

## Attachment 1

SIDE LETTER OF AGREEMENT NO. 4  
TO THE MEMORANDUM OF UNDERSTANDING  
BETWEEN  
WESTERN MUNICIPAL WATER DISTRICT  
AND  
WESTERN MUNICIPAL WATER DISTRICT  
EMPLOYEE ASSOCIATION

Subject to the Western Municipal Water District Board's approval, the Western Municipal Water District ("District") and the Western Municipal Water District Employee Association have agreed to the following changes to the 2021-2026 Memorandum of Understanding ("MOU") between the parties:

1. Article XXXIX, Incentive Pay for CDL Class A with Tanker and Hazmat Endorsement, is hereby amended to read as follows:

The General Manager has the authority to select or appoint the appropriate number of qualified Operations Technicians or Senior Operators for incentive pay for having and maintaining a Class A commercial drivers' license with tanker and hazmat endorsement. This special assignment will be determined by the General Manager, or Designee. The first time an employee is assigned to this special assignment, they will receive a one-time incentive of One Thousand Five Hundred Dollars (\$1500.00).

All employees who receive this special assignment must agree to be on-call to deliver fuel as needed to District vehicles and projects. In addition to the one-time incentive, employees who receive this special assignment shall receive up to an additional One Thousand Dollars (\$1000.00) per year to be paid out annually on a bi-weekly basis.

Applications for this special assignment should be submitted to Human Resources in a format determined by Human Resources. To be eligible to apply for the incentive, employees must have completed all required testing and screening and have their Class A commercial drivers' license with tanker and hazmat endorsement.

Continuing in this assignment is at the will and pleasure of the General Manager, or Designee. Failure to maintain the Class A commercial drivers' license and tanker and hazmat endorsement will result in immediate removal from the assignment.

2. Except as herein modified, the MOU shall remain in full force and effect for the remainder of its term:

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3. This side letter of agreement No. 4 replaces and supersedes side letter of agreement No. 1.

WESTERN MUNICIPAL WATER DISTRICT

By: \_\_\_\_\_ Date: \_\_\_\_\_  
Laura Roughton  
President

WESTERN MUNICIPAL WATER DISTRICT  
EMPLOYEE ASSOCIATION

By: \_\_\_\_\_ Date: \_\_\_\_\_  
Paula Mora  
Board President