 Work Schedules

### Section 1 9/80 Shifts

The default schedule for all employees is a 9/80 work schedule.

- Employees on the 9/80 alternative work schedule will be scheduled to work eighty (80) hours in nine (9) workdays, typically consisting of eight (8) days of nine (9) hours a day and one (1) day at eight (8) hours, with one (1) weekday off each pay period.
- For weekly overtime calculation purposes, the definition of the workweek for employees on a 9/80 schedule is a 7-day period starting and ending four hours after the scheduled beginning of the eight (8) hour day.

### Section 2 10/80 Shifts

Field personnel who work independently and office personnel may request a traditional 10/80 (5-day workweek) schedule with formal written approval from their supervisor.

### Section 3 4/10 Shifts

A 4/10 Alternative Work Schedule may be made available to field staff, on a limited, trial basis, under the following conditions:

- A. The 4/10 schedule shall be seasonal and begin no earlier than the pay period that includes April 1 and continue no later than the pay period that includes September 30 of each year. The remainder of the year will continue the 9/80 schedule.
- B. The default 4/10 schedule shall be from 6:30 AM to 5:00 PM to ensure adequate daylight for field work, and to comply with noise restrictions that prohibit non-emergency noisy work before 7 AM.
- C. To ensure adequate service delivery to customers and meet operational needs, department supervisors or managers may assign Monday–Thursday, Tuesday–Friday, or alternating schedules (one week Mon–Thurs, one week Tues–Fri).
- D. All employees of each department shall be on the same 4/10 or 9/80 schedule. Employees in job classifications that are not eligible for remote work from the following departments shall vote by secret ballot no later than April 1st of each year on whether they would like to request the seasonal 4/10 schedule: IT, Purchasing/Facilities, Meters, Engineering, Wastewater, Construction, System Operations/ Valve Maintenance, and Fleet Services.
- E. If at least 2/3 of the eligible employees vote to request it, the supervisor will create a proposed schedule for each employee, including the days of the week and start and end times, and present it to the General Manager for final approval. The General Manager shall communicate whether the 4/10 shift is approved no later than April 15.
- F. For 2026, the department's votes shall take place as soon as possible after ratification of this contract, with a potential start in the first full pay period in July.

- G.** The General Manager will re-evaluate the operational impact of the 4/10 schedules at the end of each seasonal trial period and **reserves the right to discontinue or extend the trial in future years during the term of the MOU** for any or all departments if it is determined to have had a negative or positive impact on service delivery, overtime, or operations.
- H.** Beginning with calendar year 2028, departments may request an extended trial period.
- I.** Employees working a 4/10 schedule shall receive overtime in accordance with the Fair Labor Standards Act (FLSA) and the provisions of this MOU. For FLSA overtime calculation purposes, the workweek for employees on a 4/10 schedule shall begin at 12:00 AM on Saturday and end at 11:59 PM on Friday.
- J.** Holidays falling on a scheduled workday shall be compensated at ten (10) hours, and holidays falling on a regularly scheduled day off shall be handled consistent with District policy and this MOU.

## Section 4 Temporary Schedule Changes

From time to time, temporary schedule changes may occur to cover evening or weekend special events, to perform work that can only be done at night or during off-hours, or to accommodate an employee's request. Temporary schedule changes shall be communicated to employees at least one week in advance. If a temporary schedule change includes weekend or night work, compensation will be paid in accordance with Article 6, Section 7, Shift Differential. Employees who work a weekend shift may be scheduled for time off later in the workweek in lieu of exceeding 40 hours for the week, subject to operational needs and supervisor approval.

## Article 8 Employee Benefits

### Section 1.1 Medical, Dental, and Vision Insurance

The District shall offer affordable group medical, dental, and vision insurance plans to all full-time employees. The amount the District contributes toward insurance premiums will vary based on the health plan and coverage tier the employee selects.

Due to the possible volatility of the health insurance market, the District and the bargaining unit agree that certain circumstances may warrant renegotiating the terms of this Section of this Article before this contract expires. The following circumstances may trigger a renegotiation of this Article:

- If the health plans the District offers become unavailable due to factors outside the District's control, such as unilateral changes imposed by an insurance carrier;
- If premium costs for an offered plan increase by more than 20% in a single year;
- If the District and the bargaining unit both desire to seek comparable plans with lower premium costs from other insurance carriers.
- If any of these conditions occur, the District will notify the bargaining unit President in writing of its intent to renegotiate this Article within 7 days of discovering the change for changes to be effective in the following plan year.

### Section 1.2 Health Savings Account Deposits

Employees who elect to enroll in either the Anthem or Kaiser high-deductible Consumer Driven Health Plans will be eligible to enroll in tax-exempt Health Savings Accounts. Per IRS regulations, Health Savings Accounts may be used to pay for out-of-pocket medical expenses, including copays, prescriptions, and other qualifying expenses.

On the first banking day of the calendar year or the first banking day after a new hire’s effective date of health insurance coverage, the District will make deposits into the Health Savings Accounts on behalf of the eligible employees. The amount the District will fund depends on the employee’s coverage tier, as follows:

Plan Selected	Amount Funded into HSA		
	Employee Only	Employee +1	Family
Anthem CDHP	Full Deductible (\$1,700)	\$3,200	\$3,200
Kaiser CDHP	Full Deductible (\$1,700)	\$3,200	\$3,200

Employees may elect to contribute additional funds to their Health Savings Accounts through payroll deductions, up to the IRS annual contribution limits.

The dependent tier HSA contributions listed above make the net deductible \$200 for the year based on the 2026 plan year’s deductibles. Suppose the IRS or a plan vendor unilaterally increases the deductibles for the CDHP plans. In that case, the District will increase the Health Savings Account contribution amounts as follows:

**Employee-Only:** To match the employee-only deductible and maintain a zero net deductible.

**Dependents:** The District will increase its HSA contribution to maintain a net deductible of \$200, unless the combined costs of the annual premium plus the HSA contribution exceed the same vendor’s annual premium cost for its comparable plan. In that case, the District will maintain the \$3,200 HSA contribution amount. The following hypothetical examples illustrate this:

Plan	Annual Premium	Deductible	HAS Contribution Amount	Net Deductible	Total Annual Cost
Anthem PPO	\$30,000	\$600	Not Eligible	\$600	\$30,000
Anthem CDHP	\$24,000	\$3,500	\$3,300	\$200	\$27,300
Anthem CDHP	\$28,000	\$3,500	\$3,200	\$300	\$31,200
Kaiser HMO	\$26,000	\$0	Not Eligible	\$0	\$26,000
Kaiser CDHP	\$20,000	\$3,600	\$3,400	\$200	\$23,400
Kaiser CDHP	\$23,000	\$3,600	\$3,200	\$500	\$26,200



### Section 1.4 Dependent Coverage

The District will contribute towards the total costs for the Employee + 1 or Family coverage tiers, including premiums and HSA contributions, at varying levels based on the selected plan, as shown in the chart below.

Plan Ranking	District Contributions to Total Costs	Employee Cost Share
First Plan ▲	100%	Free
Second Plan	90%	10%
Third Plan ▲	90%	10%
Fourth Plan	85%	15%
Fifth Plan ▲	85%	15%

The Plan Rankings will be determined independently for each coverage tier, and the rankings for Employee + 1 and Family coverage may differ and change from year to year.

The following example illustrates how the cost share for dependent care coverage will be calculated:

Plan Ranking & District/EE Cost Share	Plan Name ◀	Coverage Tier	Annual Premium Cost ◀	District HSA Contribution	District Cost Share	Employee Cost Share
First Plan 100% / 0%	Kaiser CDHP	Employee +1	\$16,000	\$3,200	\$19,200	\$0
Second Plan 90% / 10%	Kaiser HMO	Employee +1	\$20,000		\$18,000	\$2,000
Third Plan 85% / 15%	Anthem CDHP	Employee +1	\$22,000	\$3,200	\$22,680	\$2,520
Fourth Plan 85% / 15%	Anthem HMO	Employee +1	\$28,000		\$23,800	\$4,200
Fifth Plan 85% / 15%	Anthem PPO	Employee +1	\$31,000		\$26,350	\$4,650
First Plan 100% / 0%	Kaiser CDHP	Family	\$22,000	\$3,200	\$25,200	\$0
Second Plan 90% / 10%	Kaiser HMO	Family	\$31,000		\$27,900	\$3,100
Third Plan 90% / 10%	Anthem CDHP	Family	\$29,000	\$3,200	\$28,980	\$3,220
Fourth Plan 85% / 15%	Anthem PPO	Family	\$36,000		\$30,600	\$5,400
Fifth Plan 85% / 15%	Anthem HMO	Family	\$40,000		\$34,000	\$6,000

◀ Example: Only annual ranking changes ◀ Example only

Plan Rankings based on: ▲ First Plan – least expensive ▲ Third Plan – middle plan ▲ Fifth Plan – most expensive

## Section 2 Retirement Health Care Contribution

### Eligibility

Employees hired after July 1, 2012, will not be eligible for Retirement Health Care Contributions. Employees hired before July 1, 2012, will be eligible for Retirement Medical Contributions if they elect not to participate in the District's 401(a) retirement savings plan.

For eligible employees, upon retirement at age 50 or older and with a minimum of ten (10) years of continuous service with the District, the District agrees to a Retirement Health Care Contribution of up to \$363.00 per month towards the retired employee's or up to \$726.00 per month for the retired employee and retired spouse's actual insurance premium costs, until each become eligible for full Medicare coverage. Suppose either the retired employee or the retired spouse becomes eligible for Medicare. In that case, the contribution will be reduced to \$363.00 per month until both the retiree and retired spouse become eligible for Medicare. The assistance period for either the retired employee or the retired spouse will be for a maximum of ten (10) years.

There will be two methods of receiving the Retirement Health Care Contribution:

#### Method 1: Reimbursement

Retirees and their retired spouses may purchase health care coverage outside of the District's group health plans. The District will reimburse them for the actual cost of health and dental insurance premiums, up to the established limits above. Retirees must submit receipts or other proof of payment to the Finance Department to receive this reimbursement.

#### Method 2: Continuance on District Plans with Retiree Cost-Sharing

Retirees eligible for the Retirement Health Care Contribution will have the option to remain on the District's group insurance plans offered through ACWA-JPIA and have the Retirement Health Care Contribution amount applied towards the monthly premium costs, as long as the following conditions are met:

The retiree will be responsible for paying the difference between the actual premium costs and the District's Retirement Health Care Contribution by the first day of each month. A 2% administration fee will be charged for all late payments. Failure to pay the retiree's share of premiums within 30 days of the due date will result in cancellation of coverage. Retirees and spouses whose coverage is canceled for non-payment will not be eligible for reinstatement in the group plan.

Employees who wish to continue District Plans in retirement must notify the District before the date of retirement and will transfer directly from active status to retired status on the group plan with no lapse in coverage.

Employees must enroll in the plan they wish to retire into during the Open Enrollment period before retirement. After this point, the only allowable changes are as follows:

- A retiree may disenroll at any time but may not re-enroll at a later date.
- A retiree may delete a dependent at any time but may not re-enroll the dependent later.

- Suppose a retiree on an HMO plan relocates to a non-HMO service area. In that case, they will be allowed to enroll in a PPO or CDHP plan. If the retiree moves back into the HMO service area, the retiree may re-enroll in the HMO.
- The retiree may switch from a plan with higher monthly premiums to one with lower premiums at any time. However, this election is irrevocable, and they may not switch back.
- Unmarried retirees may only remain on the group plan until they reach Medicare eligibility age.
- For married retirees, the spouse who reaches Medicare eligibility age first must enroll in Medicare A & B, for the spouse who is not yet eligible for Medicare to remain on the group plan. Once both the retiree and spouse have reached Medicare eligibility age, they are no longer eligible to remain on the group plan.
- If a retiree reaches Medicare eligibility age before their spouse and fails to enroll in Medicare A & B, both the retiree and their spouse will become ineligible to continue the group plan. The spouse will then be eligible to enroll in COBRA and may access any remaining Retirement Medical Contribution for which they are eligible through the reimbursement option.
- Suppose the retiree becomes deceased while enrolled in Retiree Coverage. In that case, the surviving spouse will lose eligibility for retiree coverage on the group plan but will become eligible to enroll in COBRA. A surviving spouse may access any remaining Retirement Medical Contribution for which they are eligible through the reimbursement option.
- Since coverage under the District's plans must be continuous, past retirees cannot re-enroll. COBRA coverage does not count as continuous coverage.

If the District's Retirement Health Care Contribution amounts above fail to meet the minimum contribution amounts required by ACWA-JPIA (currently 25% of the least cost retiree-only plan for which the retiree is eligible), then the option to continue District plans will discontinue. Retirees will need to access this benefit through the reimbursement method.

### Section 3 Y-Rated Employees

Employees in Legacy Pay Grades shall continue to receive their current District-sponsored health insurance benefits, with the same plan and coverage tier, without any increase in payroll deduction amounts until their base pay returns to a standard pay range. This provision shall not apply if the employee voluntarily elects to change health plans or coverage tiers during open enrollment or due to a qualifying event.

### Section 4 Cash-In-Lieu of Benefits

Employees who are eligible for District-sponsored medical insurance may voluntarily waive coverage, provided they can provide documentation of alternative group coverage other than the public health insurance exchange. Employees who waive coverage shall receive a stipend in the amount of five hundred dollars (\$500) per month, payable in equal payments of \$250 each on the first two pay dates of the month. Employees electing cash-in-lieu of medical benefits may re-enroll in District-sponsored medical coverage during the District's open enrollment period or upon a qualifying event, in accordance with applicable law and ACWA-JPIA policy.

## Section 5 Deferred Compensation Programs

### Section 5.1 401(a) Plan

The District agrees to establish a 401(a) retirement savings account to assist employees in saving for retirement, medical expenses, or other retirement-related expenses. The District will fund the 401(a) accounts as follows:

Employees hired before July 1, 2012, may elect to participate in the 401(a)-matching program instead of the Retirement Health Care Contribution program. No employee may participate in both programs. The District will match employee contributions to the 401(a) account per the following terms:

<p><b>0-5 Years of Service</b></p> <p><b>\$75</b></p> <p>per pay period</p>	<p><b>5-10 Years of Service</b></p> <p><b>\$100</b></p> <p>per pay period</p>	<p><b>10-20 Years of Service</b></p> <p><b>\$125</b></p> <p>per pay period</p>	<p><b>20+ Years of Service</b></p> <p><b>\$150</b></p> <p>per pay period</p>
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Employee contributions to the 401(a) account will be on a post-tax basis. The employee may contribute additional funds, subject to IRS annual limits. The District’s matching funds will be tax-deferred. The District’s initial deposit and matching funds will be tax-deferred and will become vested per the following vesting schedule:

<p><b>1</b></p> <p>Year of Service</p> <p>20% Vested</p>	<p><b>2</b></p> <p>Years of Service</p> <p>40% Vested</p>	<p><b>3</b></p> <p>Year of Service</p> <p>60% Vested</p>	<p><b>4</b></p> <p>Years of Service</p> <p>80% Vested</p>	<p><b>5</b></p> <p>Years of Service</p> <p>100% Vested</p>
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If an employee leaves the District’s employment before the District’s contributions to the 401(a) account are 100% vested, the unvested funds will be forfeited and returned to the District.

### Section 5.2 457(b) Plan

The District will match employee contributions into a 457(b)-retirement savings account. The amount the District contributes will be a tiered amount based on whether the employee is a Classic or PEPR CalPERS member, as follows:

- Classic CalPERS members will be eligible for a \$ 100-per-pay-period dollar-for-dollar match.
- PEPR CalPERS members will be eligible for a \$ 125-per-pay-period dollar-for-dollar match.
- The employee may contribute additional unmatched funds through payroll deductions, subject to IRS rules and annual limits.



## Section 6 Life and Disability Insurance

The District shall pay for employees' life, short and long-term disability insurance.

## Section 7 Public Employees' Retirement System

The District participates in the California Public Employees Retirement System (CalPERS). All employees hired at the District before January 1, 2013, are under the CalPERS miscellaneous formula of 2.5% @ 55. The final compensation is the highest average pay rate and special compensation during any consecutive one-year period. The employees contribute 8% of their annual salary.

A full-time new employee hired on or after January 1, 2013, will be subject to the Public Employees Pension Reform Act (PEPRA). A new employee who is also a "New Member" to CalPERS will participate under the mandatory miscellaneous formula of 2% @ 62. The final compensation is the highest average pay rate and special compensation during any consecutive three-year period. The employee contributes 50% of the normal cost established by CalPERS as outlined in the Public Employees' Pension Reform Act of 2013 (PEPRA).

Under the PEPRA, a "New Member" is defined as:

- An individual hired on or after January 1, 2013, and has no prior membership in any California public retirement system.
- An individual whom a different CalPERS employer rehires on or after January 1, 2013, after a break in service greater than six (6) months.
- An individual who is brought into CalPERS membership for the first time on or after January 1, 2013 and is not eligible for reciprocity with another California public retirement system.
- Suppose a former CalPERS eligible employee of the District has a break in service of more than six (6) months but returns to service with the same District. In that case, the former employee will not be considered a new member under PEPRA.

## Section 8 Education Assistance Program

The District will reimburse employees for qualified educational costs for their own education, including tuition, books, fees, and student loan repayments. This reimbursement will be tax-free under Section 127 of the Internal Revenue Code.

For employees who have worked 0-3 years, the District will reimburse up to \$2,500.00 per calendar year for qualified educational expenses.

For employees with three or more years of service at the District, the District will reimburse employees up to \$5,250.00 per calendar year for qualified educational expenses.

To determine eligibility, the following requirements must be met:

- Courses taken during employment must be preapproved courses of study leading to a degree or accreditation, or courses that are pertinent to the employee's position at the District.
- Courses must be completed with a grade of "C" or higher. A "pass" will be accepted for classes that use a pass/fail grading system.
- The class's end date will be the date used to calculate the employee's length of service, and the calendar year in which the reimbursement will be applied.
- Employees are required to submit applications to their immediate Supervisor or Manager and get approval before starting courses for which educational assistance is requested.
- Requests for reimbursement must be submitted within 30 days of completing the course. Suppose an employee leaves District employment before completion of the approved course. In that case, the District will not reimburse the employee for the course.
- No assistance will be provided if the employee uses other reimbursement sources (e.g., the GI Bill) to pay for the course or any portion of it.
- For student loan reimbursements, qualified education loans must have been for the employee's own education. The loan must have been used to obtain a Certification or Degree relevant to the employee's job with the District. Proof of completion of the Degree and student loan payments will be required to obtain reimbursement. The student loan reimbursement shall remain in place as long as it is permitted under Internal Revenue Code Section 127.

## Article 9 Paid Time Off

### Section 1 Accrual Rate

Paid time off shall be granted to each employee and shall be accrued as follows:

Length of Service	Accrual Rate Per Pay Period	Annual Accrual Equivalent	Maximum Accrual
Up to 4 Years	7.69 Hours	200 Hours	400 Hours
4 - Up to 9 Years	9.23 Hours	240 Hours	480 Hours
9 Years and Above	10.77 Hours	280 Hours	560 Hours

Employees may accumulate Paid Time Off up to two times their annual entitlement. Once the maximum accrual is reached, PTO hours will no longer accrue until they use PTO to bring their balance back under the maximum.

PTO time may be used for preplanned vacations or personal business, as well as statutorily protected leaves, including but not limited to personal or family member illness, participating in drug or alcohol rehab, bereavement, reproductive loss, crime victim, domestic violence, sexual assault, or stalking victim leave, emergency rescue personnel leave, school activities or discipline leave, volunteer emergency responder leave, Civil Air Patrol leave, FMLA, CFRA, or any other statutorily protected time off. PTO will always run concurrently with protected leaves when permitted by law.

Employees are trusted to self-manage their PTO use responsibly and are encouraged to maintain a sufficient balance to cover unplanned time-off needs. Employees who need to take additional protected leave will be unpaid after exhausting their available PTO.

Suppose the District has previously approved a PTO request. If, through no fault of the employee, the District cancels the leave request due to operational needs and the employee reaches the maximum accrual, the District will compensate the employee for any additional hours that are not accumulated beyond the maximum accrual until the requested leave can be granted.

All new employees will accrue PTO beginning the first day of employment; however, these hours will not be eligible for use for any purpose other than legally protected leave until after completing 90 days of full-time employment, unless it has been prenegotiated as part of the job offer or with General Manager approval.

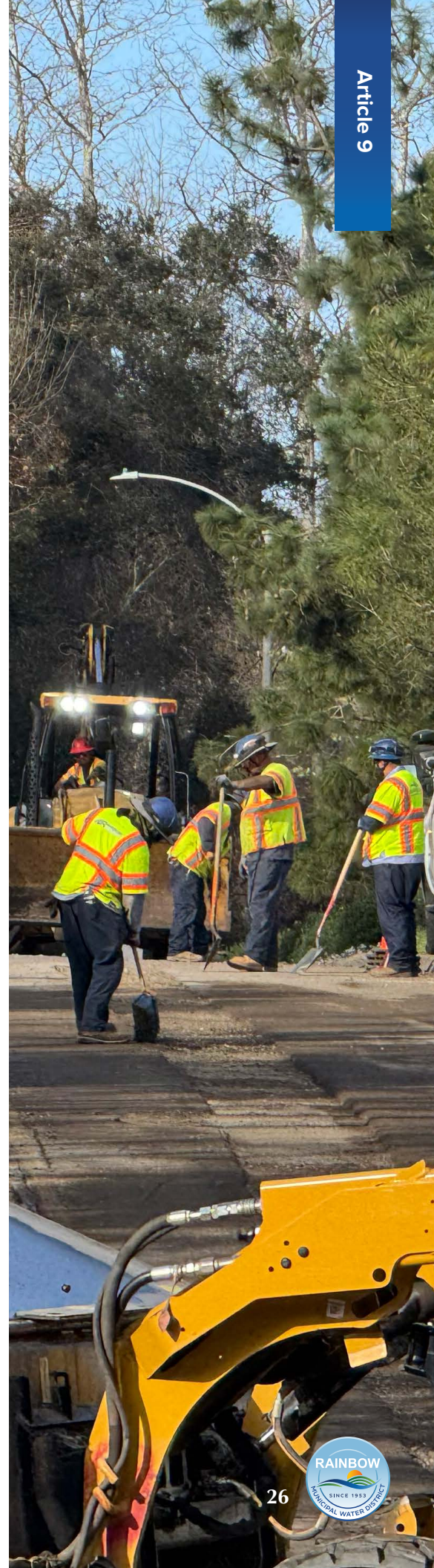
Upon separation from the District, 100% of the employee's accumulated paid time off will be paid at their present pay rate.

## Section 2 Paid Time Off Buy Back

Employees may cash out accrued paid time off (PTO) of a minimum of 40 hours once per year with the following stipulations:

- An IRREVOCABLE request must be completed and submitted during December for cashing out PTO on the last pay period of the following January of the following calendar year.
- Employees who have used at least 80 hours of cumulative PTO between December 1 of the previous year and November 30 of the current year may cash out up to 220 hours.
- Employees who have used at least 120 hours of cumulative PTO between December 1 of the previous year and November 30 of the current year may cash out up to 250 hours.
- Employees who have used at least 160 hours of cumulative PTO between December 1 of the previous year and November 30 of the current year may cash out up to 280 hours.
- Employees must maintain a minimum balance of 80 accrued PTO hours.
- A request to cash out accrued PTO due to reasons of hardship may be made at any time. The General Manager must approve the hardship request, and it is subject to the Internal Revenue Code's definitions of unforeseeable emergency. (Title 26, section 1.409a-3).

Suppose the IRS changes its regulations pertaining to this policy. In that case, the District will meet and confer with the bargaining unit to determine how to manage the impact of the regulatory changes



# Article 10 Other Leaves

## Section 1 Holidays

The District will provide twelve paid holidays per year. Compensation for paid holidays will be for the entire length of the regularly scheduled shift. Whenever a designated holiday falls on a Sunday, the holiday will be observed on the following Monday. Whenever a designated holiday falls on a Saturday, the holiday will be observed on the preceding Friday. All paid holidays for each year of this contract are as follows:

Holidays (observed)	2026	2027	2028
New Year's Day		Fri, Jan 1 ▲	Fri, Dec 31 ▲
Martin Luther King Jr. Day		Mon, Jan 18	Mon, Jan 17
President's Day		Mon, Feb 15	Mon, Feb 21
Memorial Day		Mon, May 31	Mon, May 29
Independence Day	Fri, July 3 ▲	Mon, July 5	Tues, July 4
Labor Day	Mon, Sept 7	Mon, Sept 6	Mon, Sept 4
Veterans Day	Weds, Nov 11	Thurs, Nov 11	Fri, Nov 10 ►
Thanksgiving Day	Thurs, Nov 26	Thurs, Nov 25	Thurs, Nov 23
Day After Thanksgiving	Fri, Nov 27 ►	Fri, Nov 26 ►	Fri, Nov 24 ►
Christmas Eve	Thurs, Dec 24	Thurs, Dec 23	Mon, Dec 25
Christmas Day	Fri, Dec 25 ►	Fri, Dec 24 ►	Tues, Dec 26
New Years Eve	Thurs, Dec 31	Thurs, Dec 30	Mon, Jan 1

Holidays (observed)	2029	2030	2031
New Year's Day	Tues, Jan 2	Tues, Jan 1	Tues, Jan 1
Martin Luther King Jr. Day	Mon, Jan 15	Mon, Jan 21	Mon, Jan 20
President's Day	Mon, Feb 19	Mon, Feb 18	Mon, Feb 17
Memorial Day	Mon, May 28	Mon, May 27	Mon, May 26
Independence Day	Weds, July 4	Thurs, July 4	
Labor Day	Mon, Sept 3	Mon, Sept 2	
Veterans Day	Mon, Nov 12	Mon, Nov 11	
Thanksgiving Day	Thurs, Nov 22	Thurs, Nov 28	
Day After Thanksgiving	Fri, Nov 23 ►	Fri, Nov 29 ▲	
Christmas Eve	Mon, Dec 24	Tues, Dec 24	
Christmas Day	Tues, Dec 25	Weds, Dec 25	
New Years Eve	Mon, Dec 31	Tues, Dec 31	

▲ A Shift Friday Off ► B Shift Friday Off

## Holiday Bank

Holiday bank is granted to employees to ensure all full-time employees receive the same number of holiday pay hours annually, as follows:

- Employees who work a 9/80 or 4/10 schedule will receive 8 hours of Holiday Bank for holidays that fall on their regularly scheduled day off.
- Employees who work a 10/80 schedule will receive 1 hour of Holiday Bank for holidays when other employees receive more than 8 hours of holiday pay, and they only receive 8 hours per their regularly scheduled shift.

Holiday Bank hours will be issued at the beginning of the fiscal year (July 1) to be available for use before the end of the fiscal year (June 30). Any Holiday Bank hours not used by the end of the fiscal year will be forfeited. Holiday Bank hours will not be cashed out at termination of employment.

## Holiday Overtime

Suppose an employee works overtime on a holiday. In that case, double time will be paid on the holiday's actual date, and one-and-a-half times the regular rate of pay will be paid on the date the holiday is observed. Overtime worked on Easter Sunday will be paid at double time.

## Section 2 Jury Duty Pay

Rainbow Water recognizes and supports its employees' participation in civic activities, such as jury duty, or serving as a court witness.

When an employee is under orders to report for jury duty or to act as a witness, the District will pay up to 10 working days of Jury Duty Pay per calendar year, except as otherwise required by law. Compensation will be at the employee's regular wage rate, less any compensation from the court. In no event shall double pay to the employee result from jury duty. Jury duty service falling on a District holiday or an employee's regularly scheduled day off is not payable as Jury Duty Pay. The District will not compensate the employee for mileage or meal expenses unless the employee testifies on a District-related matter.

Suppose an employee is serving as a juror for an extended period and has exhausted Jury Duty Pay. In that case, the employee will be required to use other forms of paid leave, such as PTO, Compensatory Time, or Holiday Bank. However, if the employee has already used 40 hours of PTO time for the jury service and continuing to use PTO would cause the employee's PTO balance to fall below 80 hours, the District will resume paying Jury Duty Pay. Each employee will be eligible for this extended Jury Duty Pay no more than once during the term of this agreement.

The employee must present the notification to appear for Jury Duty to their Supervisor as soon as it is received. If a deferment is deemed necessary after consulting with the employee's Supervisor, the supervisor shall provide a letter to be sent to the Jury Commissioner stating the reason(s) for deferment.

During Jury Duty Leave, employees are expected to report either to their assigned work at the District or to the court during working hours. It is the responsibility of employees on Jury Duty Leave to advise their immediate supervisors of their jury duty schedule, including start and end times each day.

Employees are not eligible for Jury Duty Leave when they are a party to the litigation or an expert witness. Employees should see Human Resources if they have questions about the Jury Duty Leave policy.

### Section 3 Flex Hours

The purpose of flex hours is to allow employees to manage their work-life balance by offering the opportunity to temporarily change their work schedule with prior approval to take care of personal business without requiring paid time off, compensatory or holiday bank time.

Suppose an employee needs to be away from the District for a portion of a regular workday, not to exceed 3 hours, and they wish to make up the time in the same work week. In that case, they must coordinate with their immediate supervisor to arrange flex hours at an approved time during the same workweek. Flex hours will be approved or denied based on operational needs. Any make-up flex hours above the regular work shift will be paid at straight time.

### Section 4 Workers' Comp Follow-Up Medical Visits

Any employee who requires medical care for a job-related injury or illness shall receive regular pay while obtaining medical care when the injury or illness is first reported.

However, any follow-up and/or additional treatment appointments should be scheduled around the employee's regular work schedule whenever possible. Employees will be required to use PTO or other accrued leave. If no leave time is available, the time from work will be unpaid.

### Section 5 Compassionate Leave

The District recognizes that certain catastrophic personal circumstances — the sudden death of or terminal diagnosis affecting a spouse or minor child — may require extended time away from work beyond standard bereavement or PTO leave. This policy provides eligible employees with partial income replacement to support them through these events. Employees with at least one (1) year of service shall be eligible for Compassionate Leave under this policy.

#### Qualifying Events

Compassionate Leave is available for the following qualifying events:

- A. Sudden Death** The sudden, unexpected death of an employee's spouse, registered domestic partner, or minor child (under age 18).
- B. Terminal Diagnosis** A terminal diagnosis received by an employee's spouse, registered domestic partner, or minor child, where a licensed physician has certified a terminal condition. To qualify under this provision, the employee must be on an approved and active FMLA/CFRA leave designation. Compassionate Leave under this provision runs concurrently with FMLA/CFRA leave and does not extend the employee's total FMLA/CFRA entitlement.

#### Duration

Compassionate Leave shall be available for up to eight (8) weeks per qualifying event. Leave may be taken continuously or intermittently, subject to District approval, and must be completed within six (6) months of the qualifying event.

#### Compensation

During Compassionate Leave, the employee shall receive pay at seventy percent (70%) of their regular hourly rate of pay for all scheduled hours missed.

## Interaction with Other Leave and Benefits

- Compassionate Leave shall run concurrently with any applicable FMLA/CFRA leave entitlement where a qualifying medical condition is involved.
- Compassionate Leave shall not be charged against the employee's accrued PTO.
- Employees may elect to supplement Compassionate Leave pay with accrued PTO to achieve up to 100% of their regular rate.
- Compassionate Leave is separate from and does not reduce the employee's entitlement to use PTO for bereavement under District policy.
- Group health insurance and other District-sponsored benefits shall continue during Compassionate Leave on the same terms as if the employee were actively working. The employee remains responsible for their share of any benefit premiums.

## Abuse of Policy

Compassionate Leave taken for purposes other than those specified in this policy, or obtained through misrepresentation, may result in disciplinary action up to and including termination, and reclassification of any pay received as Paid Time Off (PTO).

## Article 11 Uniforms

### Section 1 Uniforms: All Personnel

Employees may choose between one purchased jacket, one hoodie sweatshirt, or one cardigan sweater every other year. No laundry services will be provided for purchased logo attire.

New hires will be provided with their District logo attire within the first 30 days, then on the same replacement schedule as other employees. Employees attending outside events such as conferences or training are expected to wear business attire or the District logo shirt with a collar.

To prevent impersonation of District personnel, logo apparel should never be thrown away at home or donated. All logo apparel shall be returned to the District when damaged or worn out or upon separation of employment. When purchased logo attire becomes damaged or worn out before the next purchase is due, it may be turned in to Purchasing for a new replacement with the employee's Manager's approval.

### Section 2 Uniforms: Field Personnel

The District shall provide up to eleven (11) uniform (shirt and pants) changes biweekly to employees who must wear uniforms and where customer recognition as a District employee is required in the field. The District shall reserve the right to select the style and color of the work clothing. It will provide laundry service for rented uniforms.

In addition to the uniforms, the District will provide two logo t-shirts to all field personnel and one short-sleeved polo shirt. Employees may substitute additional t-shirts or polo shirts for uniform shirts. When t-shirts or other logo apparel become worn out, faded, or damaged, employees may return them to the Purchasing Department to receive replacements.



### Section 3 Uniforms: All Personnel

The District will provide two logo shirts (typically one short-sleeved polo shirt and one long-sleeved dress shirt) and one sweater, vest, or sweatshirt to all office employees upon hire and once every two years thereafter, and one jacket for the term of this agreement. No laundry services will be provided for purchased logo attire. Worn-out, damaged, or faded logo attire may be turned in for a replacement. Office employees in Customer Service, IT, or Engineering, or whose jobs require frequent customer contact or appearance at public events, will receive up to five (5) logo shirts of their choice every two years. All logo apparel shall be returned to the District upon separation of employment, except apparel with the employee's name embroidered on it.

### Section 4 Safety Footwear

Employees whose jobs require field work and who use ANSI-approved safety footwear are eligible for reimbursement not to exceed \$300.00 per fiscal year. The safety footwear allowance covers footwear that meets the approved ANSI standards for the steel/composite toe protection and may also include comfort inserts. Suppose an eligible employee needs replacement safety footwear before the fiscal year ends, due to heavy wear and tear, with approval from the Human Resources Manager or designee. In that case, they can be reimbursed for the replacement to ensure they are protected. Employees must submit a purchase receipt and proof of ANSI compliance to be eligible for reimbursement.

Office employees who occasionally go into the field but for whom it is not part of their job's essential functions are eligible for reimbursement not to exceed \$300 for one pair of ANSI-approved safety footwear for the term of this agreement.

### Section 5 Prescription Safety Glasses

Employees whose jobs require the use of safety eyewear and who use prescription vision correcting lenses will receive an annual allowance of \$290 to use with the District's approved vendor towards the purchase of prescription safety glasses. The District will make every effort to arrange two (2) onsite visits by the vendor each year and will pay the vendor's onsite visit fee. Employees will be responsible for obtaining a valid prescription from their vision care provider prior to the on-site visit.

## Article 12 Service Awards

An award will be presented every five years of continuous service to the District. Cash awards will be subject to all applicable payroll taxes. The employee will be invited to the regular Board meeting closest to their service anniversary for the presentation of an award(s) plaque and Continuous Service Awards by years of service, as follows:

Years of Service	Cash Award	Special Engraved Gift
5 Years	\$250	
10 Years	\$500	
15 Years	\$750	
20 Years	\$1,000	Valued at \$250
25 Years	\$1,250	Valued at \$275
30 Years	\$1,500	Valued at \$300
35 Years	\$1,750	Valued at \$350

## Article 13 Bargaining Unit Orientation

### Section 1 Advance Notice of New Employees’ Start Dates

The District will provide advanced notification to the bargaining unit of each new employee’s scheduled start date as follows:

- 10 days in advance, whenever possible, OR
- As soon as the new employee’s start date is known (if it is not possible to provide notice 10 days in advance).

### Section 2 Access to New Employees during New Hire Orientation

The District will provide up to one (1) hour in each new employee’s Orientation schedule for a representative of the bargaining unit to meet with the new employee. The intent of these meetings is to introduce the new employee to the bargaining representative, review the appropriate MOU, and answer any questions the employee may have regarding the bargaining unit or the collective bargaining process.

The District will create a portal on the online Onboarding system for each bargaining unit. A designated representative from each bargaining unit will be granted Administrator access to add, update, edit, and delete content from that bargaining unit’s portal as an ongoing communication tool with its new and existing members.



## Section 3 Access to Employee Contact Information

The District will provide the designated representative of each bargaining unit with a list of all current employees in the bargaining unit and their contact information including: Full Name, Position, Department, and District email address.

The District will provide the appropriate bargaining unit with the contact information described above for each new employee within five (5) business days of the new employee's start date or transfer into the bargaining unit. The District will notify the appropriate bargaining unit of each separation of employment or transfer out of the bargaining unit within five (5) business days of such change, so that the bargaining unit can remove the employee from its contact list.

Due to privacy concerns, the Bargaining Unit expressly waives its right to receive employees' personal contact information, including home phone numbers, personal cell phone numbers, and personal email addresses.

Due to privacy concerns, the Bargaining Unit expressly waives its right to receive a list of all employees' contact information every 120 days, instead agreeing to the above provisions.

## Article 14: Grievance Procedure

The Association and the District wish to work together to make every reasonable effort to resolve grievances, as defined in this grievance procedure, as near as possible to the point of origin.

### Section 1 Definitions

#### Grievance

A grievance is an alleged violation, misinterpretation, or misapplication of a specific provision of the Memorandum of Understanding ("MOU") or any other District policy which affects the employee's wages, hours, or other terms and conditions of employment. However, grievable matters specifically do not include disciplinary matters, which are governed by other written procedures.

#### Grievant

A grievant is any employee of the bargaining unit or the bargaining unit who alleges they are personally adversely affected by an alleged violation, misinterpretation, or misapplication of a specific provision of the MOU or any other District policy that affects the employee's wages, hours, or other terms and conditions of employment. However, grievable matters specifically do not include disciplinary matters, which are governed by other written procedures.

#### Business Day

A business day is any day on which the District is open for business.

#### Immediate Supervisor

The immediate Supervisor is the lowest-level administrator designated to address grievances and has immediate jurisdiction over the grievant. Any questions about who constitutes the grievant's immediate Supervisor should be addressed to the Human Resources Manager.

## Section 2 Informal Process

A grievant shall orally notify their immediate Supervisor or the Human Resources Manager, as defined in Article 14, Section 1 of this policy, that they have a grievance and of the general nature of the grievance, within seven (7) business days of the event resulting in the grievance.

Within seven (7) business days of the oral notification, the person notified shall meet with the grievant and orally discuss the grievance in detail. It is the intent of this Informal Resolution process that at least one personal conference where the grievance is orally discussed in detail be held between the grievant and the person notified. Failure to do so will render the grievance null and void, and the grievant will not be entitled to proceed to the next level of the grievance procedure.

Within seven (7) business days of the conclusion of the Informal Process, the party notified shall prepare a memorandum documenting the results of the Informal Process. They shall send the memorandum to both the grievant and the Human Resources Manager.

## Section 3 Steps of the Formal Process

Suppose the grievance is not settled to the grievant's satisfaction during the Informal Process and the grievant wishes to pursue the grievance. In that case, the grievant shall present their grievance in writing according to the steps and timelines specified below. The grievance shall be typed or legibly hand-written and include the following information:

- A statement of the specific provision of the applicable MOU or other written District policy which affects the employee's wages, hours, or other terms and conditions of employment that was allegedly violated, misinterpreted, or misapplied;
- A complete statement of the facts and events involved in the matter, including the date or dates on which the violation, misinterpretation, or misapplication allegedly occurred;
- The documents, witnesses, or other evidence that support the grievance;
- An explanation of how the employee is/was adversely affected by a specific act or omission which gave rise to the alleged violation, misinterpretation, or misapplication;
- A statement of the corrective action requested and the reason the corrective action is appropriate;
- The grievant's signature and the date the grievance was submitted; and
- The date the informal grievance was initially presented and to whom it was presented under the Informal Process.

No grievance will be accepted for processing unless the grievant provides all of the information listed above.

### Step 1 Department Manager or Human Resources Manager

The grievant must present the written grievance to the Department Manager or the Human Resources Manager within seven (7) business days after the date the memorandum documenting the results of the Informal Process is provided to the grievant.

Within seven (7) business days after the grievant presents their written grievance, the Department Manager or Human Resources Manager may, at their discretion, schedule a meeting with the grievant for the parties to work on resolving the grievance.

The Department Manager will provide a written response to the grievant within seven (7) business days after receipt of the written grievance or within seven (7) business days after any scheduled meeting or meetings that is/are held, whichever occurs later.

### Step 2 Appeal to the General Manager

Suppose the grievance is not settled to the grievant's satisfaction at Step 1, and the grievant wishes to pursue the grievance. In that case, the grievant must present the written grievance to the General Manager within seven (7) business days after the date of the written response to the grievant at Step 1.

Within seven (7) business days after the grievant presents their grievance, the General Manager may, at their discretion, schedule a meeting with the grievant to discuss the matter. After considering the facts and an investigation, the General Manager will provide a written decision to the grievant.

The General Manager's decision will be limited as follows:

- The decision shall neither add to, detract from, nor modify the language of the applicable MOU.
- The decision shall be confined to the precise issue(s) the grievance raised and that the grievant submitted.
- Any monetary award in favor of the grievant may not exceed wages or benefits that the grievant has lost due to the matters alleged in the grievance. In no event shall any grievance award include any other types of damages or attorneys' fees.

The General Manager may delegate non-involved managers or non-District employees to act on the District's behalf at any level of the grievance process. The findings and recommendations any such individual renders shall be advisory to the General Manager, who may accept, reject, or modify that individual's recommendation, and who shall issue a determination within seven (7) business days.

### Step 3 Appeal to the Board of Directors

Suppose the grievance is not settled in Step 2, and the grievant desires to appeal. In that case, they shall submit their appeal in writing to the Board of Directors within seven (7) business days after the General Manager has given their decision. A hearing before the Board of Directors with the grievant's representative present, if desired by the grievant, shall be held at the next regular Board meeting.

The Board of Directors shall decide on the grievance in writing to the employee and the General Manager within fourteen (14) business days following the meeting. The Board of Directors' decision shall be final and binding.

## Section 4 Additional Rules Applicable to The Grievance Procedure

### Representation

Either the District or the grievant may be represented at any step of the grievance procedure by an individual of the party's choice. Withdrawal. A grievant may withdraw any grievance at any time by giving written notice to the District representative who last acted on the grievance and by providing a copy of the notice to the Human Resources Manager.

### Resolution

Suppose the grievant does not present the grievance to the next level within the time limits for each step. In that case, the grievance shall be considered resolved based on the response at the last level.

### Waiver

The grievance is deemed waived by the grievant for all purposes if the grievant does not process the grievance within the time frames outlined in this grievance procedure.

### Deemed Denied

Suppose the District does not respond to a grievance within the time frames set forth for each step. In that case, the grievant may elect to treat the grievance as denied and immediately appeal the grievance to the next step.

### Written Agreement to Extend Time

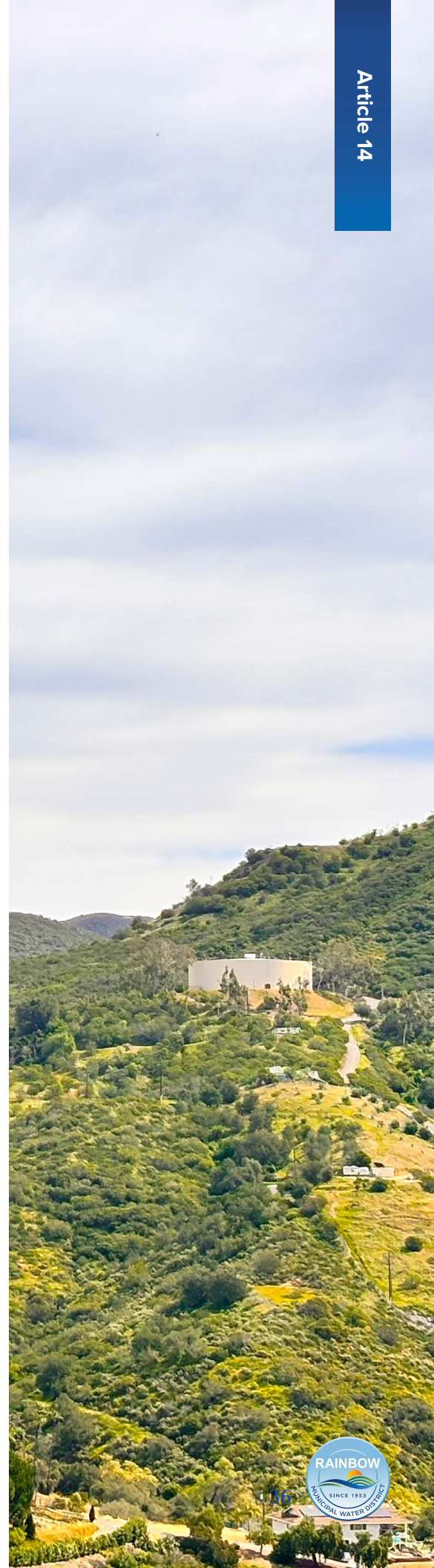
In extenuating circumstances, the parties may mutually agree in writing to extend time at each step. The time extension will be effective only for the time agreed in writing and for the step to which it applies, as agreed in writing.

### Grievance Meetings

Grievance meetings will be held during regularly scheduled work hours of the grievant and the individual to whom the grievance is presented unless otherwise mutually agreed.

## Section 5 Non-Retaliation

No party to a grievance shall be subject to retaliation for utilizing the grievance procedure in good faith.



## Article 15: Discipline Procedure

California Water Code Section 71362 states that District employees serve at the pleasure of the General Manager. However, in prior Memorandums of Understanding (“MOU”), the Board of Directors provided for appeals of disciplinary actions in the MOU agreements. So, separate disciplinary procedures are provided for employees hired before and after July 1, 2017.

### Employees Hired Before July 1, 2017

Disciplinary procedures for employees hired before July 1, 2017, are outlined in the Supplemental Memorandum of Understanding dated July 1, 2017.

### Employees Hired After July 1, 2017

Disciplinary procedures and terminations pertaining to employees hired after July 1, 2017, are outlined in the Employee Handbook.

## Article 16: Severance

Employees hired after July 1, 2017, shall be entitled to severance pay if the District terminates employment after one year of service. The amount of severance eligibility increases with years of service, as follows:

### Length of Service Severance Benefit

Years of Service	Weeks of Pay	COBRA Benefits
1-3 Years	2 Weeks	1 Month
4-5 Years	4 Weeks	1 Month
6-10 Years	6 Weeks	2 Months
11 Years or More	8 Weeks	2 Months

One week’s pay shall be calculated as 40 hours at the employee’s current base hourly rate, excluding any overtime. The employee’s right to receive the severance pay set forth above is conditioned upon the employee executing a release of claims against the District. However, no employee is entitled to any of the severance benefits provided in this Article if the employee’s termination is due to egregious conduct, including, but not limited to, assault, battery, harassment, reporting to work under the influence of drugs or alcohol, theft, embezzlement, or other illegal activity.

Employees who are involuntarily separated from employment and who were hired before July 1, 2017, shall be entitled to two months of District-paid COBRA benefits, conditioned upon the employee executing a release of claims against the District.

## Article 17: Salary Surveys

The District may utilize external or internal salary surveys, compensation studies, or labor market analyses (“salary surveys”) for the following purposes:

- Drafting updates to, or new, job classifications;
- Establishing appropriate pay grade placement for new job classifications;
- Establishing initial compensation to be offered to new hires;
- Determining salary placement for employees promoted to an Exempt classification;
- Modifying salary ranges, classifications, or compensation structures;
- Establishing internal equity adjustments within existing classifications; or
- Moving a job classification from one pay grade to another to better align with external market data.

All the above actions, except for determining initial compensation to be offered to a new hire or promotion to an Exempt position, shall be subject to full meet-and-confer obligations. In no event shall the use of a salary survey result in a reduction to an employee’s base salary or total compensation without engaging in the meet-and-confer process.

The District shall provide the Association with the complete salary survey, including comparator agencies, methodology, and data sources, as part of the meet-and-confer process.

The District will conduct an annual salary survey to assess the external market for all job classifications in Legacy pay grades. The District shall provide the Association with the survey results upon completion, and the Association may propose pay grade adjustments, consistent with the District’s placement of similar positions relative to the external labor market.



## Article 18: Strikes

During the term of this agreement, the Association and its members shall not cause, instigate, encourage, or condone any strike or work stoppage of any kind, including “sympathy strikes” where a strike or work stoppage is declared by another union (whether another District Association or outside union).

## Article 19: Modifications, Waiver

No agreement, alteration, understanding, variation, waiver, or modification of any of the terms or provisions contained herein shall in any manner be binding upon the parties hereto unless made and executed in writing by all parties hereto and, if required, approved, and implemented by the District’s Board of Directors. The waiver of any breach, term, or condition of the Memorandum of Understanding by either party shall not constitute a precedent in the future enforcement of all its terms and provisions.

## Article 20: Provisions Of Law

This Memorandum of Understanding is subject to all current and future applicable federal, state, and local laws. If any part or provision of the Memorandum of Understanding is in conflict or inconsistent with such applicable provisions of federal, state, or local laws or regulations, or is otherwise held to be invalid or unenforceable by a tribunal of competent jurisdiction, such applicable law or regulations, the remainder of the Memorandum of Understanding shall not be affected thereby.

## Article 21: District Rights

It is understood and agreed that the District possesses the sole right and authority to operate and direct its employees and its various departments in all aspects, including, but not limited to, all rights and authority exercised by the District prior to the execution of this agreement. These rights include, but are not limited to:

- The right to determine its mission, policies, and to set forth all standards of service offered to the public;
- To plan, direct, control, and determine the operations or services to be conducted by employees of the District;
- To determine the methods, means, and number of personnel needed to carry out the District's mission;
- To direct the working forces;
- To hire and assign or to transfer employees within the departments;
- To promote, suspend, discipline, or discharge;
- To lay off or to relieve employees due to lack of work or funds or for other legitimate reasons;
- To make, publish, and enforce rules and regulations;
- To introduce new or improved methods, equipment, or facilities;
- To take any and all actions as may be necessary to carry out the mission of the District in situations of civil emergency as may be declared by the President of the Board of Directors or the General Manager; provided that no right enumerated herein shall be exercised or enforced in a manner contrary to or inconsistent with the provisions of this agreement.

The Board of Directors has the sole authority to determine the purpose and mission of the District and the amount of budget to be adopted thereto.

## Article 22: Entire Agreement

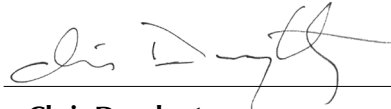
The parties acknowledge that during the negotiations which resulted in this agreement, each had the unlimited right and opportunity to make demands and proposals concerning any subject or matter not removed by law from the area of collective bargaining. The parties met and conferred regarding disciplinary procedures. After exercising that right and opportunity, the parties' understanding and agreements are set out in this agreement. Concerning disciplinary procedures, this Agreement references and incorporates by reference the Supplemental Memorandum of Understanding dated July 1, 2017, pertaining to disciplinary procedures for employees hired before July 1, 2017.

Therefore, the District and Association, for the duration of this agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively concerning any subject or matter referred to, or covered in this agreement, or concerning any subject or matter not explicitly referred to, or covered in this agreement, even though such subjects or matters may not have been within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this agreement.

Approved by the Board of Directors of the Rainbow Municipal Water District on  
May 26, 2026.

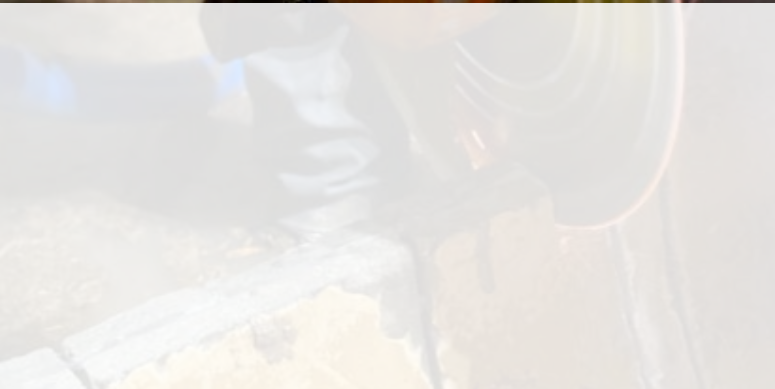


**Hayden Hamilton**  
Board President



**Chris Daugherty**  
RASCE Vice President





MUNICIPAL WATER DISTRICT

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