

Memorandum of Understanding (MOU)

Between the Timberon Water and Sanitation District (TWSD)
and the Communications Workers of America (CWA Local 7076)

Thursday, July 15, 2021

Under the provisions of the **Collective Bargaining Agreement (CBA), Article 36. Terms of Agreement, Section 36.1**, the parties hereby agree to work together in a good faith attempt to secure funds under the American Rescue Plan Act to provide premium pay for essential worker within the bargaining unit, and agree to re-open this agreement in the event such efforts prove successful and negotiated, and codify, the details of such a premium pay distribution to the members of the bargaining unit.

Under the provisions of **Section 36.2**, the parties met and agreed to the following modifications to Appendix -A. And to the addition of the newly declared **June Nineteenth** Federal Holiday to the list of Holidays recognized in Article 10, section 1.

APPENDIX - A Wage Schedule

THIS APPENDIX is supplemental to the Agreement by and between TIMBERON WATER AND SANITATION DISTRICT, hereinafter referred to as the "Employer" and the COMMUNICATIONS WORKERS OF AMERICA.

A.1 - Wage Equity.

If an employee is being hired into a department that has one (1) or more employees in a similar job title doing similar work, the new employee's wage shall not exceed the current wage of any employee in the department with a similar job title who has equivalent or comparable qualifications, including experience, years of service, or education.

During the contract year of 2019-2020, evaluation increases were given to only part of the bargaining unit. Therefore, an equity increase will be given to those employees who did not receive an increase. In 2020-2021, the following evaluation increases will be given on an employee's anniversary date:

Exceptional	0.75 cents an hour
Above average	0.50 cents an hour
Average	0.25 cents an hour

A.2 – Wage Rates

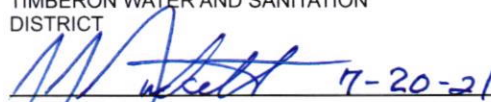
Effective July 1, 2021, all TWSD bargaining unit employees will receive a **\$1.00 per hour** increase on their current base wage.

Employee Wage Scale JOB OCCUPATION	Occupation Number*	Minimum Wage	Mid Point Wage	Maximum Wage


Janitor/House-keeper	37-2011	\$10.50	\$11.83	\$15.51
Heavy Equipment Operator	47-2073	\$14.14	\$21.95	\$29.63
General Maintenance	49-9071	\$11.33	\$18.52	\$23.99
Book keeping, Accounting, Auditing Clerk	43-3031	\$11.33	\$18.37	\$22.96
Water Billing and Posting Clerk	43-3021	\$11.33	\$17.39	\$20.57
Administrative Assistant	43-6014	\$11.33	\$17.40	\$20.85
Laborer	49-9098	\$10.50	\$11.00	\$13.20
Meter Reader	43-5041	\$10.50	\$11.00	\$13.20
Water Operator I**	51-8031	\$12.10	\$19.80	\$24.20
Water Operator II**	51-8031	\$14.30	\$24.20	\$28.17
Water Operator III***	51-8031	\$19.51	\$25.86	\$32.20
Small Systems Operator**	51-8031	\$12.10	\$19.80	\$24.20
Small Systems Advanced**	51-8031	\$15.80	\$22.86	\$28.20

IN WITNESS WHEREOF, the parties hereto being duly authorized to execute same have entered into this Agreement effective the 1st day of July, 2021.

TIMBERON WATER AND SANITATION
DISTRICT


7-20-21
J.J. DUCKETT, GENERAL MGR

COMMUNICATIONS WORKERS OF AMERICA,
AFL-CIO, CLC, DISTRICT 7


7-15-21
Daniel J. Secrist, President