

RULES AND REGULATIONS  
GOVERNING EMPLOYMENT CONDITIONS,  
SALARIES AND BENEFITS FOR EMPLOYEES  
OF  
PARADISE IRRIGATION DISTRICT  
In The  
General Unit

July 1, 2014 – June 30, 2017

Adopted by the Board of Directors of the PARADISE IRRIGATION DISTRICT  
at a Special Meeting  
on  
October 6, 2014

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## FOREWORD

The Paradise Irrigation District is a State Agency governed by a Board of Directors elected by the people. It operates under the authority conferred by the Water Code of the State of California. It makes no profit and is operated for the sole benefit of the lands and people within its boundaries. The benefits they can derive from it will be measured by the extent to which the people within the District and employees of the District cooperate to make it a success. Details of carrying out the Board's policies and desires are in the hands of full-time officers and employees who serve at the pleasure of the Board.

Employees of the Paradise Irrigation District are under Social Security immediately upon employment and are covered by the State of California Unemployment and Disability Insurance Program. The District has retirement, medical, dental, vision, life insurance and long-term disability plans for employees.

Employees are expected to be loyal to the District and are required to be friendly and courteous to the public and their fellow workers.

## GENERAL DEFINITIONS

1. "District Officers" are those elected as provided in the Water Code of the State of California and consist of the Board of Directors.
2. Appointive officers or employees are those appointed by the Board of Directors and serve at the pleasure of the Board. They consist of the Secretary, General Manager, Treasurer, and any other person whom the Board desires to appoint.
3. "Department Heads" are the General Manager and any other person whom the Board desires to appoint.
4. "Continuous Employment" as used herein shall be calculated to include time spent on certain authorized leaves of absence, vacation, short-term disability, and sick leave.
5. "Paid" status as used herein is considered to include any time where compensation is earned from the District. This would include vacation, sick leave, bereavement leave, jury duty, compensatory time off, regular pay and overtime.
6. "Unpaid" status as used herein is considered as any time during any pay period where compensation is not received directly from the District. This would include time off due to worker compensation leave, pregnancy disability leave, unpaid Family & Medical Leave Act, unpaid leave of absence, etc.
7. "Exclusive Recognized Labor Organization" for the purpose of this document (the three [3] year period through June 30, 2014), shall be the I.B.E.W. Local 1245.

## ARTICLE I

### **Statutes Pertaining To Employer-Employee Relations**

1. The PARADISE IRRIGATION DISTRICT is a public agency formed and existing under the laws of the State of California.
2. Government Code Sections 3500 through 3509 apply to and govern the employee-employer relations in the PARADISE IRRIGATION DISTRICT.
3. The International Brotherhood of Electrical Workers Union Local 1245 (IBEW) is recognized as the exclusive representative of the General Bargaining Unit.

## **ARTICLE II**

### **Employee Organizations**

1. The District may grant the exclusive status of a recognized employee organization to any employee organization which shall from time to time be designated by employees of the District as their representative on matters relating to employment conditions and other matters of employee-employer relations.
2. District may in its sole discretion ascertain and confirm from time to time by secret ballot or otherwise whether or not an employee organization holding the status of recognized employee organization is in fact entitled under the Government Code of the State of California to that status and in fact is the recognized representative of any employee.
3. Representatives of recognized employee organizations will be permitted access to District property to confer at reasonable times with District employees on matters of employer-employee relations, but such representatives shall not interfere with the work in progress, and shall request and receive the authorization of the District's General Manager or his representative before entering the premises.
4. The District recognizes the right of recognized employee organizations to appoint Shop Stewards. The recognized employee organization shall notify the District in writing as to such Shop Stewards' identities and of subsequent appointments, if any. It is understood that employees appointed as Shop Stewards shall, nevertheless, be required to and shall work full time in their respective classifications and shall not interrupt the work of other employees. A Steward may, with the permission of their supervisor, leave their work during working hours for reasonable periods to investigate pending grievances and to present said grievances to representatives of the District. No Steward shall leave their job without first obtaining the permission of their supervisor, which permission may be withheld by the supervisor if, in the sole discretion of the supervisor, their presence is necessary for the safe conduct and efficiency of the operations.
5. The District shall provide and permit recognized employee organizations reasonable use of the bulletin board at the District corporation yard.
6. District will deduct dues of a recognized employee organization from the compensation of employees who execute appropriate forms authorizing the deduction. Each recognized employee organization for whom the deduction is made shall pay a service charge to District of no more than \$4.00 per month for expenses of District. Failure to make the payment shall be grounds for District terminating the deductions from the employee's compensation.
7. The District shall provide notice and input to the IBEW in the event the District initiates a movement to consolidate to another public or private agency the functions of the District. The District will provide for continuance of the terms of the agreement with IBEW.

In the event the District is taken over by a non-District, upon initiation of such action the District will assure employees of continuance of 90 days of employment or equivalent benefit.

8. The District has the right to rearrange its business, direct the work force, and institute such reasonable rules governing the conduct of business, as, from time to time, are deemed desirable, provided that no such rule shall be violative of applicable law.

### **ARTICLE III**

#### **Employee Status**

##### **A. Definitions**

1. A "Regular Employee" is an employee who has successfully completed an initial evaluation period and continues employment with the District in a regular classification on a full-time basis. The duration of employment is indefinite.
2. An "Introductory Employee" is defined as an employee hired in a regular classification. An introductory employee will receive not less than the minimum rate for the job. Upon completion of at least twelve (12) months' continuous service with the District and upon being officially accepted by District as a regular employee, an introductory employee will be given the status of a regular employee. During the initial evaluation period the introductory employee may be terminated with or without cause, and the termination will not be subject to the Grievance Procedure.
3. A "Regular Part-time Employee" is an employee who has successfully completed an initial evaluation period and continues employment with the District on a part-time basis. The duration of employment is indefinite. If a regular part-time employee is normally scheduled to work at least 20 hours per week, certain benefits are provided on a pro-rata basis, according to hours worked. Eligibility and participation in benefit programs is fully subject to the provisions governing the District's group insurance plans and other benefit policies.
4. A "Temporary Employee" is an employee hired for an indefinite period not intended to exceed eight (8) months. These employees are not hired to perform work in a regular classification. A temporary employee will receive not less than the minimum rate for the job. A temporary employee may be terminated with or without cause, and their termination will not be subject to the Grievance Procedure. Temporary employees will not be eligible for any employee benefits herein provided, other than overtime at the rates and under the terms specified hereafter. The District shall not fill more than five Temporary Laborers at one time.
5. The District agrees not to utilize a temporary employment agency to back fill positions or to augment work within the IBEW 1245 bargaining unit.
6. The District shall only employ persons within those "Employee Status" definitions as defined here within, namely, "Regular Employee", "Introductory Employee", "Regular Part-Time Employee", and "Temporary Employee" employment status.
7. The District from time to time may employ persons pursuant to Federal, State and County employment subsidy programs calling for the payment either directly or indirectly by such governmental agencies of a portion or all of the salary of the employee. Under such programs, the persons will be employed at specially determined rates of pay as set forth in those governmental programs. Such employees will not be required or allowed:



- a. To perform any work unless under the supervision or guidance of another District employee.
- b. To perform work which is hazardous or dangerous unless under proper supervision, and providing the employee has received proper instruction or training prior to performing the work.
- c. To operate heavy equipment or vehicles belonging to the District except after receiving proper training and under adequate supervision.
- d. Employees to be hired pursuant to this Section shall not be employed or utilized if by doing so it would displace a regular District employee or replace a regularly established position.

B. Introductory Employees and Applicants.

1. Unless otherwise approved by the Board, introductory employees shall be hired at Step A of the salary schedule by department head to fill a vacancy or an allocated position, and shall serve an initial evaluation period of at least twelve (12) months before becoming a regular employee. A satisfactory medical examination at District cost may be required and a pre-employment drug test indicating negative for safety sensitive positions will be required prior to final acceptance as an introductory employee. An introductory employee is subject to termination for any reason during the initial evaluation period.
2. All persons employed by the District are hired subject to salary deductions covering federal income tax, social security and State Disability insurance. District pays medical, dental (including orthodontic coverage), and vision coverage for eligible employees and their dependent(s) on the first of the month after sixty (60) days employment, group life for each employee after sixty (60) days, long term disability after ninety (90) days, and a retirement benefit for eligible employees.
3. A person returning from a District approved leave of absence without pay, or one who was separated from his position in good standing may, upon recommendation of the department head and the approval of the Board of Directors, be returned to the same salary for the position which they occupied on the effective date of their leave, or, resignation. Persons returning and not so recommended will be considered introductory employees.
4. Every officer and employee shall have an anniversary date, which is the first day of the month following the month of their regular status appointment to a particular class or position, except that if an officer or employee is appointed on the first working day of a month their anniversary date shall be the first day of that month.

C. Retirement

1. Retirement Dates

- a. Normal Retirement: Normal Retirement Date will be the first day of the month on or following a 65th birthday.
  - b. Early Retirement: Employees that have reached age 55 with 20 years of service shall be eligible for medical insurance benefits as provided to employees for the employee and their partner upon retirement until normal full Medicare benefits become available for the employee. The District will contribute a percentage of the cost based on their age plus their years of service. The District contribution shall be as follows: 75 = 50%; 80 = 75%; and 85+ = 100%. The difference in District contribution and like coverage shall be borne by the ex-employee. Employee must be in good standing at time of termination or retirement and will not be eligible if terminated for cause. This benefit shall supercede any and all previous health plans made available for retired or terminated employees. The employee will be asked to sign an agreement recognizing that if coverage under the District employee medical insurance plan cannot be provided or is of lesser coverage, the District will not be liable for providing replacement coverage, nor will the District make compensating monetary payments to the retired employee.
  - c. Late Retirement: Employees will be allowed to continue to work for the District as long as they are physically and mentally able to perform the duties of their assigned positions. The District reserves the right to discharge any employee, regardless of age, when in the opinion of the District such employees are unable to safely and adequately perform the duties of the job.
2. Information in regard to retirement benefits or elections is available from the District General Manager. At least ninety (90) days before reaching Normal Retirement Date, District employees will be required to notify the District whether they will elect to retire upon that date. For purposes of alerting such employees to conditions of employment beyond the Normal Retirement Date, a letter will be sent approximately one hundred thirty five (135) days before that date.

**ARTICLE IV**  
**Wages and Other Terms and Conditions of Employment**

A. Wages and Hours

1. The list of job classifications and applicable wage rates for the Paradise Irrigation District are set forth on Schedules A, A-1, B, B-1, C and C-1.
2. All employees shall have their wages calculated and paid every two (2) weeks. Pay periods begin at 12:00 a.m. every other Saturday. Pay periods will be scheduled by the District to provide for pay checks to be issued every other Friday (one week after the end of the pay period) unless that day is a non-work day for the District forces, in which case the pay day shall be the last preceding work day prior to the non-work day.
3. Payment for part of any pay period for officers and employees who are absent from duty for any reason not authorized by sick leave, disability leave, accrued vacation time, compensatory time off, or by special permission for a particular reason or purpose, shall be paid the net number of days or portion thereof they work in the pay period concerned. In computing this, the net working days shall be determined by applying the hourly equivalent to the hours actually worked, as shown on Schedules A-1, B-1, and C-1.
4. Temporary workers replacing an absent regular employee or authorized by the Board of Directors may be paid at an hourly rate set by the General Manager using the Board of Directors approved Schedule of Classifications and Salary Ranges, Schedules A, B, and C.
5. The regular work hours for employees in field positions shall be eight (8) hours scheduled between 7:00 A.M. and 3:30 P.M., with one-half ( $\frac{1}{2}$ ) hour off for lunch. A three-fourths ( $\frac{3}{4}$ ) majority of the employees in field positions may ratify a change of regular work hours for their division to affect a "9-80s" schedule (i.e., employees would work eight nine-hour days and one eight-hour day during a pay period), subject to the consent of the District General Manager and the Union. A simple majority (>50%) may ratify returning the regular work hours for field positions to a traditional "10-80s" schedule (ten eight-hour days in a pay period, except as otherwise provided herein).
6. The regular work hours for employees in office positions shall be seven and one-half ( $7\frac{1}{2}$ ) hours scheduled between 8:30 A.M. and 5:00 P.M. with one (1) hour off for lunch. Flexible hours for office staff have been instituted to accommodate personal needs and to increase productivity. Flexible schedules must be worked out to attain 75 hours of work during each two week pay period. In accounting for hours during each pay period adjustments may need to be made for 7.5 hour Holidays. Office accounting, billing and customer service staff will compile a calendar monthly showing regularly scheduled days and hours off and must ensure that a minimum of two office accounting/billing/customer service positions are present during hours that the office is open without dependence on mid-management staff for coverage except for emergency

situations. When scheduling anticipated absences such as vacation and sick leave for medical appointments the monthly calendar and office coverage must be considered. Scheduling must take into account District deadlines and regularly scheduled safety meetings. The duties of all accounting/billing/customer service positions must be covered on a daily basis. Overtime will be considered to be earned when, after approval of the General Manager, an individual works over 75 hours in the two (2) week pay period. Additionally, at the discretion of the District, overtime earned may be considered as compensatory time off, provided it is taken in a future pay period. The flexible hours program may be terminated at any time at the General Manager's discretion.

The regular work hours for person(s) filling the classification of Mechanic may be altered by the District to 6:00 A.M. to 2:30 P.M. provided four (4) days prior notice shall be provided to the affected employee(s).

The regular lunch period for all employees shall be scheduled as near as practicable to the mid-point of the work period as the work in progress shall reasonably permit.

In an emergency, the regular work hours or work days may be rescheduled without prior notice by the District, providing regular work hours shall not exceed eight (8) hours on a scheduled work day. An emergency is defined as a sudden and unforeseen event giving rise to the need for immediate District action to protect the public interest.

The regular work hours or work days of any employee may be temporarily changed in non-emergency circumstances provided those work hours shall not exceed eight (8) hours for field employees or seven and one-half (7½) hours for office employees, with the exception of flexible schedules, on a scheduled work day and,

- a. such alteration of work hours shall be acceptable to the affected employees,  
or,
  - b. the District provides the affected employees at least four (4) days prior notice of the change in work hours or work days.
7. Regular hours for the position of Lake Patrol shall be those necessary to adequately maintain the duties of the position recognizing those duties vary with the seasons, and are not necessarily consecutive. Regular hours are to be confined to eight (8) hours per day, except under certain conditions such as when responding to an emergency or a potential emergency condition.

If time worked in any workday exceeds eight (8) hours or a non-workday, those excess hours are to be reported to the immediate supervisor the following regular workday, and the Lake Patrol's hours within the same workweek may, at District discretion, be reduced by the same number of excess hours.

If regular Lake Patrol employee works excess hours which occur following a regular

shift on the last day of a forty (40) hour week, those excess hours may be paid at the rate of time and one-half (1½) or accrued as compensatory time off at the rate of time and one-half (1½) to a maximum of one hundred fifty two (152) hours, at District discretion. Accrued compensatory time off shall be taken after November 30 of the year in which it occurred but before April 1 of the following year.

8. The basic work week shall be considered as five (5) working days of eight (8) work hours each for field employees and seven and one-half (7½) work hours for office employees with the exception of flexible schedules. An exception also applies to Water Treatment Plant Operators.

Work is to be scheduled so that each employee shall not work more than five (5) days in each calendar week, except that the District may require an employee to perform services in excess of five (5) days per week or eight (8) hours per day for field employees or seven and one-half (7½) hours for office employees.

No employee shall be assigned work in excess of sixteen (16) continuous work hours, except for Water Treatment Plant Operators, without providing a non-paid eight (8) hour break at the end of each sixteen hours of continuous work.

## 9. MEALS

- a. Non workday- When the District requires an employee to work on their non-workdays or outside of their regular hours on workdays, and the employee has not been given sufficient notice to enable them to prepare meals, the District will provide meals approximately every four (4) hours therefore, insofar as it is possible for the District to do so. The cost of such meals and a reasonable length of time necessarily taken to consume the meal will be at the District's expense.
- b. Workday- If the District requires an employee to perform work for two (2) hours or more beyond regular work hours, it will provide that employee with a meal and with meals at intervals thereafter of four (4), but no more than six (6) hours, as long as the work continues insofar as it is possible for the District to do so. The reasonable length of time to consume the meal and the cost of same will be at the District's expense. The Supervisor in charge may dismiss the employee who has worked no more than two (2) hours beyond regular work hours, in which case the employee would only be entitled to one-half (1/2) hour pay in lieu of a meal, or a meal without payment for the time to consume it.
- c. Meals provided during overtime hours will be reimbursed at the rate of:

Breakfast	\$ 10.00
Lunch	\$ 10.00
Dinner	\$ 15.00

10. Rest and Break Time: The District encourages its employees to take a 15-minute break in the morning and a similar break in the afternoon.

11. After each officer or employee is hired and before beginning actual work, they must furnish the payroll department with their Social Security number and fill out certain forms in connection with income tax deductions.
12. District will pay employees involved in distribution system installation, maintenance and operations positions, the compensation premiums designated below, provided they obtain certification from the American Water Works Association's approved certification program or California State Equivalent designation as required by the Department of Health Services for Water Distribution System Operators the additional compensation calculated at the following hourly rate:

<u>Grade</u>	<u>Amount (As of 7/2011)</u>	<u>Positions Eligible</u>
D-1	25 cents per hour*	All
D-2	62 cents per hour*	Field Positions
D-3	99 cents per hour*	**
D-4	\$1.48 per hour	***

\*Amounts to be indexed for COL annually from 5/1981. (COL is defined as U.S. Department of Labor, Bureau of Labor Statistics U.S. City Average Consumer Price Index for Urban Wage Earners and Clerical Workers [CPI-W]). NOTE: adjustments will be made July 1 of each year. (Base year July 2000)

\*\*Other positions requiring certification by any applicable regulatory agency.

\*\*\*The District and IBEW will meet and confer on this amount and the positions eligible if this certification is required by any applicable regulatory agency.

Office employees are eligible for D-1 certification pay. Office employees shall be eligible to receive the equivalent of D-2 certification pay upon the successful completion ( a "C" or better) of a three semester unit or equivalent educational course that is applicable to their job duties. Prior approval of course by the General Manager is required to be eligible. Three semester units is equivalent to 4.5 continuing education units or 48 classroom hours.

13. District will pay employees assigned to Meter Shop involved in Backflow inspections which possess a valid California State Backflow Certification an additional \$ .34 per hour as of 7/2011, (Base of \$.25/hr. indexed for COL annually from 5/1999).
14. District will pay an employee assigned to the duties of Safety Coordinator an additional \$ .34 per hour as of 7/2011 (Base of \$.25/hr. indexed for COL annually from 5/1999).
15. District will pay any employees assigned the duties of "Information Technology" (including Webpage design and maintenance) \$.33 per hour as of 7/2011, (Base of \$.25/hr. indexed for COL annually from 5/2000).

16. Payment of certification, fees, testing, etc.

- a. **CERTIFICATION RENEWAL PAY**  
The District will pay for Certification renewals for all regular full time employees holding the following Certifications: Distribution Operator, Treatment Plant Operator, Backflow Tester.
- b. **JOB RELATED TRAINING (CONTACT HOURS)**  
The District will pay for any job-related training, i.e. (contact hours as defined in Title 22 Code of Regulations, Division 4, Environmental Health, Chapter 13 Operator Certification), authorized for any position including transportation, housing, wages and meals.
- c. **EDUCATIONAL COURSES (SPECIALIZED TRAINING)**  
Individuals preparing for and taking tests for certification, i.e. (Specialized Training as defined in Title 22 Code of Regulations, Division 4, Environmental Health, Chapter 13 Operator Certification), will pay for the tuition, testing, and books, and upon successful completion of classes and/or testing will be reimbursed for the costs incurred. All hours required to complete the course will be at the employee's expense. Any course taken through an Accredited Academic Institution such as Sacramento State University or the AWWA Water College will be considered as an educational course but may be used to satisfy contact hours.
- d. **CERTIFICATION TESTING TIME OFF COMPENSATION**  
The District will provide time off work with pay for an employee taking a certification or certification renewal test during normal working hours. If the employee fails to pass the test, the employee may be required to use vacation or compensatory time off to retake the test.
- e. **EDUCATIONAL COURSE REIMBURSEMENT**  
Any employee taking an educational course that is relevant to their job will be reimbursed for that course upon successful completion. Time spent attending classes and studying will be at the employee's expense.
- f. **CONTACT HOURS**  
Those personnel required to have a specified Certification for their position will be compensated for their Contact Hour Training as defined in section 15. b. JOB RELATED TRAINING.  
Those personnel NOT required to have a specified Certification for their position but holding a certification will be compensated for their Contact Hours as defined in section 15. e. EDUCATIONAL COURSES.

B. Overtime Work

- 1. Overtime, except for Water Treatment Plant Operators, is defined as:
  - a. Time worked in excess of forty (40) hours in a work week, or 75 hours in a pay



period for office, (not including time spent on standby as hereinafter defined).

- b. Time worked in excess of eight (8) hours on a scheduled work day (not including time spent on standby as hereinafter defined), or time exceeding a normal “flexible scheduled” work week.
  - c. Time worked on a non-workday (not including time spent on standby as hereinafter defined).
  - d. Time worked outside of regular hours on a workday (not including time spent on standby as hereinafter defined).
  - e. Time worked on a holiday (not including time spent on standby as hereinafter defined).
2. Overtime compensation except for Water Treatment Plant Operators and Lake Patrol is defined as:
- a. Overtime Compensation shall be paid at a rate equivalent to one and one-half (1½) times the regular rate of pay for “Regular”, “Regular Part-time”, “Introductory” and “Temporary” employees with the exception of those identified in paragraph (4) below. Overtime shall be computed to the nearest one-half (½) hour.

#### Emergency Call-Out on Holidays

Overtime compensation shall be paid at the rate of two (2) times the regular rate of pay for emergency call outs on observed holidays, and when an observed holiday falls on a weekend and an employee is called out on the actual calendar day of the holiday. Emergency compensation shall be payable for the time expended from the time leaving their home computed to the nearest one-half (1/2) hour, but in no event less than two (2) hours for the call out.

#### Work in Excess of Twelve Hours Per Day

Overtime compensation shall also be paid at the rate of two (2) times the regular rate of pay for all hours worked in excess of twelve (12) hours in a day for office and field workers.

- b. At the discretion of the District, employee(s) overtime may be accumulated up to a maximum of seventy two (72) hours straight time. The accumulated overtime hours shall be allowed to be used normally during winter months as compensatory time off (C.T.O.) with prior authorization of the District, at the rate of one and one-half (1½) compensatory time off hours for each straight time hour worked in overtime. Upon termination any accrued compensatory overtime off hours shall be paid at the employee’s current straight time pay rate.



3. All overtime work must be approved by the General Manager. Said work and personnel will be scheduled to minimize overtime work as much as possible.
4. Overtime worked by an employee shall be reported to the department head on the first workday following the performance of such work.

C. Standby Duty

The District shall establish a list of employees eligible to perform work after regular work hours and upon weekends and holidays. The list shall be developed from those who, in the judgment of the General Manager, are qualified to perform such work. The first name and sequential names on the list shall be rotated on a weekly basis. Standby Duty periods shall be seven (7) consecutive days beginning at 8:00 A.M. on Thursday and ending at 8:00 A.M. the following Thursday. Calls to Standby Personnel shall be made in the order in which the names appear on the list. The first name upon the list shall be entitled to payment in the amount of two (2) hours on weekdays, three (3) hours on each weekend day, and ten (10) hours on each observed holiday, at the employee's regular straight time hourly rate of pay. This payment shall compensate the employee for any telephone calls which may be received outside of normal work hours. The first employee shall be entitled to take home a vehicle of the District. That employee shall not be required to remain at their home, however, employee must be within a 30-minute response time. Standby time for the first employee on the list shall be deemed to include only the time expended in answering calls or in the routine inspection of District's plant facilities. The time spent at home shall not be deemed to be work time nor shall the employee's home be deemed to become his or her place of work.

If the first employee on the list is called out, and/or if other employees are called out, compensation shall be payable for the time expended from the time of leaving their home at the rate of time and one-half (1½) computed to the nearest one-half (½) hour but in no event less than two (2) hours for the call out. When a call out occurs on an observed holiday, the employee shall be compensated at the rate of two (2) times their regular hourly rate from the time of leaving their home, computed to the nearest one-half (1/2) hour, but in no event less than two (2) hours for the call out. When an observed holiday falls on a weekend and an employee is called out to work on the actual calendar day of the holiday, they shall be compensated at the rate of two (2) times their regular hourly rate from the time of leaving their home computed to the nearest one-half (1/2) hour, but in no event less than two (2) hours for the call out. Additional calls received prior to the employee's returning home shall be considered a continuation of the original call out and shall not create a new two (2) hour minimum call out.

#### REQUIREMENTS AND DUTIES

Requires the possession of State of California Water Distribution Operator Certification Grade D-1.

Responds to emergency calls concerning leaks, alarms at District facilities, pressure

complaints, no water complaints, water quality complaints, pump failures. Determines necessary action, whether repairs are needed immediately or not. Assembles necessary crew members if repairs are necessary and helps to coordinate and assists with repairs. Collects funds on delinquent payments and turns on water meters. Assists Town fire department in the event of high fire flow demands, and performs other emergency standby duties as necessary.

D. Promotion

1. When other than temporary vacancies occur which the District intends to fill on a regular basis, the District will post vacancy notices for that position on all bulletin boards. Vacancy notices will be posted for a period of one (1) calendar week, and will set forth the date of posting, the nature and location of the job, its duties, qualifications and the rate of pay for the position. Employees may submit applications for such vacancies in writing to the District Office. The District need not consider the application of any applicant who does not, in District's estimation, possess the knowledge, skill, efficiency, adaptability and physical ability required for the job for which the application is made.
2. In filling vacancies, the District will give consideration to the employee's length of service with the District, and whether the applicants submitting applications for the vacancies possess the knowledge, skill, efficiency, adaptability and physical ability required for the job, among other relevant considerations. Regular employees who apply for consideration of promotion to a higher regular job classification than they currently hold will, if promoted to that position, serve an initial evaluation period of at least six (6) months before becoming a regular employee in that position. Should that employee not satisfactorily fill the requirements of that position they may be moved back to their previous position at their previous pay scale.
3. Whenever a vacancy occurs in any regular job classification, the District may in its discretion leave that position vacant or temporarily fill such vacancy.
4. If a regular employee of the District shall be temporarily assigned to fill a higher classification than that employee's regular classification, and if the employee shall perform the duties for a minimum of one (1) hour during any workday, the employee shall be paid for actual hours worked in the higher paid classification at the rate of pay of the higher classification, in the step next higher to their normal rate of pay.

E. Layoff

1. When it becomes necessary for the District to lay off regular employees, the District will give employees involved as much notice as possible; but in no event will employees receive less than two (2) weeks notice of layoff. Where introductory or temporary employees are laid off no notice is required. District in determining what employee or employees to lay off, will give consideration to the ability of the employee to perform in classifications in which they are qualified as well as length of service with the District.

All Temporary Employees shall be laid off prior to any layoffs of regular employees, introductory employees or regular part-time employees

F. Grievance Procedure

A “grievance” is a claim by one or more unit members that there has been a violation, inequitable application, misinterpretation or misapplication of a provision of this MOU.

STEP 1: The initial step in the adjustment of a grievance shall be a discussion between the employee and/or his/her designated representative and the grievant’s immediate supervisor. A grievance shall be presented within thirty (30) work days of the act or omission giving rise to the grievance, or the date the grievant should have reasonably become aware of the incident which is the basis for the grievance.

The supervisor has ten (10) work days in which to consider the matter before making his/her reply to the appropriate party. The discussion shall take place at such time as not to interfere with the work in progress.

STEP 2: If the Grievance is not satisfactorily settled as provided in Step 1 above, it shall then be reduced to writing by the individual employee and/or their designated representative and presented to the District's General Manager. The written Grievance shall contain all facts pertinent to the case including what conditions of employment the District is alleged to have violated and the correction or action desired. The District's General Manager shall reply in writing within fourteen (14) calendar days after receipt of the Grievance setting forth their position on the matter. If it is determined it would serve any purpose in resolving the Grievance either party referred to in Step 2 may request a meeting with any or all persons involved during the exchange of written documents.

STEP 3: If no disposition is arrived at as provided in Steps 1 or 2, either of the aforementioned parties may within ten (10) calendar days following the General Manager's written reply request a hearing, which shall be held within thirty (30) calendar days of the request, with the District's Negotiating Committee. The party filing the Grievance shall present to the Chairman of the Negotiating Committee a written statement containing all facts pertinent to the case. This Committee shall conscientiously endeavor to effect a settlement with the individual employee and/or their designated representative.

STEP 4: If no disposition is arrived at as provided in Steps 1, 2, or 3, the employee and/or their designated representative may no later than ten (10) days following termination of the hearing or hearings before the District's Negotiating Committee, request a hearing before the Board of Directors of the District. The Request for Hearing shall be in written form and shall be accompanied by copies of any written presentations and responses prepared and used in Steps 2 and 3. The Board of Directors shall then arrange for a hearing, to be held no later than forty-five (45) calendar days of receipt of the request, on the matter in which the Board may request

any employee, person or any other party to be present. The employee filing the grievance and requesting the hearing shall have the right to present their grievance, or if they choose, to designate a representative who may present the grievance to the Board of Directors on their behalf. The rules of evidence under California law shall not apply to the hearing before the Board, and the Board in its discretion may limit the time to be used in the hearing. The Board of Directors shall consider fully presentations, discussions, statements and documents presented to it and shall make a decision on the matter. The decision of the Board of Directors of the District shall be final and binding upon the employee and/or their designated representative, and no right to rehearing shall exist. Decisions of the Board will be based upon established Rules and Regulations as contained herein wherever applicable.

G. Miscellaneous

1. Operators' Licenses are required of all employees operating District automobiles and automotive equipment. District will pay the license fee (less any Class C license fee), medical exam fee, and provide training for incumbent employees, in obtaining and renewing a Class A license. However, the District will pay a single fee; if retakes are required to obtain the license this cost will be the employee's expense. If needed, District will provide the necessary vehicle used for obtaining the Class A license. Also, subject employee must be insurable by District's insurance carrier. All new hires must satisfy this requirement prior to being hired, or, at District discretion, within the new hires' twelve (12) month initial evaluation period.
2. Should an employee fail to maintain the driver's license required for the job, the District may allow the employee up to sixty (60) days to obtain a proper reinstated license, during which time the employee may be assigned "non-driving" duties at the District's discretion. If, after sixty (60) days, an employee does not possess the appropriate license they may be terminated.

An extension of time may be granted by the Board depending upon the particular circumstances and the District's needs.

H. Special Conditions - Water Treatment Plant

The Following provisions apply to employees assigned to the water treatment facility.

1. Water Treatment Plant Operators, other than the Water Treatment Plant Superintendent and Water Treatment Plant Maintenance Mechanic, work on a shift/work schedule. "SHIFT WORK" is considered work as specified hereinafter, that is a 24-hour shift, and will also include a 40-hour work week of eight (8) hours per day which Water Treatment Plant Operators will work on a rotating basis.
2. SHIFT WORK: When engaged in SHIFT WORK, Operators are required to perform a 24-hour shift. The first eight (8) hours of the shift are considered a regular work shift. The second eight (8) hours of the shift are considered a light duty/monitoring shift. The

first two shifts will be considered hours worked. The final eight (8) hours of the shift are a sleep shift and are not considered time worked. Operators will be compensated two hours of straight time for the sleep shift. If during the sleep shift, the operator does not receive an uninterrupted five (5) hours of sleep during a normal sleep period due to an alarm call-out, then the operator shall receive pay for the entire eight (8) hour sleep shift. Any work required, during a 24-hour shift, after the first sixteen (16) hours is considered overtime and is paid at the rate of one and one-half (1½) times the SHIFT WORK hourly rate. Any hours worked in excess of Operators regularly assigned shift is paid at the rate of one and one-half (1½) times the operator's hourly rate.

Every twelve (12) weeks, Water Treatment Plant Operators will work a straight time work schedule of forty (40) hours in five (5) days for a period of four (4) weeks. Overtime worked during this scheduled period will be paid at the rate of one and one-half (1½) times the operator's hourly rate.

3. HOLIDAYS: Water Treatment Plant Operators are entitled to 8-hour holidays as any other regular full-time employee. Holiday work will be determined by the starting of a scheduled shift on the date of the observed Holiday.
    - a. When an observed Holiday falls on an employee's normally assigned SHIFT WORK the employee shall be entitled to eight (8) hours of regular pay and time and one-half (1½) for the assigned hours of the shift. Sleep time is non-work time.
    - b. When an observed Holiday falls on an employee's Normal day off the Holiday (eight [8] hours) shall be paid as a Holiday at the operator's hourly rate.
    - c. When the actual holiday falls on a weekend and the observed holiday is on a weekday, the employee assigned to work the actual calendar day of the holiday shall be compensated at the rate of one and one-half (1-1/2) times his/her regular hourly rate for hours worked.
  4. SICK LEAVE: Should a SHIFT WORK operator be unavailable due to illness, the straight time work operator for that period may perform SHIFT WORK coverage as requested by the Water Treatment Plant Superintendent, after which that person will not return to work for twenty four (24) hours. That operator may work an additional eight (8) hour shift to ensure a forty (40) hour pay period.
  5. The Water Treatment Plant Operator's hourly rate will be equal to the "HOURLY RATE" for the Range and Step which the operator has attained, as found in Schedule C-1 of District's "Rules and Regulations Governing Employment Conditions, Salaries and Benefits for Employees." Water Treatment Plant Operators shall receive retirement contributions on *scheduled* overtime dollars in the amount of 66.7% of the current District contribution.
- I. Nepotism Policy - It is well accepted that employment of relatives in the same area of an organization can cause serious conflicts and problems with favoritism and employee morale. In these circumstances, all parties, including supervisors, leave themselves open

to charges of inequitable consideration in decisions concerning work assignments, transfer opportunities, time-off privileges, training and development opportunities, performance evaluations, promotions, demotions, disciplinary actions, and discharge.

In addition to claims of partiality in treatment at work, personal conflicts from outside the work environment can be carried into day-to-day working relationships.

It is the District's policy that relatives of persons currently employed by the organization may be hired only if they will not be working directly for or supervising a relative. The current status of employees as of June 30, 2000 will not be affected by this policy.

If already employed, they cannot be transferred or promoted into such a reporting relationship. If the relative relationship is established after employment, the District will decide if a transfer is feasible and who is to be transferred.

In other cases where a conflict or the potential for conflict arises, even if there is no supervisory relationship involved, the parties may be separated by reassignment.

For the purposes of this policy, a relative is defined to include spouses, parents, children, brothers, sisters, brothers and sisters-in-law, fathers and mothers-in-law, stepparents, stepbrothers, stepsisters, and stepchildren. This policy also applies to individuals who are not legally related but who reside with another employee.

#### J. Smoking Policy

The District is committed to a philosophy of good health and a safe work place. In keeping with this philosophy, it is important that the work place and office environment reflect the District's concern for good health. Smoking is therefore not permitted inside District offices, vehicles, facilities or any indoor or enclosed work area, under any circumstances except for the lake patrol housing. Employees who wish to smoke must limit their smoking to break and lunch periods, and smoke only in areas where there is adequate ventilation to prevent smoke from entering non-smoking areas. Employees who smoke are expected to be considerate of non-smoking employees.

This policy shall pertain to both employees and non-employees. All employees and visitors are expected to follow this policy. Non-employees who are smoking shall be requested, where appropriate, to refrain from smoking.

#### K. Light Duty Policy

An employee who is temporarily unable to perform his or her complete job duties by reason of industrial disability (Labor Code §3600) may be returned to work and given temporary light duties within his/her ability to perform with or without reasonable accommodations. Clearance to return to work, and any work restrictions, must be supplied by the employee's

attending physician in writing prior to the employee returning to work. The duration of any such period of temporary work shall be determined by the District, but ordinarily will not exceed 60 calendar days. During such period, the District may require written certification by the employee's attending physician that the employee's disability is continuing to improve, with a reassessment of any work restrictions.

The employee will be compensated at the rate of pay of his or her regular classification while engaged in such temporary duties provided that, in the opinion of the supervisor, the employee can perform a substantial amount of the essential duties in his or her job description. If the employee is unable to perform the essential duties in his or her job description with or without reasonable accommodations, the District may, if practical, assign the employee temporarily to work in a different job classification, in which case the employee will be compensated at the rate of pay established for that job classification.

Nothing contained in this policy requires the District to offer light duty to an employee who is unable to perform the essential duties of his or her job with or without reasonable accommodations, or to retain an employee on light duty for any period of time.

Nothing contained in this policy restricts the rights or duties of the District or its employees under Workers' Compensation laws, the Fair Employment and Housing Act, the Americans with Disabilities Act, or any other applicable laws.



**ARTICLE V**  
**Benefits**

A. Workers Compensation Insurance

Compensation for on-the-job accidents is provided by District through a Workers Compensation Insurance Plan. It shall be the duty of all officers and employees to make an immediate report of accidental injury while working to their supervisor. Any recurrence of an old injury requiring medical treatment or hospitalization also must be reported immediately. Failure to do so will result in delay of compensation, or more serious difficulties including the possibility of disciplinary action for not reporting in a timely manner. Sick leave (if available) may be used for the initial three (3) days waiting period under an approved workers compensation claim, however, it may not be used to supplement workers compensation benefits for the lost time at work due to an industrial injury or illness.

Workers Compensation - Return to Work

For physical injury claims and stress related claims the District will require a full medical release from the treating physician prior to returning to work.

Employees who are incapacitated because of covered job related injuries or illnesses and cannot return to their prior duties, may be offered vocational rehabilitation if they are medically qualified and able to accept other employment.

B. Social Security

Social Security deductions are made beginning with the new employee's first salary check, as required by law.

C. Medical Insurance

Medical, dental, vision and hospital benefits, such as may be provided under District's insurance plan, begin on the first of the month following thirty (30) days of continuous employment and upon the applications of eligible employees being processed and accepted by the insurance carriers. District will pay the cost of the premium for eligible employees to the extent described below:

1. The full premium for dental (including orthodontic coverage) and vision coverage for employees and their eligible dependents.

2. Medical Insurance

Effective January 1, 2015, the District will offer *three* health plan options to employees. The employee may elect which health plan he/she wishes to participate in and the District shall make contributions toward the health plan as follows:



(a) Option 1: ACWA Account Based Health Plan.

- a. Premium: Throughout the term of this Agreement, the District shall pay the full monthly premium cost for employees and dependants participating in ACWA's Account Based Health Plan. Unless the parties negotiate otherwise, effective January 1, 2018, the District shall contribute the following toward the cost of the employee's premium:

Employee: \$ 628.00 per month  
Couple: \$1,418.00 per month  
Family: \$1,717.00 per month

- b. Health Savings Account: In January of the employee's first year of participating in the Account Based Health Plan, the District shall make a one-time lump sum contribution to the employee's health savings account as follows:

Employee: \$1,500  
Couple: \$3,000  
Family: \$3,000

In January of the subsequent years of the term of this agreement, the District will make an annual contribution to the employee's Health Savings Account as follows based upon their status as employee, couple or family, as of January 1st of the plan year:

Employee: \$1125  
Couple: \$2250  
Family: \$2250

New hires electing to participate in the Account Based Health Plan will receive a pro-rated contribution to the health savings account.

- (b) Option 2: ACWA Advantage Health Plan: For each employee choosing the Advantage Health Plan, the District shall contribute the following:

Employee: \$ 628.00 per month  
Couple: \$1,418.00 per month  
Family: \$1,717.00 per month

- (c) Option 3: ACWA Classic Health Plan: For each employee choosing the Classic Health Plan, the District shall contribute the following:

Employee:	\$ 628.00 per month
Couple:	\$1,418.00 per month
Family:	\$1,717.00 per month

- (d) Unless otherwise agreed between the union and the District, the District shall only provide the ACWA Advantage Health Plan, Classic Health Plan, and Account Based Health Plan options, or their closest ACWA equivalents in the event of a plan change or elimination.
3. The District shall reimburse the cost of employee flu and poison oak immunizations only, not the cost of associated doctor's visits, unless the immunization is first approved and then obtained through District's recognized physician.

Continuation of Coverage: Employees, their spouses and dependents covered by District health, dental and vision plans may have the right to choose a temporary extension of benefits at group rates, plus a small administration fee, in certain instances where coverage under the plans would otherwise end. Information regarding this extension of benefits (COBRA) is available at the District Office.

The employee or a family member of the employee has the responsibility of notifying the District of a divorce, legal separation, or a child losing dependent status under the plans within thirty (30) days of the change. Employee may be responsible for the additional cost of coverage should this notification not occur. Paradise Irrigation District has the responsibility of notifying the administrators of the plans of an employee's death, termination of employment, or reduction in hours, or Medicare eligibility. When the District is notified that one of these events has occurred, the District will in turn notify the employee that the employee or family member has the right to choose continuation coverage. The employee or family member has sixty (60) days from the date they would lose coverage because of one of the events described above to inform the administrators of the plans that the employee or family member wants continuation coverage.

D. Retirement

A retirement plan is offered to employees who are eligible and who wish to participate. The District contributes to such plan on behalf of the employees in accordance with such plan. Employees not electing to be a part of the retirement plan shall not receive any part of the sum that the District would have contributed to such retirement plan. See "Article III, Section C, Retirement" for information concerning retirement status. The District will contribute 9 % of the employee's base pay to the retirement plan. The District will match any employees' contribution one to one up to a maximum of 3%. The District's matching contribution shall be vested in 20% increments for the first five years of employment subject to current law. Changes to employee's contributions can be made according to the plan document.

E. Unemployment and Disability

California State Unemployment and Disability benefits are provided by the California State Employment Development Department. Currently, the District funds the Unemployment Insurance Plan and the employee pays the required premium for State Disability Insurance.

F. Long-Term Disability Program

Long-term disability coverage is provided for eligible disabilities with a ninety (90) day elimination period and 66.67% of pre-disability earnings as defined and governed by the District's Long-Term Disability insurance plan with its carrier.

G. Life Insurance

District provides each regular full-time, and regular part-time employee a Life Insurance Policy in the amount of \$50,000.00 effective on the first of the month following completion of sixty (60) days of work. In addition, employees have the option to purchase an additional \$50,000.00 Life Insurance through payroll deduction.

H. Flexible Benefits Plan

District will provide a Flexible Benefits Plan for dependent care assistance and for medical reimbursement. A copy of this plan will be provided to all eligible employees at Plan inception. The purpose of this plan is to provide employees of the District a Dependent Care Assistance Plan, and Medical Reimbursement Plan maintained by the PID. This plan is intended to qualify as a "cafeteria plan" under Section 125 of the Internal Revenue Code of 1986, as amended, and is to be interpreted in a manner consistent with the requirements of Section 125. Each employee whose employment is considered to be regular full-time will be eligible to participate in the Plan. An employee will become a Participant on the later of (a) the effective date or (b) the first day of the month following the date he or she becomes eligible to participate under the preceding sentence. If an employee does not elect to become a Participant on the first date of eligibility, such employee may elect to become a Participant on the first day of any subsequent Plan Year.

I. Observed Holidays - Holidays are established as follows:

1. New Year's Day
2. Martin Luther King's Birthday
3. President's Day
4. Caesar Chavez Day
5. Memorial Day
6. Independence Day
7. Labor Day
8. Veteran's Day
9. Thanksgiving Day

10. Friday after Thanksgiving
11. Christmas Eve
12. Christmas

Holidays occurring on a Sunday are normally observed on the following Monday. Holidays occurring on a Saturday are normally observed on the preceding Friday.

Employees on unpaid leaves of absence, for any reason, at the time of a Holiday observance will be ineligible for Holiday pay.

J. Vacation

Vacation leave for full time positions shall consist of: Twelve (12) working days during the first five(5) years of continuous employment; fifteen (15) working days after five (5) years of continuous employment; twenty (20) working days after ten (10) years of continuous employment; and twenty-five (25) working days after fifteen (15) years of continuous employment. Vacation is earned each pay period and is available upon completion of each pay period. Vacation will accrue only when on "paid" status. Vacation is earned each pay period and is available upon completion of each pay period. Vacation shall not accrue when on "unpaid" status. *Notwithstanding the foregoing, employees who will have attained 20 years of continuous employment by December 31, 2014, will accrue 27 days of vacation per year.*

On the fifth (5<sup>th</sup>) anniversary following the date of employment and in each fifth (5<sup>th</sup>) anniversary thereafter, the District shall grant each employee a service anniversary vacation of five (5) workdays with pay. A service anniversary vacation shall be in addition to the annual vacation allowance to which the employee may be otherwise entitled in that year and an employee who terminates employment with the District prior to reaching a fifth (5<sup>th</sup>) anniversary shall receive credit for one working day's vacation for each full year's continuous employment since the previous fifth (5<sup>th</sup>) anniversary or their original date of employment. The service anniversary vacation must be taken within one year of the date it is earned. The service anniversary vacation provided herein shall not be retroactive and shall accrue only if such dates fall after July 1, 1974.

Absence because of injury or sickness which is covered by accumulated sick leave shall not be a bar to the granting of annual vacation as herein provided. The granting of any leave of absence without pay exceeding fifteen (15) calendar days shall cause the employee's eligibility date for the annual vacation to be postponed a number of days equal to the number of calendar days the employee is on leave without pay, less the first fifteen (15) calendar days of such leave.

All earned vacation may be taken only after accrual. A prorated accrual of annual vacation leave occurs at the completion of each pay period. The maximum accrual, excluding service anniversary vacation, can be no more than two years at the employee's current accrual rate. This may be extended by approval of the General Manager if deferral of vacation leave is due to business necessity

Vacation periods are to be arranged with the employee's department head so that the time off will not interfere with the normal operation of the District.

Eligible employees about to be laid off and those whose employment is otherwise terminated shall be paid for any earned but unused vacation as described above.

#### Vacation Buy / Sell Program

Employees who have been employed by the District for more than one year may sell to the District up to forty (40) hours of accrued unused vacation time upon thirty (30) days prior notice, provided that the employee takes a minimum of one half (1/2) the vacation time to which they are entitled within the same annual vacation period of the sold vacation time. An employee who has been employed by the District for more than one year may also buy from the District up to an additional forty (40) hours of vacation time within any calendar year for use during the same calendar year, provided that full and complete payment has been made for the purchased vacation time by salary modification prior to use of the vacation time.

#### K. Sick Leave

Sick leave is provided to eligible regular employees of the General Unit at the rate of (1) one equivalent working day per month. Sick leave is defined as absence from duty due to illness of employee or immediate family, non-industrial injury or quarantine due to exposure to contagious disease. Starting the first working day of illness, non-industrial injury or quarantine due to exposure to contagious disease, the employee shall be paid at the rate of their base pay if they have sick leave available. The General Manager may require physician certification for any sick leave absence of three (3) or more consecutive working days.

1. Immediate family includes: parents, children and spouses and are defined as follows:

A "child" means a biological, adopted or foster child, a stepchild, a legal ward or a child an employee has accepted the duties and responsibilities of raising, such as where a grandmother raises her grandchild.

A "parent" means a biological, foster or adoptive parent, a stepparent or a legal guardian. Mothers-in-law, fathers-in-law and grandparents are considered "parents" for the purposes of this law.

Sick leave will accrue only when on "paid" status. Sick leave is earned each pay period and is available upon completion of each pay period. Sick leave will not accrue when on

“unpaid” status.

Accumulated vacation time or compensatory time off shall be used for sick leave at base pay rate after available sick leave has been exhausted.

Regular employees shall be allowed once a year to sell five equivalent days of sick leave annually if they use less than three equivalent days in the prior year and will have a minimum balance of thirty equivalent days after the sale. In the event of an extended medical absence, the General Manager may approve the sale of sick leave for employees that exceed the use of three days of sick leave.

Annually, November 1, an employee may elect to receive up to three (3) days pay or three (3) days vacation or any combination in exchange for unused sick leave for the twelve (12) months preceding November 1. Employees that would have been eligible to receive the bonus under the 2011-2014 language, as of November 1, 2014, will receive the bonus for 2014.

Upon termination of employment from the District, employees will be compensated for unused sick leave at the following rates for up to a maximum of 120 days of their sick leave balance.

- 5 to 10 Years of Service – 25%
- 11 to 20 Years of Service – 40%
- 21 to 25 Years of Service – 50%
- 26 to 30 Years of Service – 60%
- Over 30 Years of Service – 75%

Available sick leave may be used for the initial three (3) day waiting period under an approved workers compensation claim; however, it may not be used to supplement workers compensation benefits for the lost time from work due to an industrial injury or illness.

L. Fitness for Duty

All employees must be fit for duty while in work status. Additionally, supervisors ensure that employees are performing job functions in a safe and reliable manner.

A fitness for duty evaluation may be made at the request of management and performed by the District’s Medical Provider to determine that the physical and mental health of an individual is consistent with the performance of assigned duties in a safe and reliable manner. The initial evaluation will be at the District expense. The District will not cover subsequent visits with medical personnel.

A management request for fitness for duty evaluation may be appropriate when:

The employee identifies a medical condition as a cause of a performance problem;  
Behavior is observed that is not typical of the employee;  
There is concern about whether the employee can work in a safe and reliable manner;  
There is reasonable suspicion of substance abuse;  
The employee requests a medically-based accommodation; or  
There is a management concern about excessive use of sick leave.

Should it be determined that the employee is not fit for duty, they will immediately be placed on the appropriate available leave.

An employee removed from the workplace because of fitness for duty concerns must be cleared before returning to work by the District's Medical Provider at employee's expense.

Failure to comply with provisions of this policy may result in disciplinary action, up to and including termination.

M. Leave of Absence with Pay

Leave of absence with pay for full time officers and employees shall be granted by District in the following cases:

Upon the death of an employee's child (defined in Article V, Section K.1.), spouse, parent, (defined in Article V, Section K.1.) brother, sister, grandparent or grandchild, a period not exceeding five (5) non-consecutive working days.

For jury duty, official subpoena, or serve as a witness in court, the District provides normal base pay less any jury duty pay or witness fees received by the employee. The employee may keep any court reimbursements for mileage associated with jury duty. This provision shall not apply to personal court or legal action.

Leave of Absence without Pay

Leave of absence without pay may be granted by the District General Manager or the Board of Directors for the following reasons:

- a. Illness or short term disability;
- b. Family Leave;\*
- c. Pregnancy Disability Leave (PDL);\*\*
- d. To take an educational course which will increase the employee's usefulness upon return to work;
- e. For personal reasons acceptable to the District General Manager or the Board of Directors;
- f. For military service.

A leave of absence without pay may be for a period not exceeding one (1) year, except for military service when such service exceeds one (1) year.

\*Family Leave: The District will grant eligible employees, with at least one year of continuous service up to 12 weeks of unpaid leave in a 12-month period for family care responsibilities and for the employee's own serious medical condition. The purpose of the family leave is to provide the employee with the right to take time off from work to bond with a child, to care for a family member or to recover from a serious illness without jeopardizing their job. The one-year period in which employees are entitled to take up to 12 weeks of FMLA leave is not a fixed period. The one-year period is determined on a rolling basis at the time an employee requests FMLA leave. Each time an employee requests FMLA leave, the immediately preceding 12-month period will be reviewed to ascertain the employee's remaining leave entitlement. Each time an employee requests FMLA leave, his/her remaining leave entitlement will consist of any balance of the 12-week entitlement which has not been used during the immediately preceding 12 months.

Example 1:

Employee X has the following FMLA leave record:

January 1, 2000:	3 weeks
April 1, 2000:	2 weeks
June 1, 2000:	3 weeks
November 1, 2000:	4 weeks

Employee X requests additional leave on December 1, 2000. Employee X has already used 12 weeks of FMLA leave within the immediately preceding 12 months, and therefore is not entitled to additional FMLA leave as of the date of the request.

Example 2:

Based upon the same leave record, Employee X requests additional leave on February 1, 2001. January 2000 no longer falls within the immediately preceding 12-month period. Employee X is entitled to take up to an additional three weeks of FMLA leave, assuming the reason for the requested leave qualifies for leave under the Family & Medical Leave Act.

Requested leaves must be submitted in writing and be approved in writing by the General Manager before the leave begins. (Leaves over thirty [30] days must also be reviewed by the Board of Directors Personnel Committee.) In cases where it is impractical to submit this request before the leave begins, it shall be submitted as soon as possible after the requested leave begins.

The District will maintain coverage under any group health plan for the duration of the leave (for a maximum of twelve [12] weeks) and under the conditions of coverage that would have been provided had the employee been employed continuously during the leave. If the employee fails to return to work at the end of the leave period, the District has the right to collect the cost of the health benefit premiums from the employee. An employee who returns to work for at least thirty (30) days is considered to have "returned to work".



**\*\*Pregnancy Disability Leave (PDL):** Any full or part-time regular female employee who is disabled by pregnancy, childbirth, or a related medical condition will, upon written request, be granted a pregnancy disability leave of absence (PDL) without pay not to exceed four (4) months.

An employee who is granted a PDL may utilize any accrued sick leave benefits and earned vacation benefits during the period of her leave. Any portion of the leave that occurs after all sick and vacation benefits have been exhausted shall be without pay.

Group insurance benefits and premium payments ordinarily provided by the District will remain in effect until the end of the month in which the leave terminates. Employees are expected to pay the full costs of these coverages thereafter. Employees are requested to notify the General Manager that arrangements have been made with the Office Manager to pay for the costs of such coverages before the leave(s) begin(s).

Employees who require a PDL must notify their supervisor or the Office Manager in writing as soon as possible. These written notices should specify the commencement date(s) of the leave(s), the expected duration of the leave(s) and be accompanied by a signed physician's statement of disability.

Written extension requests for PDL, not to exceed the four (4) month limitation, must be received by the General Manager prior to the expiration of the approved leave(s) or within three (3) days of an absence. Employees who do not report for work at the end of an approved PDL will be considered to have voluntarily resigned. Employees returning from a PDL shall be required to provide a physician's statement that indicates that they are medically able to return to work.

For employees on PDL, the District guarantees reinstatement to the same or similar job with the same or similar duties, pay, and location unless granting such a leave would substantially undermine the District's ability to operate the business safely and efficiently. Employees on PDL will be credited with all service prior to the commencement of their disability, but not for the period of their disability.

N. Security

Security is important to everyone. Employees are asked to not discuss the security of the District premises or services with any individual not employed by the District. Additionally, neither the District nor its insurance carriers take any liability for an employee's personal belongings. Employees are encouraged to secure personal belongings to the best of their ability.

Since the District retains the right to search any District property or facility at any time (including employee-assigned desks, files and computer systems), if employees have anything of a private nature they do not want to be subjected to discovery during such

searches, these items should be kept in the employees' briefcases, purses or lunch bags.

O. Dress and Grooming Standards

While the PID has no formal dress code, it is expected that all employees will dress in a manner consistent with good business practices. If for any reason an employee cannot dress in accordance with good business practices, or has a question about appropriate dress, the employee should discuss it with his/her managers.

1. Professional clothing is not required on a daily basis.
2. Professional clothing should be worn on days when professional contact is expected, including committee meeting days.
3. The basic rule is: "nothing too tight, short, ragged or dirty"  
If in doubt, don't wear it!
4. Uniform Policy – In the interest of providing for a more uniform and presentable appearance of District employees and more readily identifying District employees servicing the community, the Paradise Irrigation District is supplying uniforms, shirt and pants, for each Meter Shop, Transmission & Distribution, Treatment Plant, and Lake Patrol employee at no cost to the employee. Each employee who is provided a uniform shall wear that uniform while on duty, however, the supervisor may waive this requirement when it is considered impractical. Each employee is responsible for the uniforms supplied to them. The laundry supply company will launder the uniforms, however, those personnel who chose to launder their uniforms themselves are responsible for keeping them clean and in good repair. Employees who lose uniform garments or damage uniform garments through negligent use will be responsible for paying for the replacement of said uniform garments.

To the extent that the budget is not negatively affected some employees may opt to wear denim pants not supplied by the District. The District will reimburse those employees, who chose this option, funds equal to the weekly value of renting uniform pants. Employees who supply their own denim pants must keep them clean and in good repair. No torn or raged pants will be allowed. Those personnel choosing to supply their own pants will be obligated to continue doing so until the next fiscal year.

In the event that too many personnel should chose the option of supplying their own denim pants, thereby causing a unit price increase in uniforms costing the District more money, that option may be discontinued by the District, thereby requiring all personnel to wear the uniform pants provided.

5. Prescription Safety Eyewear

In accordance with District Policy IV-15, the District will provide a reimbursement allowance up to \$200.00 once every two years for the purchase of

prescription safety eyewear that meets current OSHA high impact requirements to those employees requiring corrective eyewear. Any and all costs exceeding the \$200.00 allowance for prescriptive safety eyewear shall be the sole responsibility of said employee. Providing a current eye examination and prescription to or from the District authorized provider is the responsibility of the employee and said employee shall incur the costs related to that examination.

6. Safety Toed Boots

In accordance with District established Safety Toed Boot Guidelines, District field employees, including treatment plant personnel and lake patrol personnel are required to wear safety toed boots. The District will provide those employees required to wear safety toed boots, an annual boot allowance of \$125.

P. Lakeshore Recreation & Boating Permits

District shall provide to all regular employees of the District free Lakeshore Recreation and Boating permits under the same terms and conditions as such permits are issued to the public. Upon termination of employment the free permits shall lapse with no further force and effect.

Q. Seasonal Lake Patrol

Upon completion of three continuous seasons of work, a Seasonal Lake Patrol employee shall be entitled to a pro-rata share of certain regular full time employee benefits (based on annual full time amounts).

## **ARTICLE VI**

### **Discipline**

#### A. Discipline

Violation of District policies and rules may warrant disciplinary action. The District has established a system of progressive disciplinary actions that include verbal warnings, written warnings, and suspension. The system is not formal and the District may, in its sole discretion, utilize whatever form of discipline is deemed appropriate under the circumstances, up to and including termination of employment subject to the terms of the Grievance Procedure.

It is intended that discipline be proposed for corrective purposes and to address deficiencies in work performance and behavior modification. The District expects its employees to carry out District policies and instructions from supervisors without criticizing or undermining those policies and instructions to District personnel, customers or the general public. Derogatory comments about the District, its policies, activities, personnel or governing body while on duty will not be condoned and may constitute the basis for discipline, demotion or discharge. Although an employee may have grounds for disagreement, such disagreement must not be insubordinate, slanderous, or libelous.

#### B. Prohibited Conduct

The following conduct is prohibited and will not be tolerated by the District. This list of prohibited conduct is illustrative only; other types of conduct injurious to security, personal safety, employee welfare and the District's operations also may be prohibited.

- a. Falsification of employment records, employment information or other District records.
- b. Falsification of any time card.
- c. Theft, abuse or misuse of District tools, vehicles, or equipment.
- d. Removing or borrowing District property without prior authorization.
- e. Unauthorized use of District's equipment, time, materials, or facilities.
- f. Provoking a fight or fighting during working hours or on District property.
- g. Wrestling, pushing, throwing objects, horseplay, and other forms of behavior which are, or can be destructive of property or endanger personal safety or the safety of others.
- h. Engaging in criminal conduct whether or not related to job performance.
- i. Causing, creating or participating in a disruption of any kind during working hours on District property.

- j. Insubordination, including but not limited to failure or refusal to follow the instructions of a supervisor or member of management (subject to safe working practices), or the abusive or threatening language toward a supervisor, other members of management, coworkers, or PID customers.
- k. Using abusive language at any time on District premises.
- l. Failure to notify a supervisor when unable to report to work.
- m. Failure to notify supervisor prior to leaving work for any reason during normal working hours.
- n. Failure to observe working schedules, including rest and lunch periods.
- o. Failure to provide a physician's certificate when requested or to report to a required District paid physical examination.
- p. Sleeping or malingering on the job.
- q. Violation of any safety, health, security or policies, rules or procedures, including violation of the District's Illness and Injury Prevention Program.
- r. Committing a fraudulent act or breach of trust under any circumstances.
- s. Violation of the District's substance abuse prevention program.
- t. Unlawful harassment of any type.
- u. Excessive absences, unexcused absences, tardiness, and abuse of sick leave.
- v. Citation for moving violations in a District vehicle.
- w. Incompetence, including failure to pass on to supervisors or fellow workers information necessary for the proper execution of their duties..
- x. Unsatisfactory work performance, including engaging in personal business during working hours..

This list is not to be construed as all-inclusive, but merely the common causes for disciplinary action.

C. Just Cause

Application of this section shall be equally applied to all employees, and it is the express policy of this District to discipline only for just cause. The elements of just cause are:

- a. The employees had forewarning or foreknowledge of possible or probable disciplinary consequences for violation of the District rule or managerial order or the basis of discipline is so obvious that forewarning or foreknowledge can be inferred.
- b. The rule or managerial order violated was reasonably related to the orderly, efficient, and safe operation of the District.
- c. Determination by the Supervisor in charge or Department Head before administering discipline that the employee did in fact violate the rule or order of management.
- d. The investigation into the charge was conducted fairly and objectively.
- e. Proof indicates the employee is guilty as charged.
- f. The degree of discipline to be administered is reasonably related to the seriousness of the employee's proven offense.
- g. The degree of discipline may also be increased or tempered if mitigation or aggravating factors are present.

These factors include such circumstances as:

- (1) Employee's prior record.
- (2) Prior progressive discipline within a reasonable period of time for the same or similar violation.
- (3) Extenuating circumstances.
- (4) Employee's length of service.
- (5) Provocation leading to a violation.
- (6) Gravity of the consequences of the violation.
- (7) Impact of violation on District customers or the District's efficient operation.
- (8) Attitude of employee (desire and ability to learn from mistakes).

D. Progressive Discipline Procedure

When an infraction occurs, the Supervisor shall consider the elements of just cause. The following steps are not mandatory, and if the infraction is deemed to be sufficiently serious, the Supervisor may recommend more severe discipline.

1. Oral Warnings

An oral warning may be given to the employee regarding his failure to comply with the rule(s) or managerial order and very clearly state what is expected in the future.

- a. The Supervisor shall keep a record of the date, time, and particulars of the conversation;
- b. The employee shall be advised that a record of the oral warning is being kept, and that another warning may lead to more severe action.

2. Written Warning/Instruction

The particulars of the written warning/instruction (date of warning, rule violated, highlights of Supervisor's instructions, etc.) may be stated under "Reason for Warning". The Supervisor may stress again what is expected and what the consequences may be if there is no improvement.

3. Suspension Without Pay

Any single or combination of disciplinary action may be considered as a major infraction. Certain actions by an employee after the elements of just cause have been considered may be so serious as to constitute a major infraction. Suspension without pay may be imposed. However, an employee's rights to a grievance on such action are not impaired.

4. Discharge

Discharge will be considered for major infractions, and/or failure to respond appropriately to prior disciplinary action. Should events compel the General Manager to take immediate action where discharge appears to be necessary, the employee may be immediately suspended for a specific period of time pending an investigation of the circumstances and a hearing based on the findings.

E. Disciplinary Records

Disciplinary records shall be kept as follows:

- a. An oral warning shall not be placed into a personnel file and shall remain with the employee's Department Head to be removed following the employee's next scheduled formal evaluation.

F. Demotion

Demotion to a position having a lower salary range may be imposed for disciplinary purposes. Demotions resulting from employee's inability to perform required duties, organizational changes, and layoffs are not disciplinary.



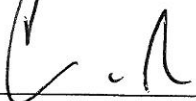
**ARTICLE VII**  
**Prohibition of Discrimination**

The District will comply with applicable state and federal laws prohibiting discrimination.

Signature Page

Paradise Irrigation District:

  
Larry Duncan Board President

  
George Barber General Manager

IBEW 1245:

  
Laura Capra Committee Member

  
Richard Stier Committee Member

  
Jeremy Gentry Committee Member

\_\_\_\_\_  
Sheila Lawton Business Representative

\_\_\_\_\_  
Ray Thomas Asst. Business Manager

\_\_\_\_\_  
Tom Dalzell Business Manager

# APPENDIX A

## Schedules of Classifications and Salary Ranges

### CERTIFICATION PAY RATES

Certification Rates / Hr.		
	Each	Total
D1	\$ 0.26	\$ 0.26
D2	\$ 0.39	\$ 0.65
D3	\$ 0.39	\$ 1.04
D4	\$ 0.52	\$ 1.56
Safety	\$ 0.36	\$ 0.36
Backflow	\$ 0.36	\$ 0.36
Information Technology	\$ 0.35	\$ 0.35

Effective July 1, 2014

**SCHEDULE A  
PARADISE IRRIGATION DISTRICT  
SCHEDULE OF SALARY RANGES**

**September 29, 2014**

**OFFICE**

<u>OFFICE CLASSIFICATIONS</u>	<u>Range</u>	<u>Monthly Rates</u>	
Customer Service Representative	8	\$ 2,384	- \$ 3,394
Sr. Customer Service Representative	11	\$ 2,705	- \$ 3,850
Engineering Drafter	12	\$ 2,825	- \$ 4,021
Sr. Customer Service Specialist	12	\$ 2,825	- \$ 4,021
Utility Billing Technician	14	\$ 3,061	- \$ 4,358
Accounting Technician	14	\$ 3,061	- \$ 4,358
Engineering Aide I	17	\$ 3,470	- \$ 4,938
Engineering Aide II	19	\$ 3,781	- \$ 5,383

**January 1, 2015**

<u>OFFICE CLASSIFICATIONS</u>	<u>Range</u>	<u>Monthly Rates</u>	
Customer Service Representative	8	\$ 2,425	- \$ 3,452
Sr. Customer Service Representative	11	\$ 2,751	- \$ 3,915
Engineering Drafter	12	\$ 2,873	- \$ 4,089
Sr. Customer Service Specialist	12	\$ 2,873	- \$ 4,089
Utility Billing Technician	14	\$ 3,113	- \$ 4,432
Accounting Technician	14	\$ 3,113	- \$ 4,432
Engineering Aide I	17	\$ 3,529	- \$ 5,022
Engineering Aide II	19	\$ 3,845	- \$ 5,474

**SCHEDULE A-1  
PARADISE IRRIGATION DISTRICT  
SCHEDULE OF SALARY RANGES  
OFFICE**

September 29, 2014

RANGE	A*	B*	C*	D*	E*	F*	G*	H*	I*	J*	"A" Equiv
5	2,106	2,190	2,278	2,368	2,463	2,562	2,664	2,771	2,882	2,997	\$ 12.96
6	2,198	2,287	2,378	2,473	2,573	2,675	2,783	2,894	3,010	3,130	\$ 13.53
7	2,291	2,383	2,478	2,577	2,680	2,788	2,899	3,015	3,136	3,261	\$ 14.10
8	2,384	2,480	2,579	2,683	2,790	2,901	3,017	3,138	3,264	3,394	\$ 14.67
9	2,483	2,583	2,686	2,794	2,905	3,021	3,142	3,268	3,399	3,534	\$ 15.28
10	2,595	2,699	2,807	2,920	3,036	3,158	3,284	3,415	3,551	3,694	\$ 15.97
11	2,705	2,812	2,925	3,042	3,164	3,291	3,423	3,559	3,701	3,850	\$ 16.65
12	2,825	2,937	3,056	3,177	3,304	3,437	3,574	3,718	3,866	4,021	\$ 17.38
13	2,941	3,060	3,182	3,308	3,440	3,579	3,721	3,871	4,026	4,187	\$ 18.10
14	3,061	3,184	3,312	3,444	3,581	3,725	3,874	4,028	4,189	4,358	\$ 18.84
15	3,184	3,312	3,444	3,581	3,725	3,875	4,030	4,191	4,358	4,533	\$ 19.60
16	3,323	3,457	3,595	3,739	3,889	4,043	4,206	4,373	4,549	4,730	\$ 20.45
17	3,470	3,609	3,752	3,904	4,060	4,222	4,390	4,566	4,749	4,938	\$ 21.36
18	3,624	3,769	3,918	4,076	4,239	4,408	4,585	4,769	4,958	5,157	\$ 22.30
19	3,781	3,932	4,090	4,254	4,424	4,601	4,785	4,976	5,176	5,383	\$ 23.27
20	3,947	4,106	4,269	4,440	4,619	4,804	4,995	5,196	5,403	5,619	\$ 24.29
21	4,122	4,287	4,459	4,636	4,822	5,015	5,215	5,424	5,641	5,867	\$ 25.37
22	4,304	4,475	4,655	4,841	5,034	5,235	5,445	5,664	5,890	6,126	\$ 26.49
23	4,494	4,672	4,860	5,054	5,257	5,466	5,686	5,913	6,149	6,395	\$ 27.66
24	4,691	4,878	5,074	5,277	5,488	5,707	5,936	6,173	6,420	6,703	\$ 28.87
25	4,897	5,093	5,297	5,509	5,729	5,958	6,197	6,444	6,727	7,023	\$ 30.14
26	5,112	5,317	5,529	5,751	5,981	6,219	6,469	6,727	6,997	7,276	\$ 31.46
27	5,337	5,550	5,772	6,003	6,244	6,494	6,753	7,023	7,304	7,596	\$ 32.84
28	5,573	5,796	6,028	6,269	6,520	6,780	7,052	7,334	7,627	7,932	\$ 34.29
29	5,817	6,051	6,293	6,544	6,806	7,078	7,361	7,656	7,962	8,280	\$ 35.80
30	6,073	6,317	6,569	6,832	7,105	7,389	7,685	7,992	8,311	8,645	\$ 37.37

Monthly Rates are computed on the basis of 37.5 hours per week and 52 weeks per year (1950 hours/year). \*Movement between Step Levels A-J are based on 1950 hours on paid status, and overall rating of satisfactory or better on Employee's most recent performance appraisal. The Manager will have the discretion to approve an early step increase based on merit, and the employee would be eligible for their next increase one year form the merit based step increase.

January 1, 2015

**OFFICE**

RANGE	A*	B*	C*	D*	E*	F*	G*	H*	I*	J*	"A" Equiv
5	2,142	2,227	2,317	2,408	2,505	2,605	2,709	2,818	2,931	3,048	\$ 13.18
6	2,236	2,326	2,418	2,515	2,617	2,721	2,830	2,943	3,061	3,183	\$ 13.76
7	2,330	2,424	2,520	2,620	2,726	2,835	2,948	3,066	3,189	3,316	\$ 14.34
8	2,425	2,523	2,623	2,728	2,837	2,950	3,068	3,192	3,320	3,452	\$ 14.92
9	2,525	2,627	2,732	2,841	2,954	3,072	3,195	3,324	3,457	3,594	\$ 15.54
10	2,639	2,745	2,855	2,969	3,088	3,212	3,340	3,473	3,612	3,757	\$ 16.24
11	2,751	2,860	2,975	3,094	3,218	3,347	3,481	3,619	3,764	3,915	\$ 16.93
12	2,873	2,987	3,108	3,231	3,360	3,495	3,635	3,781	3,932	4,089	\$ 17.68
13	2,991	3,112	3,236	3,364	3,499	3,640	3,785	3,937	4,094	4,258	\$ 18.41
14	3,113	3,239	3,368	3,503	3,642	3,788	3,939	4,097	4,261	4,432	\$ 19.16
15	3,239	3,368	3,503	3,642	3,788	3,941	4,098	4,262	4,432	4,610	\$ 19.93
16	3,380	3,515	3,656	3,802	3,955	4,112	4,277	4,447	4,626	4,810	\$ 20.80
17	3,529	3,670	3,816	3,970	4,129	4,294	4,465	4,644	4,829	5,022	\$ 21.72
18	3,685	3,833	3,985	4,145	4,311	4,483	4,663	4,850	5,043	5,244	\$ 22.68
19	3,845	3,999	4,159	4,327	4,499	4,680	4,866	5,060	5,264	5,474	\$ 23.66
20	4,014	4,176	4,342	4,516	4,697	4,885	5,079	5,284	5,495	5,714	\$ 24.70
21	4,192	4,360	4,535	4,715	4,904	5,100	5,304	5,516	5,737	5,967	\$ 25.80
22	4,377	4,551	4,734	4,923	5,120	5,324	5,538	5,760	5,990	6,230	\$ 26.94
23	4,570	4,752	4,942	5,140	5,346	5,559	5,783	6,014	6,254	6,504	\$ 28.13
24	4,771	4,961	5,161	5,366	5,581	5,804	6,037	6,278	6,529	6,817	\$ 29.36
25	4,980	5,180	5,387	5,602	5,826	6,060	6,302	6,553	6,842	7,143	\$ 30.65
26	5,199	5,407	5,623	5,849	6,082	6,325	6,579	6,842	7,116	7,400	\$ 31.99
27	5,427	5,644	5,870	6,105	6,350	6,604	6,868	7,142	7,428	7,725	\$ 33.40
28	5,667	5,894	6,131	6,376	6,631	6,895	7,172	7,459	7,757	8,067	\$ 34.88
29	5,916	6,153	6,400	6,655	6,922	7,198	7,486	7,786	8,097	8,421	\$ 36.41
30	6,176	6,424	6,680	6,948	7,226	7,514	7,815	8,128	8,453	8,792	\$ 38.01

Monthly Rates are computed on the basis of 37.5 hours per week and 52 weeks per year (1950 hours/year). \*Movement between Step Levels A-J are based on 1950 hours on paid status, and overall rating of satisfactory or better on Employee's most recent performance appraisal. The Manager will have the discretion to approve an early step increase based on merit, and the employee would be eligible for their next increase one year form the merit based step increase.

**SCHEDULE B  
PARADISE IRRIGATION DISTRICT  
SCHEDULE OF SALARY RANGES  
Maintenance & Operations**

**September 29, 2014**

MAINTENANCE AND OPERATIONS  
CLASSIFICATIONS

	<u>Range</u>	<u>Monthly Rates</u>	
Seasonal Lake Patrol	6	\$ 2,230	- \$ 3,173
Temporary Laborer	7	\$ 2,327	- \$ 3,312
Utility Worker I	12	\$ 2,861	- \$ 4,072
Utility Worker II	13	\$ 2,987	- \$ 4,252
Lake Patrol	13	\$ 2,987	- \$ 4,252
Meter Serviceperson	14	\$ 3,111	- \$ 4,427
Equipment Operator	14	\$ 3,111	- \$ 4,427
Distribution System Operator	15	\$ 3,248	- \$ 4,624
Senior Equipment Operator	15	\$ 3,248	- \$ 4,624
Warehouseperson	16	\$ 3,392	- \$ 4,829
Systems Operator	16	\$ 3,392	- \$ 4,829
Utility Crew Leader	16	\$ 3,392	- \$ 4,829
Mechanic	17	\$ 3,540	- \$ 5,039
Meter Supervisor	18	\$ 3,698	- \$ 5,263
District Plant & Facility Maintenance Technician	19	\$ 3,871	- \$ 5,510
Water Treatment Plant Maintenance Mechanic	19	\$ 3,871	- \$ 5,510
Utility Supervisor	19	\$ 3,871	- \$ 5,510

**January 1, 2015**

MAINTENANCE AND OPERATIONS  
CLASSIFICATIONS

	<u>Range</u>	<u>Monthly Rates</u>	
Seasonal Lake Patrol	6	\$ 2,267	- \$ 3,227
Temporary Laborer	7	\$ 2,366	- \$ 3,368
Utility Worker I	12	\$ 2,910	- \$ 4,141
Utility Worker II	13	\$ 3,038	- \$ 4,324
Lake Patrol	13	\$ 3,038	- \$ 4,324
Meter Serviceperson	14	\$ 3,164	- \$ 4,502
Equipment Operator	14	\$ 3,164	- \$ 4,502
Distribution System Operator	15	\$ 3,303	- \$ 4,702
Senior Equipment Operator	15	\$ 3,303	- \$ 4,702
Warehouseperson	16	\$ 3,449	- \$ 4,911
Systems Operator	16	\$ 3,449	- \$ 4,911
Utility Crew Leader	16	\$ 3,449	- \$ 4,911
Mechanic	17	\$ 3,600	- \$ 5,125
Meter Supervisor	18	\$ 3,760	- \$ 5,352
District Plant & Facility Maintenance Technician	19	\$ 3,937	- \$ 5,604
Water Treatment Plant Maintenance Mechanic	19	\$ 3,937	- \$ 5,604
Utility Supervisor	19	\$ 3,937	- \$ 5,604

**SCHEDULE B-1  
PARADISE IRRIGATION DISTRICT  
SCHEDULE OF SALARY RANGES  
Maintenance and Operation**

**September 29, 2014**

RANGE	A*	B*	C*	D*	E*	F*	G*	H*	I*	J*	"A" Equiv
5	2,143	2,228	2,318	2,411	2,507	2,606	2,711	2,820	2,932	3,050	\$ 12.37
6	2,230	2,318	2,412	2,508	2,608	2,713	2,821	2,934	3,051	3,173	\$ 12.86
7	2,327	2,420	2,517	2,618	2,723	2,831	2,945	3,062	3,184	3,312	\$ 13.42
8	2,425	2,523	2,624	2,729	2,837	2,951	3,070	3,192	3,319	3,453	\$ 13.99
9	2,520	2,621	2,726	2,835	2,949	3,066	3,189	3,317	3,449	3,588	\$ 14.54
10	2,628	2,733	2,842	2,956	3,075	3,197	3,326	3,458	3,596	3,740	\$ 15.16
11	2,743	2,852	2,966	3,085	3,208	3,337	3,470	3,609	3,754	3,904	\$ 15.82
12	2,861	2,976	3,095	3,218	3,347	3,480	3,620	3,765	3,916	4,072	\$ 16.51
13	2,987	3,107	3,231	3,360	3,495	3,635	3,780	3,931	4,088	4,252	\$ 17.23
14	3,111	3,234	3,364	3,499	3,639	3,784	3,936	4,093	4,257	4,427	\$ 17.95
15	3,248	3,378	3,514	3,654	3,800	3,952	4,111	4,274	4,445	4,624	\$ 18.74
16	3,392	3,528	3,669	3,816	3,968	4,127	4,292	4,464	4,643	4,829	\$ 19.57
17	3,540	3,681	3,829	3,982	4,142	4,307	4,479	4,659	4,845	5,039	\$ 20.42
18	3,698	3,845	4,000	4,159	4,325	4,499	4,679	4,866	5,061	5,263	\$ 21.33
19	3,871	4,026	4,187	4,354	4,529	4,710	4,898	5,094	5,298	5,510	\$ 22.33
20	4,042	4,203	4,372	4,546	4,729	4,917	5,114	5,319	5,531	5,752	\$ 23.32
21	4,226	4,394	4,570	4,752	4,942	5,141	5,347	5,560	5,782	6,013	\$ 24.38
22	4,412	4,588	4,771	4,962	5,161	5,367	5,581	5,805	6,037	6,278	\$ 25.45
23	4,606	4,791	4,982	5,182	5,389	5,604	5,828	6,062	6,304	6,556	\$ 26.57
24	4,809	5,001	5,201	5,409	5,625	5,851	6,084	6,328	6,581	6,845	\$ 27.74
25	5,020	5,220	5,430	5,647	5,872	6,108	6,351	6,606	6,871	7,145	\$ 28.96
26	5,242	5,451	5,669	5,896	6,132	6,376	6,632	6,897	7,173	7,460	\$ 30.24
27	5,471	5,690	5,917	6,154	6,400	6,656	6,922	7,199	7,487	7,787	\$ 31.57
28	5,714	5,942	6,180	6,428	6,685	6,952	7,230	7,519	7,819	8,133	\$ 32.96
29	5,964	6,203	6,451	6,710	6,978	7,258	7,547	7,849	8,164	8,490	\$ 34.41
30	6,229	6,478	6,737	7,007	7,283	7,579	7,882	8,196	8,525	8,866	\$ 35.94

Monthly Rates are computed on the basis of 40 hours per week and 52 weeks per year (2080 hours/year). \*Movement between Step Levels A-J are based on 2080 hours on paid status, and overall rating of satisfactory or better on Employee's most recent performance appraisal. The Manager will have the discretion to approve an early step increase based on merit and the employee would be eligible for their next increase one year from the merit based step increase.

**January 1, 2015**

**SCHEDULE B-1**

RANGE	A*	B*	C*	D*	E*	F*	G*	H*	I*	J*	"A" Equiv
5	2,180	2,266	2,358	2,451	2,549	2,651	2,757	2,868	2,982	3,101	\$ 12.58
6	2,267	2,358	2,453	2,551	2,652	2,759	2,869	2,983	3,103	3,227	\$ 13.08
7	2,366	2,462	2,559	2,662	2,769	2,879	2,995	3,114	3,239	3,368	\$ 13.65
8	2,467	2,566	2,669	2,775	2,886	3,001	3,122	3,246	3,376	3,512	\$ 14.23
9	2,563	2,666	2,773	2,883	2,999	3,118	3,244	3,373	3,508	3,649	\$ 14.79
10	2,672	2,779	2,891	3,006	3,127	3,251	3,382	3,517	3,658	3,804	\$ 15.42
11	2,789	2,901	3,016	3,137	3,263	3,393	3,529	3,670	3,818	3,970	\$ 16.09
12	2,910	3,027	3,147	3,273	3,404	3,539	3,682	3,829	3,983	4,141	\$ 16.79
13	3,038	3,160	3,286	3,418	3,555	3,697	3,844	3,998	4,158	4,324	\$ 17.53
14	3,164	3,289	3,421	3,559	3,701	3,848	4,003	4,163	4,329	4,502	\$ 18.25
15	3,303	3,435	3,574	3,716	3,864	4,019	4,181	4,347	4,521	4,702	\$ 19.06
16	3,449	3,588	3,731	3,881	4,036	4,197	4,365	4,540	4,721	4,911	\$ 19.90
17	3,600	3,744	3,894	4,050	4,212	4,380	4,555	4,738	4,927	5,125	\$ 20.77
18	3,760	3,910	4,068	4,230	4,399	4,575	4,758	4,949	5,147	5,352	\$ 21.69
19	3,937	4,094	4,258	4,428	4,606	4,790	4,982	5,181	5,388	5,604	\$ 22.71
20	4,111	4,275	4,446	4,624	4,809	5,001	5,201	5,410	5,625	5,850	\$ 23.72
21	4,297	4,469	4,648	4,833	5,026	5,228	5,437	5,655	5,881	6,115	\$ 24.79
22	4,487	4,666	4,852	5,046	5,248	5,458	5,676	5,903	6,140	6,385	\$ 25.88
23	4,685	4,873	5,067	5,270	5,481	5,699	5,927	6,165	6,411	6,668	\$ 27.03
24	4,890	5,086	5,289	5,501	5,721	5,950	6,188	6,435	6,693	6,961	\$ 28.21
25	5,105	5,309	5,523	5,743	5,972	6,212	6,459	6,718	6,988	7,267	\$ 29.45
26	5,331	5,544	5,765	5,996	6,236	6,485	6,745	7,014	7,295	7,587	\$ 30.75
27	5,564	5,787	6,018	6,259	6,509	6,769	7,040	7,321	7,615	7,919	\$ 32.10
28	5,811	6,043	6,286	6,537	6,798	7,070	7,353	7,646	7,952	8,271	\$ 33.52
29	6,066	6,308	6,561	6,824	7,097	7,381	7,676	7,983	8,303	8,634	\$ 35.00
30	6,335	6,588	6,852	7,126	7,407	7,707	8,016	8,336	8,670	9,016	\$ 36.55

Monthly Rates are computed on the basis of 40 hours per week and 52 weeks per year (2080 hours/year). \*Movement between Step Levels A-J are based on 2080 hours on paid status, and overall rating of satisfactory or better on Employee's most recent performance appraisal. The Manager will have the discretion to approve an early step increase based on merit and the employee would be eligible for their next increase one year from the merit based step increase.

**SCHEDULE C  
PARADISE IRRIGATION DISTRICT  
SCHEDULE OF SALARY RANGES  
Water Treatment Plant Operators**

<u>CLASSIFICATIONS</u>	<u>Range</u>	<u>CLASSIFICATIONS</u>	<u>Range</u>
Water Treatment Plant Operator II	16	Water Treatment Plant Operator IV	20
Water Treatment Plant Operator III	18	Water Treatment Plant Operator V	22

**SCHEDULE C-1  
PARADISE IRRIGATION DISTRICT  
SCHEDULE OF SALARY RANGES  
Water Treatment Plant Operators**

**September 29, 2014**

RANGE	A*	B*	C*	D*	E*	F*	G*	H*	I*	J*
16.000000	21.751450	22.614200	23.527700	24.451350	25.446050	26.450900	27.506500	28.612850	29.759800	30.947350
18.000000	23.700250	24.644200	25.628750	26.653900	27.719650	28.826000	29.983100	31.180800	32.429250	33.738600
20.000000	25.902800	26.927950	28.024150	29.150800	30.307900	31.525900	32.784500	34.083700	35.443800	36.874950
22.000000	28.277900	29.404550	30.581950	31.810100	33.089000	34.408500	35.778750	37.209900	38.701950	40.234600

Hourly rate computed on the average hours worked by four Water Treatment Plant Operators employed on the Monthly Shift Rotation schedule dated December 13, 1994 (approximately 1872 hours/year). \*Movement between Step Levels A-J are based on 1872 hours on paid status, and overall rating of satisfactory or better on Employee's most recent performance appraisal. The Manager will have the discretion to approve an early step increase based on merit and the employee would be eligible for their next increase one year from the merit based step increase.

**January 1, 2015**

RANGE	A*	B*	C*	D*	E*	F*	G*	H*	I*	J*
16	22.121225	22.998641	23.927671	24.867023	25.878633	26.900565	27.97411	29.099268	30.265717	31.473455
18	24.103154	25.063151	26.064439	27.107016	28.190884	29.316042	30.492813	31.710874	32.980547	34.312156
20	26.343148	27.385725	28.500561	29.646364	30.823134	32.06184	33.341836	34.663123	36.046345	37.501824
22	28.758624	29.904427	31.101843	32.350872	33.651513	34.993444	36.386989	37.842468	39.359883	40.918588

Hourly rate computed on the average hours worked by four Water Treatment Plant Operators employed on the Monthly Shift Rotation schedule dated December 13, 1994 (approximately 1872 hours/year). \*Movement between Step Levels A-J are based on 1872 hours on paid status, and overall rating of satisfactory or better on Employee's most recent performance appraisal. The Manager will have the discretion to approve an early step increase based on merit and the employee would be eligible for their next increase one year from the merit based step increase.



**PARADISE IRRIGATION DISTRICT  
SCHEDULE OF SALARY RANGES  
OFFICE - Hourly**

**September 29, 2014**

RANGE	A*	B*	C*	D*	E*	F*	G*	H*	I*	J*
05	12.96155	13.4792	14.01715	14.5754	15.15395	15.76295	16.39225	17.052	17.7422	18.44255
06	13.52995	14.07805	14.6363	15.21485	15.834	16.4633	17.12305	17.8031	18.52375	19.25455
07	14.09835	14.66675	15.2453	15.8543	16.49375	17.1535	17.83355	18.5542	19.29515	20.06655
08	14.6769	15.2656	15.8746	16.5039	17.1738	17.85385	18.56435	19.31545	20.08685	20.8887
09	15.27575	15.8949	16.53435	17.1941	17.87415	18.5948	19.33575	20.10715	20.91915	21.75145
10	15.96595	16.6054	17.2753	17.9655	18.68615	19.43725	20.20865	21.02065	21.85295	22.736
11	16.646	17.30575	17.99595	18.7166	19.47785	20.24925	21.06125	21.9037	22.7766	23.6901
12	17.38695	18.07715	18.80795	19.5489	20.33045	21.1526	21.99505	22.8781	23.7916	24.7457
13	18.09745	18.82825	19.57935	20.3609	21.1729	22.0255	22.8984	23.82205	24.77615	25.7607
14	18.8384	19.59965	20.3812	21.1932	22.03565	22.9187	23.8322	24.7863	25.781	26.8163
15	19.59965	20.3812	21.1932	22.03565	22.9187	23.84235	24.79645	25.79115	26.8163	27.8922
16	20.45225	21.2744	22.127	23.01005	23.9337	24.87765	25.8825	26.90765	27.9937	29.1102
17	21.3556	22.2082	23.09125	24.02505	24.97915	25.984	27.0193	28.10535	29.22185	30.3891
18	22.29955	23.19275	24.1164	25.08065	26.0855	27.1208	28.217	29.34365	30.5109	31.73905
19	23.2638	24.1976	25.16185	26.17685	27.2223	28.3185	29.44515	30.62255	31.8507	33.1296
20	24.28895	25.26335	26.2682	27.3238	28.42	29.5568	30.7342	31.9725	33.2514	34.58105
21	25.36485	26.37985	27.43545	28.53165	29.6786	30.856	32.0943	33.3732	34.713	36.10355
22	26.4915	27.53695	28.6433	29.79025	30.9778	32.2161	33.50515	34.8551	36.24565	37.6971
23	27.65875	28.75495	29.9019	31.0996	32.34805	33.6371	34.98705	36.38775	37.8392	39.35155
24	28.8666	30.0237	31.23155	32.46985	33.76905	35.119	36.52985	37.99145	39.5038	41.2496
25	30.13535	31.3432	32.59165	33.901	35.25095	36.6618	38.13355	39.65605	41.40185	43.2187
26	31.45485	32.71345	34.0228	35.39305	36.8039	38.27565	39.8083	41.40185	43.0563	44.7818
27	32.8454	34.15475	35.525	36.946	38.4279	39.96055	41.56425	43.2187	44.9442	46.74075
28	34.29685	35.6671	37.09825	38.58015	40.12295	41.7165	43.39125	45.1269	46.9336	48.81135
29	35.79905	37.2302	38.72225	40.26505	41.8789	43.55365	45.29945	47.1163	48.99405	50.953
30	37.3723	38.8745	40.42745	42.0413	43.7262	45.472	47.28885	49.17675	51.14585	53.19615

**OFFICE - Hourly**

**January 1, 2015**

RANGE	A*	B*	C*	D*	E*	F*	G*	H*	I*	J*
05	13.1819	13.70835	14.25544	14.82318	15.41157	16.03092	16.67092	17.34188	18.04382	18.75607
06	13.75996	14.31738	14.88512	15.4735	16.10318	16.74318	17.41414	18.10575	18.83865	19.58188
07	14.33802	14.91609	15.50447	16.12382	16.77414	17.44511	18.13672	18.86962	19.62317	20.40768
08	14.92641	15.52512	16.14447	16.78447	17.46576	18.15737	18.87994	19.64381	20.42833	21.24381
09	15.53544	16.16511	16.81543	17.4864	18.17801	18.91091	19.66446	20.44897	21.27478	22.12123
10	16.23737	16.88769	17.56898	18.27091	19.00382	19.76768	20.5522	21.378	22.22445	23.12251
11	16.92898	17.59995	18.30188	19.03478	19.80897	20.59349	21.41929	22.27606	23.1638	24.09283
12	17.68253	18.38446	19.12769	19.88123	20.67607	21.51219	22.36897	23.26703	24.19606	25.16638
13	18.40511	19.14833	19.9122	20.70704	21.53284	22.39993	23.28767	24.22703	25.19735	26.19863
14	19.15865	19.93284	20.72768	21.55348	22.41026	23.30832	24.23735	25.20767	26.21928	27.27218
15	19.93284	20.72768	21.55348	22.41026	23.30832	24.24767	25.21799	26.2296	27.27218	28.36637
16	20.79994	21.63607	22.50316	23.40122	24.34057	25.30057	26.3225	27.36508	28.46959	29.60507
17	21.71865	22.58574	23.4838	24.43348	25.4038	26.42573	27.47863	28.58314	29.71862	30.90572
18	22.67864	23.58703	24.52638	25.50702	26.52895	27.58185	28.69669	29.84249	31.02959	32.27861
19	23.65929	24.60896	25.5896	26.62186	27.68508	28.79991	29.94572	31.14313	32.39216	33.6928
20	24.70186	25.69283	26.71476	27.78831	28.90314	30.05927	31.25668	32.51603	33.81667	35.16893
21	25.79605	26.82831	27.90185	29.01669	30.18314	31.38055	32.6399	33.94054	35.30312	36.71731
22	26.94186	28.00508	29.13024	30.29668	31.50442	32.76377	34.07474	35.44764	36.86183	38.33795
23	28.12895	29.24378	30.41023	31.62829	32.89797	34.20893	35.58183	37.00634	38.48247	40.02053
24	29.35733	30.5341	31.76249	33.02184	34.34312	35.71602	37.15086	38.63731	40.17537	41.95084
25	30.64765	31.87603	33.14571	34.47732	35.85022	37.28505	38.78182	40.3302	42.10568	43.95342
26	31.98958	33.26958	34.60119	35.99473	37.42957	38.92634	40.48504	42.10568	43.78826	45.54309
27	33.40377	34.73538	36.12893	37.57408	39.08117	40.63988	42.27084	43.95342	45.70825	47.53534
28	34.8799	36.27344	37.72892	39.23601	40.80504	42.42568	44.1289	45.89406	47.73147	49.64114
29	36.40763	37.86311	39.38053	40.94956	42.59084	44.29406	46.06954	47.91728	49.82695	51.8192
30	38.00763	39.53537	41.11472	42.756	44.46955	46.24502	48.09276	50.01276	52.01533	54.10049

**SCHEDULE B-1  
PARADISE IRRIGATION DISTRICT  
SCHEDULE OF SALARY RANGES  
Maintenance and Operation / Hourly**

**September 29, 2014**

RANGE	A*	B*	C*	D*	E*	F*	G*	H*	I*	J*
05	12.3627	12.86005	13.3777	13.9055	14.46375	15.0423	15.64115	16.27045	16.92005	17.58995
06	12.86005	13.3777	13.91565	14.46375	15.0423	15.6513	16.2806	16.92005	17.6001	18.3106
07	13.42845	13.9664	14.5145	15.1032	15.7122	16.33135	16.9911	17.67115	18.3715	19.1023
08	13.99685	14.5551	15.13365	15.74265	16.37195	17.02155	17.71175	18.4121	19.15305	19.92445
09	14.54495	15.1235	15.7325	16.35165	17.0114	17.69145	18.40195	19.13275	19.894	20.69585
10	15.1641	15.76295	16.4024	17.052	17.7422	18.44255	19.1835	19.94475	20.7466	21.5789
11	15.82385	16.45315	17.1129	17.79295	18.5136	19.25455	20.02595	20.81765	21.6601	22.52285
12	16.5039	17.1738	17.85385	18.56435	19.3053	20.0767	20.8887	21.721	22.5939	23.49725
13	17.2347	17.9249	18.6354	19.3865	20.16805	20.9699	21.8022	22.6751	23.5886	24.53255
14	17.9452	18.6557	19.4068	20.18835	20.9902	21.83265	22.70555	23.61905	24.563	25.5374
15	18.7369	19.488	20.26955	21.08155	21.924	22.7969	23.72055	24.65435	25.64905	26.6742
16	19.5692	20.35075	21.16275	22.01535	22.8984	23.8119	24.75585	25.75055	26.78585	27.86175
17	20.4218	21.2338	22.0864	22.96945	23.8931	24.8472	25.8419	26.8772	27.9531	29.0696
18	21.3353	22.17775	23.07095	23.9946	24.95885	25.95355	26.98885	28.0749	29.1914	30.35865
19	22.33	23.2232	24.157	25.12125	26.1261	27.17155	28.2576	29.3944	30.56165	31.7898
20	23.31455	24.24835	24.20775	26.2276	27.2832	28.36925	29.50605	30.68345	31.9116	33.1905
21	24.3803	25.3547	24.3397	27.41515	28.51135	29.6583	30.84585	32.074	33.36305	34.6927
22	25.4562	26.4712	27.5268	28.623	29.76995	30.9575	32.1958	33.48485	34.82465	36.2152
23	26.5727	27.63845	28.7448	29.89175	31.08945	32.32775	33.62695	34.9769	36.36745	37.82905
24	27.73995	28.8463	30.0034	31.2011	32.44955	33.7589	35.0987	36.50955	37.97115	39.4835
25	28.95795	30.11505	31.33305	32.5815	33.8807	35.2408	36.6415	38.11325	39.63575	41.21915
26	30.23685	31.45485	32.7033	34.01265	35.37275	36.7836	38.2655	39.788	41.38155	43.036
27	31.5665	32.8251	34.13445	35.5047	36.9257	38.39745	39.9301	41.5338	43.1984	44.9239
28	32.9672	34.27655	35.65695	37.07795	38.57	40.10265	41.7165	43.3811	45.11675	46.92345
29	34.4085	35.7889	37.22005	38.7121	40.2549	41.86875	43.5435	45.2893	47.096	48.9839
30	35.94115	37.3723	38.86435	40.42745	42.01085	43.7262	45.472	47.28885	49.17675	51.14585

**January 1, 2015**

RANGE	A*	B*	C*	D*	E*	F*	G*	H*	I*	J*
05	12.572866	13.07867	13.60512	14.14189	14.70963	15.29802	15.90705	16.54705	17.20769	17.88898
06	13.078671	13.60512	14.15222	14.70963	15.29802	15.91737	16.55737	17.20769	17.8993	18.62188
07	13.656734	14.20383	14.76125	15.35995	15.97931	16.60898	17.27995	17.97156	18.68382	19.42704
08	14.234796	14.80254	15.39092	16.01028	16.65027	17.31092	18.01285	18.72511	19.47865	20.26317
09	14.792214	15.3806	15.99995	16.62963	17.30059	17.99221	18.71478	19.45801	20.2322	21.04768
10	15.42189	16.03092	16.68124	17.34188	18.04382	18.75607	19.50962	20.28381	21.09929	21.94574
11	16.092855	16.73285	17.40382	18.09543	18.82833	19.58188	20.36639	21.17155	22.02832	22.90574
12	16.784466	17.46576	18.15737	18.87994	19.63349	20.418	21.24381	22.09026	22.978	23.8967
13	17.52769	18.22962	18.9522	19.71607	20.51091	21.32639	22.17284	23.06058	23.98961	24.9496
14	18.250268	18.97285	19.73672	20.53155	21.34703	22.20381	23.09154	24.02057	24.98057	25.97154
15	19.055427	19.8193	20.61413	21.43994	22.29671	23.18445	24.1238	25.07347	26.08508	27.12766
16	19.901876	20.69671	21.52252	22.38961	23.28767	24.2167	25.1767	26.18831	27.24121	28.3354
17	20.768971	21.59478	22.46187	23.35993	24.29928	25.2696	26.28121	27.33411	28.4283	29.56378
18	21.698	22.55477	23.46316	24.40251	25.38315	26.39476	27.44766	28.55217	29.68765	30.87475
19	22.70961	23.61799	24.56767	25.54831	26.57024	27.63347	28.73798	29.89411	31.0812	32.33023
20	23.710897	24.66057	24.61928	26.67347	27.74701	28.85153	30.00765	31.20507	32.4541	33.75474
21	24.794765	25.78573	24.75348	27.88121	28.99604	30.16249	31.37023	32.61926	33.93022	35.28248
22	25.888955	26.92121	27.99476	29.10959	30.27604	31.48378	32.74313	34.05409	35.41667	36.83086
23	27.024436	28.1083	29.23346	30.39991	31.61797	32.87732	34.19861	35.57151	36.9857	38.47214
24	28.211529	29.33669	30.51346	31.73152	33.00119	34.3328	35.69538	37.13021	38.61666	40.15472
25	29.450235	30.62701	31.86571	33.13539	34.45667	35.83989	37.26441	38.76118	40.30956	41.91988
26	30.750876	31.98958	33.25926	34.59087	35.97409	37.40892	38.91601	40.4644	42.08504	43.76761
27	32.10313	33.38313	34.71474	36.10828	37.55344	39.05021	40.60891	42.23988	43.93277	45.68761
28	33.527642	34.85925	36.26312	37.70828	39.22569	40.7844	42.42568	44.11858	45.88374	47.72115
29	34.993444	36.39731	37.85279	39.37021	40.93923	42.58052	44.28374	46.05922	47.89663	49.81663
30	36.55215	38.00763	39.52504	41.11472	42.72503	44.46955	46.24502	48.09276	50.01276	52.01533

APPENDIX B - Other Issues

Paradise Irrigation District Counterproposal to IBEW

September 4, 2014

1. Wages:

Effective upon the union's ratification of this Agreement, and subject to ratification by the Board of Directors, employees in the union shall receive a 1.5% wage increase.

Effective January 1, 2015, and annually thereafter on January 1<sup>st</sup> of each year during the term of this agreement, the salary range will be increased to provide a cost of living adjustment. The amount of the cost of living adjustment shall be equivalent to the cost of living increase in U.S. Social Security for the then-current calendar year.

2. Term: The term of this Agreement shall be from July 1, 2014 through June 30, 2017. The parties agree to begin negotiations on the successor Agreement no later than January 1, 2017.

# Paradise Irrigation District Counterproposal to IBEW

September 15, 2014

## Retirement:

The District is currently in the process of gathering information from CalPERS regarding costs and benefits associated with participation in CalPERS retirement plans. Should the District complete that process and if there is board interest in pursuing enrollment with CalPERS prior to the expiration of the term of these Rules and Regulations, the parties agree to meet and confer regarding Article V Section D, Retirement.

*[Handwritten signature]*  
TA  
9/15/14  
*[Handwritten initials]*