

**ADDENDUM #1
TO
MEMORANDUM OF UNDERSTANDING
(MOU)**

**AMADOR WATER AGENCY
AND
AMADOR WATER AGENCY
EMPLOYEES' ASSOCIATION**

**General Bargaining Unit
And
Supervisor Bargaining Unit**

Term: July 1, 2022 – June 30, 2025

TABLE OF CONTENTS

<u>TERM OF AGREEMENT</u>	3
<u>ARTICLE 4: CLASSIFICATION AND WAGES</u>	3
A. SAFETY BOOT ALLOWANCE (REFERENCE G IN THE MOU)	3
B. OVERTIME (CONSIDER AS J. IN THE MOU)	3
<u>ARTICLE 9: AUTHORIZATION</u>	3

TERM OF AGREEMENT

Except as otherwise provided for herein, this Addendum shall be binding upon the Agency and the Association, or its successors, for the period from July 1, 2022 through June 30, 2025.

ARTICLE 4: CLASSIFICATION AND WAGES

A. Safety Boot Allowance (reference G in the MOU)

The Agency shall reimburse eligible members for safety boots upon submission of an expense report and receipt complying with policy to the Human Resources Department. The approved member is eligible for \$200 reimbursement per fiscal year (7/1-6/30). Effective July 1, 2023, Safety Boot Allowances will be processed through payroll. If the boot expense is \$200 or more, you will be reimbursed on a non-taxable reimbursement amount; if the amount is less than \$200, the actual amount will be non-taxable and the difference is taxable income. For example: if the boot expense is \$175, the \$175 will be non-taxable income. The difference of \$25 is taxable income.

B. Overtime (consider as J. in the MOU)

All non-exempt employees, upon approval as described in Section 6.06 of the Employee Handbook, shall receive overtime compensation at the rate of one and one-half (1 ½) times their base hourly rate of pay for hours worked in excess of eight (8) hours each workday or in excess of their regularly scheduled workday (i.e. 8.5 hours or 9 hours).

Hours taken off work by employees on accrued paid vacation, paid holiday, paid CTO or paid sick leave will be counted as time worked for the purpose of calculating overtime compensation.

ARTICLE 9: AUTHORIZATION

This Addendum shall become effective following approval by the Association and the Agency Board of Directors, and shall remain in effect until June 30, 2025, unless so modified by mutual agreement of both parties. The representatives of the parties to this Addendum have caused their names to be signed on this 15th day of March, 2023.

AMADOR WATER AGENCY




Larry McKenney
General Manager



Karen Gish
AWA Authorized Representative

**AMADOR WATER AGENCY
EMPLOYEES ASSOCIATION**



Ryan Tesch, President
Authorized Representative



Sean Lollar
Authorized Representative