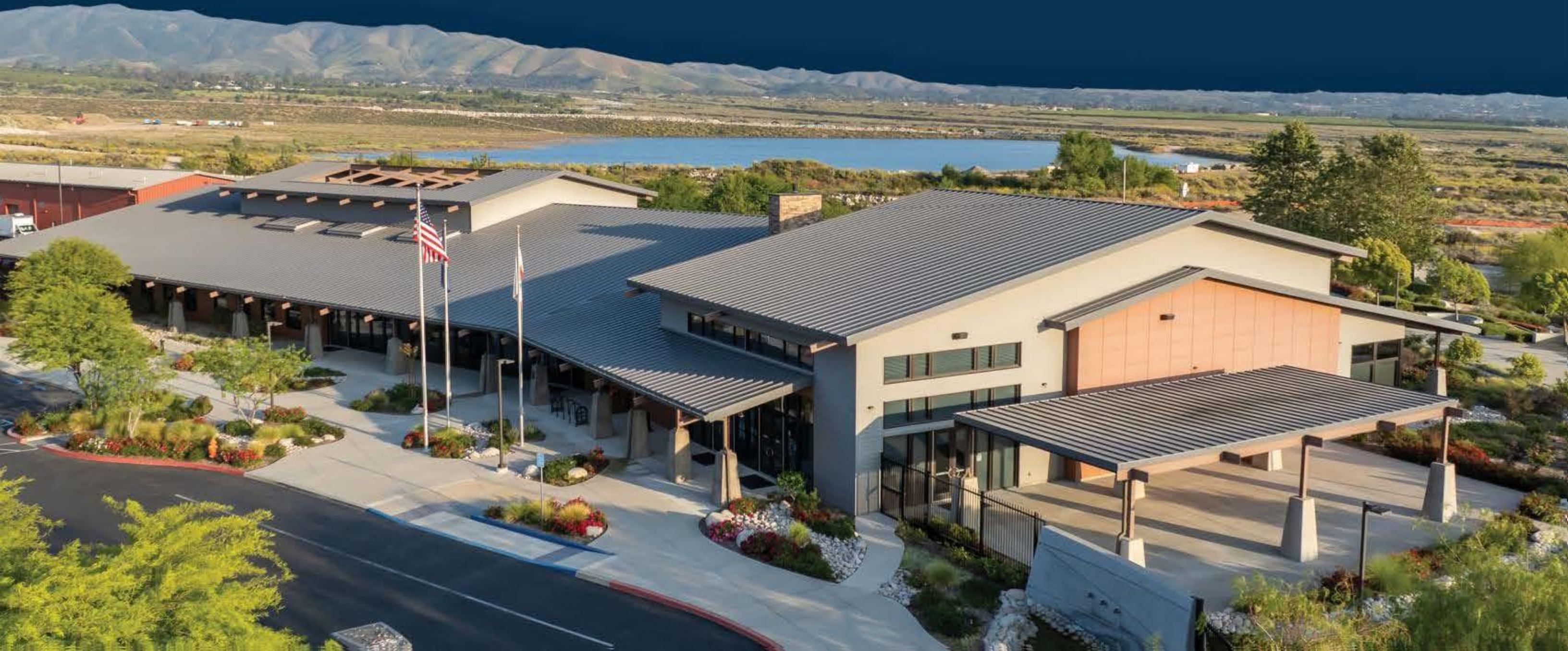
EAST VALLEY WATER DISTRICT

JULY 1, 2026 THROUGH JUNE 30, 2029

MEMORANDUM OF UNDERSTANDING

Between East Valley Water District and
The East Valley Water District Employee Partnership



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MEMORANDUM OF UNDERSTANDING

BETWEEN THE EAST VALLEY WATER DISTRICT
AND THE
EAST VALLEY WATER DISTRICT EMPLOYEE PARTNERSHIP

ARTICLE 1
DESIGNATION OF PARTIES

This Memorandum of Understanding (MOU) constitutes an agreement between the designated representatives of the East Valley Water District (District) and representatives of the East Valley Water District Employee Partnership (Partnership). The Partnership is the exclusively recognized employee organization, representing all classifications in the unit, as set forth below:

Accounting Technician
Customer Service Representative I
Customer Service Representative II
Environmental Compliance Technician I
Environmental Compliance Technician II
Facilities Maintenance Technician I
Facilities Maintenance Technician II
Field Customer Service Representative
Fleet Maintenance Coordinator
IT Technician
Metering System Specialist
Purchasing/Warehouse Technician
Senior Accounting Technician
Senior Customer Service Representative
Senior Utility Maintenance Technician
Senior Water Production Operator
Senior Water Treatment Plant Operator
Senior Wastewater Treatment Plant Operator
Utility Maintenance Technician I
Utility Maintenance Technician II
Utility Maintenance Technician III
Wastewater Treatment Plant Operator I
Wastewater Treatment Plant Operator II
Wastewater Treatment Plant Operator III
Water Production Operator I
Water Production Operator II
Water Production Operator III

ARTICLE 2
PURPOSE

The parties to this Memorandum of Understanding (MOU) agree that its purpose is to confirm and maintain a spirit of cooperation between the District and the general employees of the District. The District and the Partnership will strive to promote a harmonious relationship between the parties, through this MOU, that will result in benefits for the District and provisions of continuous and uninterrupted services.

Except as otherwise expressly modified by this MOU, the Personnel Rules and Administrative Policies and Programs Manual shall remain in full force and effect as written.

ARTICLE 3
TERM

This MOU shall be effective as of July 1, 2026, upon ratification of the Partnership and approval by the full District's Board of Directors. It shall remain in full force and effect through June 30, 2029, and from month to month thereafter or until such time as agreement has been reached on a successor MOU.

ARTICLE 4
COMPENSATION

Cost of Living Adjustments (COLAs) – The following COLAs will be implemented during the term of this three (3) year contract:

Year 1 - Five percent (5%) COLA, effective July 1, 2026.

Year 2 – Four percent (4%) COLA, or the percentage increase in the Consumer Price Index (CPI)*, whichever is greater, effective July 1, 2027. The CPI increase shall be based on the most recent twelve (12) month period ending in April immediately preceding the effective date of the adjustment.

Year 3 – Four percent (4%) COLA or the percentage increase in the Consumer Price Index (CPI)*, whichever is greater, effective July 1, 2028. The CPI increase shall be based on the most recent twelve (12) month period ending in April immediately preceding the effective date of the adjustment.

*CPI based on CPI-U for Riverside-San Bernardino-Ontario preceding 12 months ending in April.

The District partnered with a business services consultant to conduct a compensation and classification survey of all positions with the results negotiated into this current contract. Those positions with a salary found to be under the market median will receive pay increases accordingly to bring the classification's salary up to the market median over a period of two fiscal years as detailed below:

If a classification's salary is found to be paid 1% to 10% under the market median, the employees within the classification will receive up to a 5.3% increase in year 1, effective July 1, 2026. The employees within those classifications will receive the remainder of the increase, if applicable, in year 2, effective July 1, 2027.

If a classification's salary is found to be paid greater than 10% under the market median, the employees within the classification will receive approximately half of the increase in year 1, effective July 1, 2026. The employees within those classifications will receive the remainder of the increase in year 2, effective July 1, 2027.

Classifications with a salary found to be above the market median will be Grandfathered (G-rated). With G-rating, the salary range for the classification is adjusted down to market, however, current incumbents would continue being paid at the current rate of pay (which would put them outside of the new and adjusted salary range for the class) and they receive cost-of-living adjustments until they separate from employment with the District, or their current rate of pay catches up to the market median. Any new hires would be paid within the newly established salary range.

G-rated positions will be evaluated annually to assess eligibility of eliminating G-rated status if their current rate of pay catches up to the market median.

Salary Schedule - Refer to Appendix A for the Salary Schedule effective July 1, 2026, and Appendix B for the full Salary Range Table.

Pay for Performance - The Pay for Performance Program is a discretionary incentive program that allows for up to an additional five percent (5%) of base salary, aligned with the performance review cycle, to be paid out annually in lump sum form for commendable performance. Employees are eligible for the program upon completion of probation.

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Pay for Performance is utilized for those employees whose performance consistently meets or exceeds expectations as defined by efforts toward divisional and personal goal achievement, successful ratings on evaluation core competencies, and for those who have been identified as giving world class customer service, have established more efficient business processes, or generate ideas resulting in cost savings for the District.

An employee must at least "meet expectations" in all core competencies on their annual Performance Evaluation to be eligible for this program. It is at the supervisor's discretion to determine the percentage recommendation for their staff's Pay for Performance incentive. Also, an employee may not have received formal discipline during the rating period to be considered eligible for this program.

Employees with performance that either "Meets Expectations," "Exceeds Expectations," or "Far Exceeds Expectations," will have the opportunity to participate in the Pay for Performance Program and have the potential to earn a lump sum payment of up to 5% of base salary.

If base pay is above the maximum: Employees with pay frozen at or above the maximum of their range and perform at "Meets Expectations," "Exceeds Expectations," or "Far Exceeds Expectations," will have the opportunity to participate in the Pay for Performance Program and have the potential to earn a lump sum payment up to 5% above the range maximum.

Pay for Performance Evaluation Procedure - The process for the Pay for Performance evaluation is as follows:

1. Core competencies, goals and objectives will be determined at the beginning of the fiscal year.

2. Supervisors and managers will meet with staff to communicate Department and individual goals as well as recommended actions staff should take to achieve these goals.

3. Prior to the end of the rating period (June 30th), staff will be asked to complete a self-evaluation relating to the core competencies,

goals and objectives, and overall performance for their supervisor to review.

4. At the end of the rating period, after self-evaluations are submitted, a performance evaluation will be completed to document each employee's accomplishments relative to the core competencies, goals and objectives, and overall employee performance. This will assist the supervisor in determining eligibility and the percentage recommendation for the Pay for Performance incentive.

5. The General Manager/CEO or designee will review all incentive recommendations and give final approval.

6. Incentive checks will be distributed on the first Friday of the new fiscal year, unless July 4th happens to fall on the first Friday of the new fiscal year then the incentive check will be distributed on the second Friday of the fiscal year.

7. If an employee does not agree with the incentive percentage recommended by their supervisor, they may speak with Human Resources, and if the issue is not resolved, they may request a meeting with the General Manager/CEO.

ARTICLE 5
MEMBERSHIP DUES

The dues for regular membership of the Partnership shall be set by the Partnership at whatever level is necessary to maintain membership. Membership dues will not be collected during the term of this three (3) year contract. In the future, if a majority of the membership vote to collect dues, a membership meeting will be scheduled according to the Partnership Bylaws to determine the start date for collection of dues and to establish the dues deduction amount.

ARTICLE 6
WORKING OUT OF CLASSIFICATION

Employees in the unit assigned to work in a higher classification in excess of ten (10) consecutive working days, upon supervisor recommendation, will be granted a five percent (5%) salary increase or the "A" step of the higher classification, whichever is greater, for all time worked in the higher classification beginning with the eleventh (11th) workday, except for an employee in a trainee status.

Increases in pay may be granted to recognize the temporary assignment of more difficult duties requiring a greater level of skills. "Selected positions may be authorized additional compensation, rather than being reclassified to a higher level". Temporary assignments as provided herein will not exceed one (1) year and shall not be used to avoid reclassification of the affected position. Increases in pay shall be temporary so long as the higher-level duties are assigned and performed. All such increases shall be authorized by the General Manager/CEO and shall not affect an employee's step advancement in the base range.

ARTICLE 7
HEALTH AND WELFARE BENEFITS

Percentage Based Employer Contribution Plan - Effective January 1, 2017, the Flexible Benefit Plan was eliminated and replaced by the Percentage Based Employer Contribution Plan (PBECP).

A. **PEMHCA Contribution** - The District will pay the Public Employees' Medical & Hospital Care Act ("PEMHCA") minimum contribution for employees enrolled in the CalPERS Health Program through the District. This amount is set by CalPERS annually. For 2026, the minimum contribution is $162.00 per month.

B. **Health Insurance** - In addition to the PEMHCA minimum contribution, all Partnership members shall be eligible to participate in the PBECP. The PBECP covers the difference between the PEMHCA minimum contribution and 90% of health benefit premiums for employees and their qualified dependents up to the cost of the benchmark plan (Blue Shield for the term of this contract) for the benefit year. Employees will be responsible for covering the remaining 10% of the health benefit premium costs, and any additional costs incurred by selecting a health plan above the benchmark plan.

C. **Dental and Vision Insurance** - The District will cover 100% of the employees' selected group dental and vision plans for employees and their qualified dependents.

D. **Declination/Withdrawal Provision** - A declination/withdrawal provision is included to allow employees with alternative coverage to opt-out of the District's health benefits plan. Employees must show proof of alternative coverage annually. There is no cash-in-lieu provision associated with declining the District's benefits.

Life Insurance - The District will pay the premiums for $100,000 Life and AD&D Insurance Policies for all Partnership members.

Coverage During Leave of Absence - In accordance with Section 7.03 – E of the District's Personnel Rules, the District will continue contributions for health, dental, vision, and life insurance premiums for a period not to exceed four (4) months during any approved medical leave, or during any period in which the employee has accrued leave time and is utilizing this leave time, whichever occurs later. If an employee wishes to continue coverage after the four-month period, the employee will be responsible for paying the District the premiums one month ahead of coverage.

Flexible Spending Account - The District shall offer a Flexible Spending Account for the benefit of its employees. This program is in accordance with the provisions of IRS Publication 969.

ARTICLE 8
DEFERRED COMPENSATION MATCH

Effective July 1, 2023, the District will match contributions of up to $125.00 per month for employees currently enrolled and participating in the 457 Deferred Compensation plan.

ARTICLE 9
COMPUTER PURCHASE PROGRAM

Full-time, non-probationary employees will have the opportunity to participate in the Computer Purchase Program which provides an interest free loan where employees can choose from a selection of computers, laptops, tablets, printers purchased by the District to be paid back through payroll deduction. Please reference the District's Computer Purchase Program document which sets guidelines and limitations for the terms and conditions of the program.

ARTICLE 10
STANDBY

Employees assigned to standby status shall be compensated at the rate of 2 hours of assigned employee's regular rate of pay for each day of standby duty served, and 3 hours of assigned employee's regular pay for standby duty served on a District observed holiday.

Employees assigned to standby duty will be compensated for a minimum of two hours overtime pay for calls lasting two hours or less. Additional calls that may come in during the initial two-hour timeframe will be considered compensated if work is completed within the two hours.

Standby duty requires that employees so assigned shall: (1) be ready to respond immediately; (2) be reachable by telephone or other communicating devices; (3) be able to report to active duty not later than thirty (30) minutes from time of contact and (4) refrain from activities which might impair their ability to perform assigned duties. Employees not assigned to standby duty have no obligation to meet these requirements.

ARTICLE 11
CALL BACK

District employees who are required to return to duty after completing their regular work shift shall be entitled to receive call-back compensation.
For each call-back occurrence, employees shall be compensated as follows:

- A call-back premium of forty dollars ($40.00), paid in addition to all other applicable forms of compensation; and

- A minimum of two (2) hours of overtime pay, regardless of the actual time worked.

Each separate return to duty shall constitute a distinct call-back occurrence. Call-back compensation shall not be offset, reduced, or replaced by any other premium pay provisions.

This provision shall not apply to employees who are officially assigned to standby duty in accordance with Article 10 (Standby).

ARTICLE 12
CERTIFICATION INCENTIVE PAY

Sewer Response Team – This program was eliminated effective July 1, 2014, as the District has identified that compensation for responding to sewer emergencies is included in Stand-by Pay and in the overtime pay employees receive for responding to such emergencies. Employees currently participating in the program on the date of the contract's approval will be grandfathered in and continue to receive the salary differential of two and one-half percent (2.5%).

Commercial Drivers – This program was eliminated effective July 1, 2014, as the District has identified through market analysis that obtaining a Commercial License is a condition of employment for specified positions and the salary range for those specified positions is inclusive of compensation for that license. Employees currently participating in the program on the date of the contract's approval will be grandfathered in and continue to receive the salary differential of two percent (2%).

Water Distribution, Water Treatment, and Wastewater Treatment Incentive Pay Program – Employees working in the Operations or Water Reclamation Departments are eligible to receive a one-time certification incentive payment of $1,500 for each certification obtained of grade two or higher water distribution, water treatment, and wastewater treatment certifications. Certifications must be job related and approved by the employee's supervisor. Employees must submit an official copy of the certification in order to receive the Incentive Pay.

Distribution and Production Operators Differentials – These programs were eliminated effective July 1, 2017, and replaced by the Water Distribution and Water Treatment Incentive Pay Program.

Employees previously receiving differential pay based on a percentage of their pay per certification will be grandfathered into the program. Those employees grandfathered into the program will no longer receive the differential as a percentage of their pay, however, they will receive the equivalent monetary value each pay period equal to that received in the last pay period of the 2016/17 Fiscal Year and the pay will be frozen at that amount. This grandfathered differential pay will continue to be considered Pensionable Compensation under CalPERS regulations.

ARTICLE 13
BILINGUAL PAY

Employees within the Customer Service and Public Affairs/Conservation Departments who speak, read, write, and/or translate Spanish in their daily duties will be compensated fifty cents ($.50) per hour in addition to their regular pay.

The respective Department Supervisor will notify Human Resources of any employees that will be assigned bilingual duties eligible for Bilingual Pay. Human Resources will ensure an assessment of competency for employees who have been assigned bilingual duties to certify that these employees are eligible for Bilingual Pay.

The effective date of Bilingual Pay certification shall be the first day of the pay period following notification to Human Resources of the passing of the bilingual assessment.

A transfer in position or department may result in a loss of Bilingual Pay if that department or position is no longer eligible.

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ARTICLE 14
HOURS OF WORK

Work Hours - Work hours are the hours an employee is assigned to perform duties on behalf of the District. All full-time District employees (unless otherwise approved by the General Manager/CEO or designee) shall work a 9/80 work schedule, which is worked as one week at 36 hours and one week at 44 hours. The full eighty-hour pay period is worked in nine (9) days rather than 10.

Overtime is paid for hours in excess of nine (9) hours worked per day or eight (8) hours on employee's non-flex day; not 40 hours per week.

With the 9/80 work schedule, the work week period will begin each Saturday and end the following Friday.

Employees on the A or B shift shall work Monday through Thursday, for nine (9) hours and alternating Fridays for eight (8) hours.

Employees on the C shift shall work Tuesday through Friday, for (9) hours and alternating Mondays for eight (8) hours.

Employee work hours shall be established by the District and are subject to change based upon the needs of the District and upon a minimum of two (2) weeks notification to employees. To ensure quality service levels to the District's operations, the following working schedules have been established for staff in the office and field:

Office Staff A/B Shift:	
Monday through Thursday:	7:30 am – 5:30 pm
Alternating Friday	7:30 am – 4:30 pm
Office Staff C Shift:	
Tuesday through Friday:	7:30 am – 5:30 pm
Alternating Monday:	7:30 am – 4:30 pm
Field Staff:	
Monday through Thursday	6:30 am – 4:00 pm
Alternating Friday	6:30 am – 3:00 pm

Work Periods - If District Management concludes that the 9/80 work schedule is not conducive to District operations, the District will meet and confer on the impact of discontinuing the program. Thirty days' notice will be provided to employees prior to the termination of a 9/80 schedule.

ARTICLE 15
OVERTIME

All time worked in excess of the established standard work week shall be considered as approved overtime. Overtime will be compensated at one and one-half (1-1/2) times the employee's base hourly rate. Overtime shall be reported and compensated in fifteen (15) minute increments.

ARTICLE 16
SICK LEAVE

A. **Definition** - Sick leave is an insurance or protection to be granted in circumstances of adversity to promote the health and welfare of the individual employee. It is not an earned right to time off from work. Sick leave permits the employee to be absent from duty without the loss of pay when they are incapacitated by reason of illness, injury or pregnancy and confinement or when a member of the immediate family must be attended to by the employee; or when an employee has been exposed to a contagious disease and his presence on the job might endanger fellow workers. When approved in advance, sick leave may also be used for medical, dental, or optical examinations or treatments. Maternity leave is chargeable to sick leave, annual vacation and leave without pay as appropriate. To support a request for maternity sick leave, the employee must submit a statement by her attending physician showing the expected period during which she will be incapacitated from the performance of official duties. For purposes of "attended to" (cared for) as defined herein, immediate family refers to spouse, mother, father, son, daughter, step relations, ward and, when residing in the employee's home, sister and brother.

Time off for an employee to attend to a member of the immediate family shall be limited to a maximum of six and one-half (6.5) days (52 hours) per calendar year. Additional time may be authorized by the General

Manager/CEO based on a case-by-case review of the employees' sick leave usage.

B. **Initial Credit and Accumulation** - Sick leave is earned at the rate of 4.5 hours (one half day) for each full bi-weekly pay period (13 days per year), and it can be accumulated without limitation.

C. **Notice of Sickness** - When the employee is incapacitated from the performance of his or her duties for reasons that entitle him or her the use of sick leave, he or she must notify his or her department supervisor or other supervisor within thirty (30) minutes of their regular start time.

D. **Review** - An absence of sick leave for more than five (5) workdays must be supported by a medical certificate.

E. **Improper Use** - If, after reviewing an employee's record of sick leave usage, the District believes sufficient cause exists to suspect abuse of sick leave, a medical certificate may be required for any subsequent use of sick leave.

F. **Sick Leave Cash Out** - Employees may cash out accrued sick leave balances as follows:

1. Employees may request reimbursement for up to three hundred (300) hours of accrued sick leave per calendar year provided, however, that a minimum of 160 hours (four weeks) accrual is retained after said reimbursement. All requests for reimbursement must be submitted to Payroll no later than December 1st of each year.

G. **Sick Leave Cash Out at Separation** - After ten (10) years of continuous service with the District, employees separating from employment are eligible to cash out a percentage of their sick leave accrual based on the cash out tiers as follows:

Sick Leave Tier	Sick Leave Balance as of Separation Date	Percentage of Balance Available for Cash Out
1	0 – 117 hours	50%
2	118 – 235 hours	55%
3	236 – 353 hours	60%
4	354 – 471 hours	65%
5	472 – 589 hours	70%

1. Sick leave tiers are based on the number of hours that can be accrued in a fiscal year (117 hours per year). Employees may accrue an unlimited amount of sick leave, however, the maximum hours an employee can cash out at retirement is 589 hours (equivalent of 5 years' accrual).

2. Employees who retire from the District may apply remaining sick leave balances toward CalPERS for retirement credit.

3. In the event of an employee's death, cash payment of remaining sick leave balances will be made to the employee's estate based on the designated cash out tiers. In the event of death resulting from occupational injury, cash payment shall be made to the employee's estate of 100% of remaining sick leave balances.

H. **Worker's Compensation** - Employees shall be provided with up to a maximum of three consecutive days of un-chargeable leave following an occupational injury unless otherwise required by the Worker's Compensation Act of the State of California.

The deduction by the District from the employee's accumulated sick leave shall be limited to the same percentage as the amount due from Worker's Compensation bears to the amount paid by the District. For example, an employee of the District entitled to $12.00 per day from the District received $9.00 per day from Worker's Compensation and the difference of $3.00 per day being paid by the District. In deducting from such employee's accumulated sick leave, such deduction shall be made daily on the same basis (i.e., 1/4 of a day).

<u>Example and Intent</u> - When an employee is out on an industrial injury, no charge will be made to leave benefits for the first three days. Any payments from workers' compensation will be applied to re-purchase sick leave or vacation used.

It is the intent to provide full benefits where possible and is not construed to allow the employee windfall income but to keep them whole.

I. **<u>Catastrophic Leave:</u>**

1. <u>Definition</u>. Catastrophic Leave is an approved Leave of Absence due to a verifiable long-term illness or injury resulting in either physical or mental impairment. Job and/or personal stress (not the result of a diagnosed mental disorder) is specifically excluded from entitlement to Catastrophic Leave. A statement from the employee's treating physician, subject to review and approval by the District's Occupational Physician, is required.

2. <u>Application.</u> The employee on an approved Medical Leave of Absence who is receiving Catastrophic Leave can continue to earn benefit monies pursuant to the forty-one (41) hours per pay period requirement of the Flexible Benefit Plan set forth in section 8.01.A.3.b of the Personnel Rules. An employee receiving leave under this program is not eligible for receipt for any accruals such as vacation or sick leave.

3. <u>Eligibility.</u>

   a) Catastrophic leave is only available to employees on regular, non-probationary status with the District.

   b) The employee must meet all of the following criteria before he/she becomes eligible for Catastrophic Leave donation.

      i. Be on an approved medical leave of absence for at least thirty (30) calendar days (160 working hours) exclusive of an absence due to a work-related injury and/or illness; and

ii. Submission of a doctor's off-work order verifying the medical requirement to be off work; and

iii. Exhaustion of all available leave balances.

4. Donation.

a) Vacation, holiday, as well as compensatory time, may be donated by employees only on a voluntary and confidential basis, in increments of eight (8) hours, not to exceed a total of fifty percent (50%) of a donor employee's annual vacation, holiday, or compensatory time accrual per employee. The donee employee receiving the Catastrophic Leave will be taxed accordingly.

b) The donation shall be for the donee employee's Catastrophic Leave only. The total donation allowed to any one employee of the District shall be limited to one thousand forty (1040) hours per fiscal year.

c) Donor hours shall be contributed at the donor's hourly base salary rate and be converted to the donee's hourly base salary, exclusive in both instances of overtime, differentials, and the like, as the singular purpose of this program is to provide financial assistance to the donee employee.

d) Any donated time unused by the donee employee for the medical emergency shall remain in the donee's accruals to be utilized as follows:

i. An employee on Catastrophic leave who has received the approval of his physician and the District's Occupational Health Physician to return to full time work shall have all unused Catastrophic Leave converted to an equal amount of sick leave which will be available to the employee according to the applicable provision of Section 7.02 of the Personnel Rules.

ii. An employee on Catastrophic Leave who has received the approval of his physician and the District's Occupational Health Physician to return to work on a part time basis (less than the employee's normally scheduled hours of work per pay period) may record each pay period a combined total of work time and Catastrophic Leave not to exceed the lesser of eighty (80) hours or the employee's normally scheduled hours of work.

iii. The General Manager/CEO may impose other terms and conditions on the donation as deemed appropriate and may charge the Catastrophic Leave donation for the actual administrative costs incurred by the District.

iv. Solicitation of donors shall be regulated by the District's Personnel Department. The names of the donors shall be confidential and the privacy rights of the donee shall be protected to the extent permitted by law.

v. All donors and donees shall sign release forms to be prepared and retained by the District's Personnel Department.

vi. An employee will not be allowed to donate hours of leave if his resulting sick leave balance drops below one hundred sixty (160) hours.

5. Implementation.

a) The District shall meet and confer with representatives of the employees regarding issues arising from the implementation of this program.

ARTICLE 17
VACATION

A. **Definition** - Vacation with pay is a right earned as a condition of employment and made available in the interest of the District for the recreation, health, and wellbeing of the employee, subject to approval by the General Manager/CEO or designee.

B. **<u>Annual Vacation Leave Earned</u>** - Annual vacation leave is earned as follows:

Years of District Service	**Accrual Earned Per Pay Period**	**Accrual Earned Per Year**
Fewer than 3 years	4 hours	104 hrs/year
3-10 years	6.15 hours	160 hrs/year
10 years or more	8 hours	208 hrs/year

1. Annual vacation leave may be accumulated for use in succeeding years, but the maximum amount that can be carried over from one calendar year to the next is 300 hours.

2. A change in the rate of annual vacation leave accrual shall take effect in the pay period following the one in which the employee completed the required length of service.

3. Vacation leave shall only accrue upon completion of a full eighty (80) hour pay period.

4. New employees may begin utilizing their vacation accruals after six (6) months of service with the District, or upon supervisor approval.

C. **<u>Approval</u>** - Although annual vacation leave occurs as an earned right, the time at which vacation leave may be taken and the amount granted during any period are based on business need and are at the supervisor's discretion. Vacation leave may be denied or asked to be postponed, however, no employee will lose earned vacation accruals based on business need. All accruals will remain until leave time is taken. Vacation leave must be approved in advance by the supervisor or designee except in cases of emergency.

D. **<u>Vacation as Sick Leave</u>** - Vacation may be used in lieu of sick leave if the employee desires.

E. **Vacation Leave Cash Out** - In lieu of taking annual vacation leave, employees have the ability to cash out an unlimited amount of vacation time provided that the employee has taken, or has approval to take, at least five (5) days of vacation that year and must maintain eighty (80) vacation hours on the books. Each such request is subject to the approval of the employee's supervisor or designee. Only the General Manager/CEO or designee may approve requests outside of the stated conditions.

F. **Termination** - Employees, upon separation from the District, shall be paid a cash lump sum at their then current salary rate as set forth in the Basic Salary Schedule for any unused annual vacation credits.

ARTICLE 18
BEREAVEMENT LEAVE

In the event of a death in a full-time employee's *immediate family*, bereavement leave will be granted of up to five (5) cumulative working days per occurrence. For this section, *immediate family* is defined as spouse, child (natural, adopted or step), parent (natural, adopted or step), grandparent, grandchild, brother, sister, step-brother, step-sister, and present in-laws (father, mother, son, daughter, brother, sister).

In the event of a death in a full-time employee's *close family*, bereavement leave will be granted of up to three (3) cumulative working days per occurrence. For this section, *close family* is defined as aunt, uncle, niece, and nephew.

The General Manager/CEO or designee may authorize the use of Bereavement Leave for relationships other than those specified. If additional hours are required, the employee may elect to take these hours without pay or have the hours deducted from his/her accrued sick or vacation leave.

District employees may be excused by their immediate supervisor to attend the memorial of a deceased District employee without the loss of pay.

ARTICLE 19
HOLIDAYS

A. The following are to be considered as approved holidays for the employees of the District and will be so ordered as follows:

January 1 (New Years' Day)
Third Monday in January (Martin Luther King's Birthday)
Third Monday in February (Presidents' Day)
Last Monday in May (Memorial Day)
June 19 (Juneteenth)
July 4 (Independence Day)
First Monday in September (Labor Day)
Second Monday in October (Columbus Day)
November 11 (Veteran's Day)
Fourth Thursday in November (Thanksgiving Day)
Fourth Friday in November (Day after Thanksgiving)
December 24 (Christmas Eve)
December 25 (Christmas Day)
December 31 (New Year's Eve)

In addition to the above-mentioned holidays, the District will be closed from Thursday, December 24, 2026, through Friday, January 1, 2027. The District will reopen for business on Monday, January 4, 2027. A number of employees will be required to cover Standby Duty in order to respond to customer calls/emergencies and District management staff will be available as needed.

Note: The District holiday closure will be revaluated each year.

When any of the legal holidays, other than those specifically set for a Monday, fall on Sunday, they will be observed the following Monday, and if any of such holidays fall on a Saturday, they will be observed the preceding Friday.

ARTICLE 20
ABSENCE WITHOUT PAY

Absence without pay is classified as leave without pay and shall be granted upon approval of the General Manager/CEO or designee. Sick and vacation leave accruals will cease when an employee is on an unpaid leave.

ARTICLE 21
AUTHORIZED LEAVE

A. Military Leave - Military leave and regulations for payment pertaining thereto shall be in accordance with the provisions of the Military and Veterans Code of the State of California.

B. Jury Duty – Employees who are summoned to appear and serve for jury duty shall be entitled to up to eighty (80) hours of jury duty leave per year. Employees summoned will be required to produce a certificate from the court which shows the dates of attendance. If a summoned employee receives payment from the court for jury duty service, the payment must be transferred to the District's Finance Department. The employee will then receive his or her regular rate of pay for the jury service. The same guidelines apply to employees who have been subpoenaed as a witness in a court matter.

ARTICLE 22
PROBATIONARY PERIOD

The probationary period for newly hired District employees shall be twelve (12) months. The probationary period for internally promoted employees shall be six (6) months. If the probationary employee is absent during this period, their probationary period may be extended by an equivalent amount of time.

ARTICLE 23
SEPARABILITY

If any portion of this MOU is held to be invalid by a court of competent jurisdiction, the remainder of this MOU shall not be affected thereby.

Upon issuance of the final determination of the court, the parties agree to meet and confer concerning only those matters directly affected by the decision.

ARTICLE 24
UNIFORMS

The District will provide field employee uniforms and bear the cost of the regular cleaning, maintenance, and replacement of uniforms. The District will provide a $400.00 allowance per year for the purchase of safety-toed shoes required to be worn by employees. The shoe allowance may also be used toward re-soling existing safety-toes shoes, toward any necessary shoe repair, and toward related accessories such as laces, inserts, and protectant spray. The District currently has a contract with Boot Barn and Work Boot Warehouse for these purchases.

The District will provide uniform shirts for Customer Service Representatives and other office staff as designated. These employees will have the option of selecting their choice of style and color from a District designated list and will be provided a sufficient number of shirts to get them through the work week without laundering. Shirts will be replaced on an as-needed basis.

ARTICLE 25
EMPLOYEE RETENTION INCENTIVE PROGRAM

This program was eliminated effective July 1, 2014. Employees currently participating in the program on the date of the contract's approval will be grandfathered in and continue at their current status and will receive one annual lump sum payment the first pay period in December of each year as follows:

After 10 years through the end of 14th year	$125
After 15 years through end of the 19th year	$250
After 20 years through the end of the 24th year	$375
After 25 years	$500

In the event an eligible employee retires from District service prior to the first pay period in December of any year, employee will receive the Employee Retention Incentive for that year at the time of retirement.

ARTICLE 26
RETIREE HEALTH INSURANCE

The District will pay the Public Employees' Medical & Hospital Care Act ("PEMHCA") minimum contribution for retirees enrolled in the CalPERS Health Program through the District. This amount is set by CalPERS annually. For 2026, the minimum contribution is $162.00 per month.

Effective for the term of this contract, in addition to the PEMHCA minimum contribution, the District shall reimburse eligible retirees any additional premium costs up to $900.00 per month, until the retiree becomes eligible for Medicare.

To become an eligible retiree, an employee must retire from the District with a minimum of 10 years of District service, or a minimum of 20 years of District service for employees hired after July 1, 2026. Retirees have the freedom to enroll in the District's CalPERS Health Program or a health care plan of their choice.

If the retiree elects a health care plan outside of the CalPERS Health Program, they will be required to show proof of health insurance coverage annually in order to receive the District's reimbursement.

The eligible retiree will receive the last reimbursement from the District the month they reach the age of eligibility for Medicare. In the event the eligible retiree dies before reaching the age of eligibility for Medicare, the District will extend this benefit to the surviving spouse until the spouse reaches the age of eligibility for Medicare.

****Reopener Provision for 2027**

The parties agree to reopen discussions regarding a potential Health Savings Account (HSA) model to replace the current Retiree Health Reimbursement model for employees hired after July 1, 2027, during the month of April 2027. Any modification to the MOU resulting from such discussions shall be subject to mutual agreement.

ARTICLE 27
RETIREMENT - PERS CONTRACT

2.7% @ 55 - The District has negotiated with CalPERS to provide the "2.7% @ 55" Retirement Formula to employees that are considered classic members under the Public Employees' Pension Reform Act of 2013 (PEPRA). Classic members are defined as members of the CalPERS retirement system or any other public retirement system that is subject to reciprocity. Classic members contribute the full employee share of 8% of their annual salary.

2% @ 62 – New members under PEPRA are provided the "2% @ 62" retirement formula with a 6.5% employee contribution. New members are defined as employees who were not members of a public retirement system prior to January 1, 2013; or members of a public retirement system that were not subject to reciprocity with the new employer's plan; or anyone who was an active member of a retirement system and has a break in service six months or more.

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MOU TERM: July 1, 2026 through June 30, 2029

AGREED ON: June 24, 2026

EVWDEP:

Michael Baffa, EVWDEP Rep

Adam Sievers, EVWDEP Rep

Jennifer Wallace, EVWDEP Rep

EVWD:

Ronald Coats, Chairman of the Board

Michael Moore, General Manager/ CEO

Appendix A

EAST VALLEY WATER DISTRICT

31111 Greenspot Road
Highland, CA 92346

(909) 889-9501
eastvalleywater.gov

SALARY SCHEDULE

Effective July 1, 2026

			Hourly Salary Range Steps					Monthly Salary Range Steps					Annual Salary Range Steps				
Class Title	Tier	Range	A	B	C	D	E	A	B	C	D	E	A	B	C	D	E
Accounting Technician	H	20	35.82	37.61	39.49	41.46	43.53	6,209	6,519	6,845	7,186	7,545	74,506	78,229	82,139	86,237	90,542
Administrative Specialist	G/C	31	47.00	49.35	51.82	54.40	57.12	8,147	8,554	8,982	9,429	9,901	97,760	102,648	107,786	113,152	118,810
Administrative Specialist	G/C	G-Rate			61.34					10,632					127,587		
Customer Service Representative I	H	15	31.66	33.24	34.90	36.65	38.48	5,488	5,762	6,049	6,353	6,670	65,853	69,139	72,592	76,232	80,038
Customer Service Representative II	H	19	34.94	36.70	38.52	40.46	42.47	6,056	6,361	6,677	7,013	7,362	72,675	76,336	80,122	84,157	88,338
* Customer Service Supervisor	P	39	57.26	60.12	63.13	66.29	69.59	9,925	10,421	10,943	11,490	12,062	119,101	125,050	131,310	137,883	144,747
* Director of Engineering and Operations	E	67	114.31	120.03	126.03	132.33	138.95	19,814	20,805	21,845	22,937	24,085	237,765	249,662	262,142	275,246	289,016
Director of External Affairs and Customer Experience	E	61	98.57	103.50	108.68	114.11	119.82	17,086	17,940	18,838	19,779	20,769	205,026	215,280	226,054	237,349	249,226
Director of Finance	E	66	111.53	117.11	122.96	129.11	135.56	19,332	20,299	21,313	22,379	23,497	231,982	243,589	255,757	268,549	281,965
Director of Human Resources	E	61	98.57	103.50	108.68	114.11	119.82	17,086	17,940	18,838	19,779	20,769	205,026	215,280	226,054	237,349	249,226
District Clerk	S	45	66.40	69.72	73.21	76.87	80.71	11,509	12,085	12,690	13,324	13,990	138,112	145,018	152,277	159,890	167,877
Engineering Manager	S	59	93.83	98.51	103.45	108.61	114.04	16,264	17,075	17,931	18,826	19,767	195,166	204,901	215,176	225,909	237,203
Environmental Compliance Supervisor	P	46	68.06	71.46	75.04	78.79	82.73	11,797	12,386	13,007	13,657	14,340	141,565	148,637	156,083	163,883	172,078
Environmental Compliance Technician I	H	26	41.54	43.62	45.80	48.09	50.49	7,200	7,561	7,939	8,336	8,752	86,403	90,730	95,264	100,027	105,019
* Environmental Compliance Technician II	H	30	45.85	48.14	50.55	53.08	55.73	7,947	8,344	8,762	9,201	9,660	95,368	100,131	105,144	110,406	115,918
Facilities and Fleet Supervisor	G/C	40	58.70	61.62	64.71	67.95	71.34	10,175	10,681	11,216	11,778	12,366	122,096	128,170	134,597	141,336	148,387
* Facilities Maintenance Technician II	H	25	40.53	42.56	44.68	46.91	49.26	7,025	7,377	7,745	8,131	8,538	84,302	88,525	92,934	97,573	102,461
Field Customer Service Representative	H	23	38.58	40.50	42.53	44.66	46.88	6,687	7,020	7,372	7,741	8,126	80,246	84,240	88,462	92,893	97,510
Finance Coordinator	G/C	30	45.85	48.14	50.55	53.08	55.73	7,947	8,344	8,762	9,201	9,660	95,368	100,131	105,144	110,406	115,918
Finance Coordinator	G/C	G-Rate			56.97					9,875					118,498		
* Finance Manager	M	55	85.00	89.25	93.71	98.40	103.32	14,733	15,470	16,243	17,056	17,909	176,800	185,640	194,917	204,672	214,906
Fleet Maintenance Coordinator	H	29	44.73	46.97	49.32	51.79	54.37	7,753	8,142	8,549	8,977	9,424	93,038	97,698	102,586	107,723	113,090
General Manager/CEO	E	N/A			157.60					27,317					327,808		
Human Resources Coordinator	G/C	30	45.85	48.14	50.55	53.08	55.73	7,947	8,344	8,762	9,201	9,660	95,368	100,131	105,144	110,406	115,918
Human Resources Coordinator	G/C	G-Rate			56.97					9,875					118,498		
Information Technology Analyst	G/C	35	51.88	54.47	57.19	60.05	63.05	8,993	9,442	9,913	10,409	10,929	107,910	113,298	118,955	124,904	131,144
* Information Technology Manager	S	55	85.00	89.25	93.71	98.40	103.32	14,733	15,470	16,243	17,056	17,909	176,800	185,640	194,917	204,672	214,906
* Information Technology Technician	H	26	41.54	43.62	45.80	48.09	50.49	7,200	7,561	7,939	8,336	8,752	86,403	90,730	95,264	100,027	105,019
* Metering Systems Specialist	H	25	40.53	42.56	44.68	46.91	49.26	7,025	7,377	7,745	8,131	8,538	84,302	88,525	92,934	97,573	102,461
Network Administrator	P	41	60.15	63.17	66.33	69.64	73.12	10,426	10,950	11,497	12,071	12,674	125,112	131,394	137,966	144,851	152,090
* Operations Manager	S	59	93.83	98.51	103.45	108.61	114.04	16,264	17,075	17,931	18,826	19,767	195,166	204,901	215,176	225,909	237,203
Principal Engineer	M	54	82.93	87.08	91.42	96.00	100.80	14,375	15,094	15,846	16,640	17,472	172,494	181,126	190,154	199,680	209,664
Public Affairs Coordinator	G/C	30	45.85	48.14	50.55	53.08	55.73	7,947	8,344	8,762	9,201	9,660	95,368	100,131	105,144	110,406	115,918
Public Affairs Coordinator	G/C	G-Rate			56.97					9,875					118,498		
Public Affairs Specialist I	G/C	28	43.64	45.82	48.11	50.52	53.05	7,564	7,942	8,339	8,757	9,195	90,771	95,306	100,069	105,082	110,344
Public Affairs Specialist II	G/C	32	48.17	50.58	53.11	55.77	58.55	8,350	8,767	9,206	9,667	10,149	100,194	105,206	110,469	116,002	121,784
* Public Affairs Supervisor	P	43	63.20	66.36	69.68	73.16	76.83	10,955	11,502	12,078	12,681	13,317	131,456	138,029	144,934	152,173	159,806

E = Executive Management/At-Will (Exempt)

G/C = General/Confidential (Non-Exempt)

H = Hourly-EVWDEP Represented (Non-Exempt)

M = Management (Exempt)

P = Professional/Supervisory (Exempt)

PT = Part-Time

S = Senior Management (Exempt)

G-Rate = Grandathered Placement due to results of the 2026 Compensation Study. The base salary is set above the maximum for the range assigned.

* = Employees assigned to classifications with this notation are currently in year 1 of a 2-year compensation implementation plan. Employees will reach the full range of their classification in year 2, effective July 1, 2027. Current range information is available in Finance or Human Resources.

EAST VALLEY WATER DISTRICT

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SALARY SCHEDULE

Effective July 1, 2026

				Hourly Salary Range Steps					Monthly Salary Range Steps					Annual Salary Range Steps				
	Class Title	Tier	Range	A	B	C	D	E	A	B	C	D	E	A	B	C	D	E
*	Purchasing/Warehouse Technician	H	25	40.53	42.56	44.68	46.91	49.26	7,025	7,377	7,745	8,131	8,538	84,302	88,525	92,934	97,573	102,461
	Senior Accountant	G/C	37	54.51	57.23	60.09	63.09	66.24	9,448	9,920	10,416	10,936	11,482	113,381	119,038	124,987	131,227	137,779
	Senior Accounting Technician	H	24	39.54	41.52	43.59	45.77	48.06	6,854	7,197	7,556	7,934	8,330	82,243	86,362	90,667	95,202	99,965
	Senior Administrative Assistant	G/C	25	40.53	42.56	44.68	46.91	49.26	7,025	7,377	7,745	8,131	8,538	84,302	88,525	92,934	97,573	102,461
	Senior Customer Service Representative	H	23	38.58	40.50	42.53	44.66	46.88	6,687	7,020	7,372	7,741	8,126	80,246	84,240	88,462	92,893	97,510
	Senior Engineer	M	51	77.01	80.86	84.90	89.15	93.60	13,348	14,016	14,716	15,453	16,224	160,181	168,189	176,592	185,432	194,688
*	Senior Utility Maintenance Technician	H	32	48.17	50.58	53.11	55.77	58.55	8,350	8,767	9,206	9,667	10,149	100,194	105,206	110,469	116,002	121,784
*	Senior Water Production Operator	H	38	55.86	58.65	61.59	64.67	67.90	9,682	10,166	10,676	11,210	11,769	116,189	121,992	128,107	134,514	141,232
*	Senior Water Treatment Plant Operator	H	40	58.70	61.62	64.71	67.95	71.34	10,175	10,681	11,216	11,778	12,366	122,096	128,170	134,597	141,336	148,387
	Senior Wastewater Treatment Plant Operator	H	38	55.86	58.65	61.59	64.67	67.90	9,682	10,166	10,676	11,210	11,769	116,189	121,992	128,107	134,514	141,232
	Utility Maintenance Superintendent	P	47	69.76	73.25	76.91	80.77	84.80	12,092	12,697	13,331	14,000	14,699	145,101	152,360	159,973	168,002	176,384
*	Utility Maintenance Technician I	H	20	35.82	37.61	39.49	41.46	43.53	6,209	6,519	6,845	7,186	7,545	74,506	78,229	82,139	86,237	90,542
*	Utility Maintenance Technician II	H	24	39.54	41.52	43.59	45.77	48.06	6,854	7,197	7,556	7,934	8,330	82,243	86,362	90,667	95,202	99,965
*	Utility Maintenance Technician III	H	28	43.64	45.82	48.11	50.52	53.05	7,564	7,942	8,339	8,757	9,195	90,771	95,306	100,069	105,082	110,344
	Wastewater Operator in Training	PT	9	27.30	28.67	30.10	31.61	33.18	4,732	4,970	5,217	5,479	5,751	56,784	59,634	62,608	65,749	69,014
	Wastewater Treatment Plant Operator I	H	26	41.54	43.62	45.80	48.09	50.49	7,200	7,561	7,939	8,336	8,752	86,403	90,730	95,264	100,027	105,019
	Wastewater Treatment Plant Operator II	H	30	45.85	48.14	50.55	53.08	55.73	7,947	8,344	8,762	9,201	9,660	95,368	100,131	105,144	110,406	115,918
	Wastewater Treatment Plant Operator III	H	34	50.61	53.14	55.80	58.59	61.52	8,772	9,211	9,672	10,156	10,664	105,269	110,531	116,064	121,867	127,962
	Water Production Operator II	H	30	45.85	48.14	50.55	53.08	55.73	7,947	8,344	8,762	9,201	9,660	95,368	100,131	105,144	110,406	115,918
	Water Production Operator III	H	34	50.61	53.14	55.80	58.59	61.52	8,772	9,211	9,672	10,156	10,664	105,269	110,531	116,064	121,867	127,962
*	Water Reclamation Manager	S	56	87.13	91.49	96.05	100.86	105.90	15,103	15,858	16,649	17,482	18,356	181,230	190,299	199,784	209,789	220,272
	Water Reclamation Supervisor	G/C	43	63.20	66.36	69.68	73.16	76.83	10,955	11,502	12,078	12,681	13,317	131,456	138,029	144,934	152,173	159,806
*	Water Treatment and Production Supervisor	P	47	69.76	73.25	76.91	80.77	84.80	12,092	12,697	13,331	14,000	14,699	145,101	152,360	159,973	168,002	176,384
	Water Use Efficiency Coordinator	G/C	33	49.37	51.85	54.43	57.16	60.02	8,558	8,987	9,435	9,908	10,404	102,690	107,848	113,214	118,893	124,842

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H = Hourly-EVWDEP Represented (Non-Exempt)

M = Management (Exempt)

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S = Senior Management (Exempt)

G-Rate = Grandathered Placement due to results of the 2026 Compensation Study. The base salary is set above the maximum for the range assigned.

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Appendix B

Salary Range
Effective July 1, 2026

Salary Range	Hourly Salary Range					Monthly Salary Range					Annual Salary Range				
#	Step A	Step B	Step C	Step D	Step E	Step A	Step B	Step C	Step D	Step E	Step A	Step B	Step C	Step D	Step E
1	$22.41	$23.53	$24.71	$25.94	$27.24	$ 3,884	$ 4,079	$ 4,283	$ 4,496	$ 4,722	$ 46,613	$ 48,942	$ 51,397	$ 53,955	$ 56,659
2	$22.96	$24.12	$25.33	$26.59	$27.92	$ 3,980	$ 4,181	$ 4,391	$ 4,609	$ 4,840	$ 47,757	$ 50,170	$ 52,686	$ 55,307	$ 58,074
3	$23.54	$24.72	$25.96	$27.25	$28.61	$ 4,080	$ 4,285	$ 4,500	$ 4,723	$ 4,959	$ 48,963	$ 51,418	$ 53,997	$ 56,680	$ 59,509
4	$24.13	$25.34	$26.61	$27.93	$29.33	$ 4,183	$ 4,392	$ 4,612	$ 4,841	$ 5,084	$ 50,190	$ 52,707	$ 55,349	$ 58,094	$ 61,006
5	$24.74	$25.97	$27.27	$28.63	$30.06	$ 4,288	$ 4,502	$ 4,727	$ 4,963	$ 5,210	$ 51,459	$ 54,018	$ 56,722	$ 59,550	$ 62,525
6	$25.35	$26.62	$27.95	$29.35	$30.82	$ 4,394	$ 4,614	$ 4,845	$ 5,087	$ 5,342	$ 52,728	$ 55,370	$ 58,136	$ 61,048	$ 64,106
7	$25.99	$27.29	$28.64	$30.08	$31.58	$ 4,505	$ 4,730	$ 4,964	$ 5,214	$ 5,474	$ 54,059	$ 56,763	$ 59,571	$ 62,566	$ 65,686
8	$26.64	$27.97	$29.37	$30.83	$32.37	$ 4,618	$ 4,848	$ 5,091	$ 5,344	$ 5,611	$ 55,411	$ 58,178	$ 61,090	$ 64,126	$ 67,330
9	$27.30	$28.67	$30.10	$31.61	$33.18	$ 4,732	$ 4,970	$ 5,217	$ 5,479	$ 5,751	$ 56,784	$ 59,634	$ 62,608	$ 65,749	$ 69,014
10	$27.98	$29.38	$30.85	$32.39	$34.01	$ 4,850	$ 5,093	$ 5,347	$ 5,614	$ 5,895	$ 58,198	$ 61,110	$ 64,168	$ 67,371	$ 70,741
11	$28.69	$30.11	$31.63	$33.20	$34.86	$ 4,973	$ 5,219	$ 5,483	$ 5,755	$ 6,042	$ 59,675	$ 62,629	$ 65,790	$ 69,056	$ 72,509
12	$29.40	$30.87	$32.41	$34.03	$35.73	$ 5,096	$ 5,351	$ 5,618	$ 5,899	$ 6,193	$ 61,152	$ 64,210	$ 67,413	$ 70,782	$ 74,318
13	$30.14	$31.64	$33.22	$34.88	$36.62	$ 5,224	$ 5,484	$ 5,758	$ 6,046	$ 6,348	$ 62,691	$ 65,811	$ 69,098	$ 72,550	$ 76,170
14	$30.89	$32.43	$34.05	$35.75	$37.55	$ 5,354	$ 5,621	$ 5,902	$ 6,197	$ 6,509	$ 64,251	$ 67,454	$ 70,824	$ 74,360	$ 78,104
15	$31.66	$33.24	$34.90	$36.65	$38.48	$ 5,488	$ 5,762	$ 6,049	$ 6,353	$ 6,670	$ 65,853	$ 69,139	$ 72,592	$ 76,232	$ 80,038
16	$32.46	$34.07	$35.77	$37.57	$39.45	$ 5,626	$ 5,906	$ 6,200	$ 6,512	$ 6,838	$ 67,517	$ 70,866	$ 74,402	$ 78,146	$ 82,056
17	$33.26	$34.92	$36.68	$38.50	$40.43	$ 5,765	$ 6,053	$ 6,358	$ 6,673	$ 7,008	$ 69,181	$ 72,634	$ 76,294	$ 80,080	$ 84,094
18	$34.09	$35.79	$37.59	$39.47	$41.44	$ 5,909	$ 6,204	$ 6,516	$ 6,842	$ 7,183	$ 70,907	$ 74,443	$ 78,187	$ 82,098	$ 86,195
19	$34.94	$36.70	$38.52	$40.46	$42.47	$ 6,056	$ 6,361	$ 6,677	$ 7,013	$ 7,362	$ 72,675	$ 76,336	$ 80,122	$ 84,157	$ 88,338
20	$35.82	$37.61	$39.49	$41.46	$43.53	$ 6,209	$ 6,519	$ 6,845	$ 7,186	$ 7,545	$ 74,506	$ 78,229	$ 82,139	$ 86,237	$ 90,542
21	$36.72	$38.55	$40.48	$42.50	$44.63	$ 6,365	$ 6,682	$ 7,017	$ 7,367	$ 7,736	$ 76,378	$ 80,184	$ 84,198	$ 88,400	$ 92,830
22	$37.63	$39.51	$41.49	$43.56	$45.74	$ 6,523	$ 6,848	$ 7,192	$ 7,550	$ 7,928	$ 78,270	$ 82,181	$ 86,299	$ 90,605	$ 95,139
23	$38.58	$40.50	$42.53	$44.66	$46.88	$ 6,687	$ 7,020	$ 7,372	$ 7,741	$ 8,126	$ 80,246	$ 84,240	$ 88,462	$ 92,893	$ 97,510
24	$39.54	$41.52	$43.59	$45.77	$48.06	$ 6,854	$ 7,197	$ 7,556	$ 7,934	$ 8,330	$ 82,243	$ 86,362	$ 90,667	$ 95,202	$ 99,965
25	$40.53	$42.56	$44.68	$46.91	$49.26	$ 7,025	$ 7,377	$ 7,745	$ 8,131	$ 8,538	$ 84,302	$ 88,525	$ 92,934	$ 97,573	$ 102,461
26	$41.54	$43.62	$45.80	$48.09	$50.49	$ 7,200	$ 7,561	$ 7,939	$ 8,336	$ 8,752	$ 86,403	$ 90,730	$ 95,264	$ 100,027	$ 105,019
27	$42.58	$44.71	$46.95	$49.29	$51.75	$ 7,381	$ 7,750	$ 8,138	$ 8,544	$ 8,970	$ 88,566	$ 92,997	$ 97,656	$ 102,523	$ 107,640
28	$43.64	$45.82	$48.11	$50.52	$53.05	$ 7,564	$ 7,942	$ 8,339	$ 8,757	$ 9,195	$ 90,771	$ 95,306	$ 100,069	$ 105,082	$ 110,344
29	$44.73	$46.97	$49.32	$51.79	$54.37	$ 7,753	$ 8,142	$ 8,549	$ 8,977	$ 9,424	$ 93,038	$ 97,698	$ 102,586	$ 107,723	$ 113,090
30	$45.85	$48.14	$50.55	$53.08	$55.73	$ 7,947	$ 8,344	$ 8,762	$ 9,201	$ 9,660	$ 95,368	$ 100,131	$ 105,144	$ 110,406	$ 115,918
31	$47.00	$49.35	$51.82	$54.40	$57.12	$ 8,147	$ 8,554	$ 8,982	$ 9,429	$ 9,901	$ 97,760	$ 102,648	$ 107,786	$ 113,152	$ 118,810
32	$48.17	$50.58	$53.11	$55.77	$58.55	$ 8,350	$ 8,767	$ 9,206	$ 9,667	$ 10,149	$ 100,194	$ 105,206	$ 110,469	$ 116,002	$ 121,784
33	$49.37	$51.85	$54.43	$57.16	$60.02	$ 8,558	$ 8,987	$ 9,435	$ 9,908	$ 10,404	$ 102,690	$ 107,848	$ 113,214	$ 118,893	$ 124,842
34	$50.61	$53.14	$55.80	$58.59	$61.52	$ 8,772	$ 9,211	$ 9,672	$ 10,156	$ 10,664	$ 105,269	$ 110,531	$ 116,064	$ 121,867	$ 127,962
35	$51.88	$54.47	$57.19	$60.05	$63.05	$ 8,993	$ 9,442	$ 9,913	$ 10,409	$ 10,929	$ 107,910	$ 113,298	$ 118,955	$ 124,904	$ 131,144
36	$53.17	$55.83	$58.62	$61.55	$64.63	$ 9,216	$ 9,677	$ 10,161	$ 10,669	$ 11,203	$ 110,594	$ 116,126	$ 121,930	$ 128,024	$ 134,430
37	$54.51	$57.23	$60.09	$63.09	$66.24	$ 9,448	$ 9,920	$ 10,416	$ 10,936	$ 11,482	$ 113,381	$ 119,038	$ 124,987	$ 131,227	$ 137,779
38	$55.86	$58.65	$61.59	$64.67	$67.90	$ 9,682	$ 10,166	$ 10,676	$ 11,210	$ 11,769	$ 116,189	$ 121,992	$ 128,107	$ 134,514	$ 141,232
39	$57.26	$60.12	$63.13	$66.29	$69.59	$ 9,925	$ 10,421	$ 10,943	$ 11,490	$ 12,062	$ 119,101	$ 125,050	$ 131,310	$ 137,883	$ 144,747
40	$58.70	$61.62	$64.71	$67.95	$71.34	$ 10,175	$ 10,681	$ 11,216	$ 11,778	$ 12,366	$ 122,096	$ 128,170	$ 134,597	$ 141,336	$ 148,387
41	$60.15	$63.17	$66.33	$69.64	$73.12	$ 10,426	$ 10,950	$ 11,497	$ 12,071	$ 12,674	$ 125,112	$ 131,394	$ 137,966	$ 144,851	$ 152,090
42	$61.67	$64.74	$67.99	$71.38	$74.95	$ 10,690	$ 11,222	$ 11,785	$ 12,373	$ 12,991	$ 128,274	$ 134,659	$ 141,419	$ 148,470	$ 155,896
43	$63.20	$66.36	$69.68	$73.16	$76.83	$ 10,955	$ 11,502	$ 12,078	$ 12,681	$ 13,317	$ 131,456	$ 138,029	$ 144,934	$ 152,173	$ 159,806

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Salary Range
Effective July 1, 2026

Salary Range #	Hourly Salary Range					Monthly Salary Range					Annual Salary Range				
	Step A	Step B	Step C	Step D	Step E	Step A	Step B	Step C	Step D	Step E	Step A	Step B	Step C	Step D	Step E
44	$64.79	$68.02	$71.42	$74.99	$78.74	$ 11,230	$ 11,790	$ 12,380	$ 12,998	$ 13,648	$ 134,763	$ 141,482	$ 148,554	$ 155,979	$ 163,779
45	$66.40	$69.72	$73.21	$76.87	$80.71	$ 11,509	$ 12,085	$ 12,690	$ 13,324	$ 13,990	$ 138,112	$ 145,018	$ 152,277	$ 159,890	$ 167,877
46	$68.06	$71.46	$75.04	$78.79	$82.73	$ 11,797	$ 12,386	$ 13,007	$ 13,657	$ 14,340	$ 141,565	$ 148,637	$ 156,083	$ 163,883	$ 172,078
47	$69.76	$73.25	$76.91	$80.77	$84.80	$ 12,092	$ 12,697	$ 13,331	$ 14,000	$ 14,699	$ 145,101	$ 152,360	$ 159,973	$ 168,002	$ 176,384
48	$71.51	$75.09	$78.83	$82.78	$86.92	$ 12,395	$ 13,016	$ 13,664	$ 14,349	$ 15,066	$ 148,741	$ 156,187	$ 163,966	$ 172,182	$ 180,794
49	$73.30	$76.97	$80.81	$84.85	$89.09	$ 12,705	$ 13,342	$ 14,007	$ 14,707	$ 15,442	$ 152,464	$ 160,098	$ 168,085	$ 176,488	$ 185,307
50	$75.13	$78.89	$82.82	$86.97	$91.32	$ 13,023	$ 13,674	$ 14,356	$ 15,075	$ 15,829	$ 156,270	$ 164,091	$ 172,266	$ 180,898	$ 189,946
51	$77.01	$80.86	$84.90	$89.15	$93.60	$ 13,348	$ 14,016	$ 14,716	$ 15,453	$ 16,224	$ 160,181	$ 168,189	$ 176,592	$ 185,432	$ 194,688
52	$78.93	$82.88	$87.02	$91.37	$95.94	$ 13,681	$ 14,366	$ 15,084	$ 15,838	$ 16,630	$ 164,174	$ 172,390	$ 181,002	$ 190,050	$ 199,555
53	$80.90	$84.95	$89.20	$93.66	$98.34	$ 14,023	$ 14,725	$ 15,461	$ 16,234	$ 17,046	$ 168,272	$ 176,696	$ 185,536	$ 194,813	$ 204,547
54	$82.93	$87.08	$91.42	$96.00	$100.80	$ 14,375	$ 15,094	$ 15,846	$ 16,640	$ 17,472	$ 172,494	$ 181,126	$ 190,154	$ 199,680	$ 209,664
55	$85.00	$89.25	$93.71	$98.40	$103.32	$ 14,733	$ 15,470	$ 16,243	$ 17,056	$ 17,909	$ 176,800	$ 185,640	$ 194,917	$ 204,672	$ 214,906
56	$87.13	$91.49	$96.05	$100.86	$105.90	$ 15,103	$ 15,858	$ 16,649	$ 17,482	$ 18,356	$ 181,230	$ 190,299	$ 199,784	$ 209,789	$ 220,272
57	$89.30	$93.77	$98.46	$103.38	$108.55	$ 15,479	$ 16,254	$ 17,066	$ 17,919	$ 18,815	$ 185,744	$ 195,042	$ 204,797	$ 215,030	$ 225,784
58	$91.54	$96.12	$100.92	$105.97	$111.26	$ 15,867	$ 16,661	$ 17,493	$ 18,368	$ 19,285	$ 190,403	$ 199,930	$ 209,914	$ 220,418	$ 231,421
59	$93.83	$98.51	$103.45	$108.61	$114.04	$ 16,264	$ 17,075	$ 17,931	$ 18,826	$ 19,767	$ 195,166	$ 204,901	$ 215,176	$ 225,909	$ 237,203
60	$96.17	$100.98	$106.03	$111.33	$116.90	$ 16,670	$ 17,503	$ 18,379	$ 19,297	$ 20,263	$ 200,034	$ 210,038	$ 220,542	$ 231,566	$ 243,152
61	$98.57	$103.50	$108.68	$114.11	$119.82	$ 17,086	$ 17,940	$ 18,838	$ 19,779	$ 20,769	$ 205,026	$ 215,280	$ 226,054	$ 237,349	$ 249,226
62	$101.04	$106.09	$111.39	$116.96	$122.81	$ 17,514	$ 18,389	$ 19,308	$ 20,273	$ 21,287	$ 210,163	$ 220,667	$ 231,691	$ 243,277	$ 255,445
63	$103.56	$108.74	$114.18	$119.89	$125.88	$ 17,950	$ 18,848	$ 19,791	$ 20,781	$ 21,819	$ 215,405	$ 226,179	$ 237,494	$ 249,371	$ 261,830
64	$106.16	$111.46	$117.03	$122.88	$129.02	$ 18,401	$ 19,320	$ 20,285	$ 21,299	$ 22,364	$ 220,813	$ 231,837	$ 243,422	$ 255,590	$ 268,362
65	$108.81	$114.25	$119.96	$125.96	$132.26	$ 18,860	$ 19,803	$ 20,793	$ 21,833	$ 22,925	$ 226,325	$ 237,640	$ 249,517	$ 261,997	$ 275,101
66	$111.53	$117.11	$122.96	$129.11	$135.56	$ 19,332	$ 20,299	$ 21,313	$ 22,379	$ 23,497	$ 231,982	$ 243,589	$ 255,757	$ 268,549	$ 281,965
67	$114.31	$120.03	$126.03	$132.33	$138.95	$ 19,814	$ 20,805	$ 21,845	$ 22,937	$ 24,085	$ 237,765	$ 249,662	$ 262,142	$ 275,246	$ 289,016
68	$117.17	$123.03	$129.18	$135.64	$142.42	$ 20,310	$ 21,325	$ 22,391	$ 23,511	$ 24,686	$ 243,714	$ 255,902	$ 268,694	$ 282,131	$ 296,234
69	$120.10	$126.11	$132.42	$139.03	$145.98	$ 20,817	$ 21,859	$ 22,953	$ 24,099	$ 25,303	$ 249,808	$ 262,309	$ 275,434	$ 289,182	$ 303,638
70	$123.10	$129.26	$135.72	$142.51	$149.64	$ 21,337	$ 22,405	$ 23,525	$ 24,702	$ 25,938	$ 256,048	$ 268,861	$ 282,298	$ 296,421	$ 311,251
71	$126.18	$132.49	$139.11	$146.07	$153.37	$ 21,871	$ 22,965	$ 24,112	$ 25,319	$ 26,584	$ 262,454	$ 275,579	$ 289,349	$ 303,826	$ 319,010
72	$129.34	$135.81	$142.59	$149.72	$157.21	$ 22,419	$ 23,540	$ 24,716	$ 25,952	$ 27,250	$ 269,027	$ 282,485	$ 296,587	$ 311,418	$ 326,997
73	$132.57	$139.20	$146.16	$153.47	$161.13	$ 22,979	$ 24,128	$ 25,334	$ 26,602	$ 27,929	$ 275,746	$ 289,536	$ 304,013	$ 319,218	$ 335,150
74	$135.88	$142.67	$149.81	$157.30	$165.17	$ 23,553	$ 24,730	$ 25,967	$ 27,265	$ 28,630	$ 282,630	$ 296,754	$ 311,605	$ 327,184	$ 343,554
75	$139.28	$146.24	$153.55	$161.24	$169.29	$ 24,142	$ 25,348	$ 26,615	$ 27,948	$ 29,344	$ 289,702	$ 304,179	$ 319,384	$ 335,379	$ 352,123