

**MEMORANDUM OF UNDERSTANDING  
BETWEEN THE  
ORANGE COUNTY WATER DISTRICT (“DISTRICT”)  
AND THE  
ORANGE COUNTY WATER DISTRICT EMPLOYEES ASSOCIATION (“OCWDEA”)**

**PREAMBLE**

Pursuant to Government Code Section 3500, *et seq.*, representatives of the Orange County Water District Employees Association (“OCWDEA”) have met and conferred with the representatives of the Orange County Water District (“District”) and have reached an understanding and recommend that the Board of Directors for the OCWD adopt the following Memorandum of Understanding (MOU):

**ARTICLE I  
TERM OF AGREEMENT**

The term of this agreement shall be effective July 1, 2021 to June 30, 2026.

**ARTICLE II  
RECOGNITION**

This agreement applies to all employees represented by the OCWDEA as set forth in the attached salary table (Appendix A).

**ARTICLE III  
COMPENSATION**

Effective July 1, 2021, all employees covered by this Agreement shall receive a base salary increase of two percent (2.0%). Effective July 1, 2022, all employees covered by this Agreement shall receive a base salary increase of two percent (2.0%). Effective July 1, 2023, all employees covered by this Agreement shall receive a base salary increase of two percent (2.0%). Effective July 1, 2024, all employees covered by this Agreement shall receive a base salary increase of two and a half percent (2.5%). Effective July 1, 2025, all employees covered by this Agreement shall receive a base salary increase of two and a half percent (2.5%). Said adjustments shall be made to the current salary schedule attached hereto as Appendix A. After adjustments have been made, the updated Salary Schedules will be updated and posted on the District’s website.

**ARTICLE IV  
HEALTH INSURANCE**

Subject to the reopener language as outlined below in subparts G-I of Article IV of this MOU, the parties agree to a continuation of the health plans currently in place with the following changes:

- A. Effective January 1, 2022, increase the District's contributions by up to \$245.00 per month per benefit level or 100% of the premium rate increase, whichever is less. (See Note below in subpart H.3.)
- B. Effective January 1, 2023, increase the District's contributions by up to \$255.00 per month per benefit level or 100% of the premium rate increase, whichever is less. (See note below in subpart H.3.)
- C. Effective January 1, 2024, increase the District's contributions by up to \$265.00 per month per benefit level or 100% of the premium rate increase, whichever is less. (See note below in subpart H.3.)
- D. Effective January 1, 2025, increase the District's contributions by up to \$275.00 per month per benefit level or 100% of the premium rate increase, whichever is less. (See note below in subpart H.3.)
- E. Effective January 1, 2026, increase the District's contributions by up to \$285.00 per month per benefit level or 100% of the premium rate increase, whichever is less. (See note below in subpart H.3.)
- F. Proportionate allocation of any decrease in medical premium.
  - Any decrease in health premiums will be shared proportionately between OCWD and the employees. The proportion allocation is dependent upon the percentage of the existing premium paid by the employer and employee.
- G. The parties recognize the fundamental importance of the health insurance benefit to the employees and the District. The parties also recognize that certain changes to State and Federal laws, programs, taxes and regulations including the Affordable Care Act, may impact future medical plan offerings. In the event that reform measures or changes in the healthcare marketplace alter healthcare coverage options, costs or other elements of healthcare and materially alter the provisions of this MOU, either party may request to reopen Article IV regarding medical insurance for the purposes of discussing alternative approaches and proposals to providing healthcare coverage.
- H. This Article shall automatically reopen if at any time during the term of this MOU:
  - 1. The District is notified of a change in insurance carriers, a change in benefit plans, or a change in administrators, and such change has a material or significant affect or impact on actual benefits received by unit members covered by this MOU.
  - 2. The District elects to change insurance carriers, change or add benefit plans, change administrators, or offers alternative plans such as a Health Savings Account to accompany the District's High Deductible Health Plan, and such

change has a material or significant affect or impact on actual benefits received by members of this MOU.

3. The District contributions for health insurance set forth above in this Article IV in subparts A-F, are not subject to the reopener language and shall remain as stated for the full term of this MOU.
- I. Rights under AB 646 fully preserved.
    1. It is the specific intent of the parties to this Agreement that Article IV of this MOU shall preserve the full rights of the parties in the event of a reopener, and in the event of an impasse, as provided for in Government Code Section 3505.4 et seq. (AB 646).
    2. In the event that a health care reopener of this Article occurs and the parties fail to reach an agreement on any proposed changes, the existing health care plan options/benefits will remain in effect until the exhaustion of the impasse process set forth in Government Code Section 3505.4 et seq. (AB646).
    3. In view of the short time period involved in plan renewals or plan changes, the parties agree to expedite the meet and confer process and impasse process, if requested, as quickly as possible.

#### **ARTICLE V COVERAGE FOR RETIREES**

The District contribution for health insurance for retirees and surviving spouses shall be the same as for active employees as adjusted and set forth in Article IV. However, based on a change in insurance carrier and related benefit plans being implemented by ACWA/JPIA, the parties agree to a reopener once the benefit plan rates have been published to discuss the District's contributions for health insurance for retirees.

Any current, or, future retiree, who elects post-retirement health coverage and becomes eligible for Medicare benefits shall designate Medicare as his/her primary insurance coverage (District's coverage will be secondary/supplemental) provided, however, retiree and survivor medical coverage in sections 12.2.1 and 12.2.2 of the Personnel Manual for employees hired on or after July 1, 2009, will terminate upon eligibility for Medicare.

#### **ARTICLE VI 457(B) DEFERRED COMPENSATION EMPLOYER MATCH**

Effective July 1, 2021, and only for the term of this Agreement, the District will match each employee's voluntary contribution to the OCWD Deferred Compensation Plan, up to a maximum of \$75 per pay period (\$1950/year) for the five years of the contract.

**ARTICLE VII  
SHIFT DIFFERENTIAL**

Increase graveyard shift differential to 10%.

**ARTICLE VIII  
EDUCATIONAL ASSISTANCE**

Agreement to update the Personnel Manual language in Section 15.1 (Education Assistance) to allow budgeted department funds to be used for the cost and/or renewal of certifications and/or memberships to recognized professional organizations. Reimbursements shall be subject to District pre-approval, and;

Add language to the Personnel Manual identifying that employees wishing to obtain approval for memberships in Professional Organizations and/or Certificate Renewal can request such through their Manager, Human Resources, or directly to the District General Manager. Employees are encouraged to follow their chain of command and final approval is subject to concurrence by the District General Manager. Employees will only be eligible after passing their new hire probationary period.

**ARTICLE IX  
PERSONNEL MANUAL**

OCWD and OCWDEA will work together over the next 45 days on several changes to the District's Personnel Manual, which will become final at such a time as both parties reach agreement.

Dated: July 7, 2021.

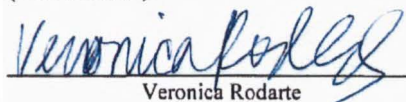
**ORANGE COUNTY WATER DISTRICT  
("OCWD")**



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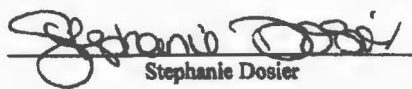
Laura Drottz Kalty

**ORANGE COUNTY WATER DISTRICT  
EMPLOYEES ASSOCIATION  
("OCWDEA")**



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Veronica Rodarte



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Stephanie Dosier



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Dave Henry

*Natasha Issak*

Natasha Issak

*Jeremy Davis*

Jeremy Davis

*Anthony R. Carneiro*

Anthony R. Carneiro

*Michelle Boyd*

Michelle Boyd

*Joe Elmt*

Joe Elmt

*Lily Sanchez*

Lily Sanchez

*Chris Friberg*

Chris Friberg



**Orange County Water District**  
**Schedule of Salaries for OCWD**  
**Represented Job Classification (R) & and Non-Represented Job Classification (N)**  
 Effective 5/19/2021

Appendix A

Class Code	Grade	Differential Between Grades	Classification	Annual Salary Range			Hourly Salary Range		
				Min	Mid	Max	Min	Mid	Max
<b>N-25</b>				\$ 192,271	\$ 216,285	\$ 240,299	\$92.44	\$103.98	\$115.53
N25-01	EX		Executive Director Operations						
N25-02	EX		Executive Director Water Resources & Engineering						
N25-03	EX		Executive Director Water Quality & Technical Resources						
<b>N-24 5%</b>				\$ 183,116	\$ 205,986	\$ 228,856	\$88.04	\$99.03	\$110.03
N24-04	EX		Chief Financial Officer / Treasurer						
N24-05	EX		Executive Director Planning & Natural Resources						
<b>N-23 10%</b>				\$ 166,469	\$ 187,260	\$ 208,051	\$80.03	\$90.03	\$100.02
N23-03	EX		Chief of Hydrogeology						
N23-01	EX		Director of Engineering						
N23-02	EX		Director of Information Services / Property Management						
N23-04	EX		Director of Water Production						
N23-05	EX		Laboratory Director						
<b>N-22 10%</b>				\$ 151,335	\$ 170,236	\$ 189,138	\$72.76	\$81.84	\$90.93
N22-04	EX		Director of Health & Regulatory Affairs						
N22-02	EX		Director of Human Resources						
N22-03	EX		Director of Public Affairs						
N22-06	EX		Director of Recharge & Wetland Operations						
N22-01	EX		Director of Water Quality						
	EX		GWRS Program Manager						
N22-05	EX		Research Director						
<b>R-21 10%</b>				\$ 137,577	\$ 154,760	\$ 171,943	\$66.14	\$74.40	\$82.66
R-21-01	EX		Principal Engineer						
<b>N-21</b>									
N21-02	EX		Natural Resources Director						
N21-03	EX		Process Control & System Manager						
N21-04	EX		Recharge Planning Manager						

Class Code	Grade	Differential Between Grades	Classification	Annual Salary Range			Hourly Salary Range		
				Min	Mid	Max	Min	Mid	Max
R20-12	EX	10%	LIMS/QA/QC Administrator	\$ 125,070	\$ 140,691	\$ 156,312	\$60.13	\$67.64	\$75.15
R20-06	EX		Maintenance Manager - GWRS						
R20-05	EX		Operations Manager - GWRS						
R20-02	EX		Principal Hydrogeologist						
R20-10	EX		Principal Network Administrator						
R20-03	EX		Principal Planner						
R20-07	EX		Principal Programmer / Analyst						
R20-09	EX		Senior Engineer						
R20-08	EX		Supervising Chemist						
R20-11	EX		Supervising Environmental Specialist						
<b>N-20</b>									
N20-01	EX		Accounting Manager						
N20-02	EX		Finance Manager						
N20-04	EX		Purchasing Manager						
N20-03	EX		Risk & Safety Manager						
<b>R-19</b>									
R19-10	EX	10%	Chief Operator - GWRS	\$ 113,672	\$ 127,899	\$ 142,106	\$54.65	\$61.49	\$68.32
R19-06	EX		GIS Supervisor / Coordinator						
R19-09	EX		Principal Chemist						
R18-12	EX		Principal Communications Specialist						
R19-11	EX		Principal Regulatory Specialist						
R19-05	EX		Principal Scientist						
R19-13	EX		Senior Hydrogeologist						
<b>N-18</b>									
N19-02	EX		District Secretary						
N19-03	EX		Legislative Affairs Liaison						
N19-04	EX		Principal Human Resources Specialist						
<b>R-18</b>									
R18-09	EX	10%	Engineer	\$ 103,355	\$ 116,272	\$ 129,210	\$49.69	\$55.90	\$62.12
R18-07	NE		I&E Supervisor						
R18-08	NE		Maintenance Supervisor - GWRS						
R18-12	EX		Principal Data Analyst						
R18-11	EX		Principal Environmental Specialist						
R18-01	EX		Principal Project Accountant						
R18-10	EX		Senior Network Administrator						
R18-05	EX		Senior Planner						
R18-03	EX		Senior Programmer / Analyst						
R18-04	EX		Senior PCS Programmer						

Class Code	Grade	Differential Between Grades		Classification	Annual Salary Range			Hourly Salary Range		
					Min	Mid	Max	Min	Mid	Max
	R-17		10%		\$ 93,954	\$ 105,706	\$ 117,458	\$45.17	\$50.82	\$56.47
R17-13	NE			Distribution & Injection Well Supervisor						
R17-08	NE			FHQ Maintenance Supervisor						
R17-06	EX			FHQ Operations Supervisor						
R17-07	NE			FHQ Recharge Operations Supervisor						
R17-05	NE			Operations Shift Supervisor (Grade V)						
R17-16	EX			Property Manager						
R17-04	NE			Senior Chemist						
R17-14	NE			Senior QA/QC Chemist						
R-17-15	EX			Senior Regulatory Specialist						
R17-03	EX			Senior Scientist						
R17-17	EX			Warehouse Supervisor/Buyer						
	N-17									
N17-03	EX			Senior Human Resources Specialist						
	R-16		5%		\$ 89,482	\$ 100,672	\$ 111,862	\$43.02	\$48.40	\$53.78
R16-10	NE			Associate Engineer						
R16-14	NE			Hydrogeologist						
R16-09	NE			Lead Distribution Technician						
R16-06	NE			Lead I&E Technician						
R16-07	NE			Lead Maintenance Technician						
R16-08	NE			Lead Operator						
R16-05	NE			Maintenance Scheduler / Planner						
R16-13	EX			Network Administrator						
R16-01	NE			Operations Shift Supervisor (Grade IV)						
R16-12	EX			Programmer / Analyst						
R16-11	EX			Senior Accountant						
R16-13	EX			Senior Communications Specialist						
R16-15	NE			Senior Environmental Specialist						
R16-16	NE			Senior Environmental Specialist/Field Biologist						
R16-04	EX			Senior GIS Analyst						
	N-16									
N16-02	EX			Assistant District Secretary						
N16-01	EX			Health & Safety Specialist						
N16-03	EX			Senior Payroll Accountant						



Class Code	Grade	Differential Between Grades	Classification	Annual Salary Range			Hourly Salary Range		
				Min	Mid	Max	Min	Mid	Max
	R-15	5%		\$ 85,218	\$ 95,867	\$ 106,538	\$40.97	\$46.09	\$51.22
R15-10	NE		Senior Distribution Technician						
R15-15	NE		Senior Data Analyst						
R15-06	NE		Senior I&E Technician						
R15-11	EX		Senior Buyer						
R15-09	NE		Senior Maintenance Technician - Grade III						
R15-05	NE		Senior Plant Operator III						
	N-15								
N13-02	EX		Human Resources Specialist						
	R-14	5%		\$ 81,162	\$ 91,312	\$ 101,462	\$39.02	\$43.90	\$48.78
R14-08	NE		Assistant Engineer						
R14-05	NE		Chemist						
R14-09	NE		Multi-Media Graphics Designer						
R14-06	NE		QA/QC Chemist						
R14-03	NE		Recharge System Operator						
R14-01	NE		Senior Auto & Equipment Mechanic						
R14-11	EX		Scientist						
R14-10	NE		Senior Environmental Technician						
R14-04	NE		Senior Heavy Equipment Operator						
	N-14								
N14-02	NE		Executive Assistant						
N14-01	EX		Legislative Affairs Specialist						
	R-13	5%		\$ 77,293	\$ 86,965	\$ 96,616	\$37.16	\$41.81	\$46.45
R13-08	NE		Assistant Hydrogeologist						
R13-01	NE		GIS Analyst						
R13-06	NE		Grounds Maintenance Supervisor						
R13-04	NE		Maintenance Technician - Grade II						
R13-03	NE		Plant Operator II						

Class Code	Grade	Differential Between Grades	Classification	Annual Salary Range			Hourly Salary Range		
				Min	Mid	Max	Min	Mid	Max
	R-12	5%		\$ 73,611	\$ 82,826	\$ 92,019	\$35.39	\$39.82	\$44.24
R12-04	NE		Assistant Recharge System Operator						
R12-02	EX		Buyer						
R11-11	EX		Communications Specialist						
R12-03	NE		Distribution Technician						
R12-12	NE		Environmental Specialist						
R12-13	NE		Environmental Specialist/Field Biologist						
R12-08	NE		I&E Technician						
R12-10	NE		Information Systems Specialist						
R12-09	NE		Staff Accountant						
	R-11	5%		\$ 70,117	\$ 78,894	\$ 87,651	\$33.71	\$37.93	\$42.14
R11-01	NE		Auto & Equipment Mechanic						
R11-06	NE		Data Analyst						
R11-09	NE		Heavy Equipment Operator						
R11-10	NE		Senior Administrative Support Specialist						
R11-08	NE		Senior Laboratory Technician						
	R-10	5%		\$ 66,768	\$ 75,109	\$ 83,470	\$32.10	\$36.11	\$40.13
R10-06	NE		Environmental Technician						
R10-04	NE		LIMS Data Analyst - Sample Custodian						
R10-05	NE		Plant Operator I						
	N-10								
N10-02	NE		Records Management Coordinator						
N10-01	NE		Senior Human Resources Assistant						
	R-9	5%		\$ 63,606	\$ 71,552	\$ 79,477	\$30.58	\$34.40	\$38.21
R9-08	NE		Laboratory Technician						
R9-04	NE		Maintenance Technician - Grade I						
R9-06	NE		Material & Chemical Management Technician						
R9-10	NE		R&D Laboratory Technician						
R9-09	NE		Senior Accounting Clerk						
	R-8	5%		\$ 60,570	\$ 68,141	\$ 75,712	\$29.12	\$32.76	\$36.40
R8-03	NE		Administrative Support Specialist						
	R-7	5%		\$ 57,678	\$ 64,875	\$ 72,114	\$27.73	\$31.19	\$34.67
R7-03	NE		Maintenance Utility Technician						
	N-7								
N7-01	NE		Human Resources Assistant						

Class Code	Grade	Differential Between Grades		Classification	Annual Salary Range			Hourly Salary Range		
			5%		Min	Mid	Max	Min	Mid	Max
R6-02	R-6	NE	5%	Accounting Clerk	\$ 54,933	\$ 61,797	\$ 68,682	\$26.41	\$29.71	\$33.02
R6-01	R-6	NE		Diesel Mechanic Apprentice						
R5-03	R-5	NE	5%	Senior Office Assistant	\$ 52,312	\$ 58,864	\$ 65,395	\$25.15	\$28.30	\$31.44
R5-04	R-5	NE		Meter Reader						
R5-05	R-5	NE		Warehouse Technician						
R4-02	R-4	NE	5%	Grounds Maintenance Technician	\$ 49,816	\$ 56,056	\$ 62,275	\$23.95	\$26.95	\$29.94
	R-3		5%	Vacant	\$ 47,466	\$ 53,394	\$ 59,322	\$22.82	\$25.67	\$28.52
	R-2		5%	Vacant	\$ 45,178	\$ 50,835	\$ 56,472	\$21.72	\$24.44	\$27.15
R1-01	R-1	NE	5%	Office Assistant	\$ 43,014	\$ 48,422	\$ 53,789	\$20.68	\$23.28	\$25.86

**SIDE LETTER AGREEMENT AMENDING  
THE JULY 1, 2021 TO JUNE 30, 2026  
MEMORANDUM OF UNDERSTANDING BETWEEN  
THE ORANGE COUNTY WATER DISTRICT ("DISTRICT")  
AND THE ORANGE COUNTY WATER DISTRICT EMPLOYEES ASSOCIATION  
("OCWDEA")**

The Orange County Water District ("District") and the Orange County Water District Employees Association ("OCWDEA"), having previously negotiated and executed a Memorandum of Understanding for the period July 1, 2021 to June 30, 2026 ("MOU"), do hereby agree and adopt this side letter agreement ("Side Letter Agreement") which amends Articles III, IV, and VI. The District and the OCWDEA hereby agree as follows:

**1. Article III – Compensation**

Effective July 1, 2023, all employees covered by this agreement shall receive a base salary increase of four percent (4%). Effective July 1, 2024, all employees covered by this agreement shall receive a base salary increase of four and a half percent (4.5%). Effective July 1, 2025, all employees covered by this agreement shall receive a base salary increase of four and a half percent (4.5%). Said adjustments shall be made to the current salary schedule and will be updated and posted on the District's website.

**2. Article IV – Health Insurance**

Eliminate the following provisions of the MOU:

- o Effective January 1, 2024, increase the District's contribution by up to \$265 per month per benefit level or 100% of the premium rate increase, whichever is less.
- o Effective January 1, 2025, increase the District's contribution by up to \$275 per month per benefit level or 100% of the premium rate increase, whichever is less.
- o Effective January 1, 2026, increase the District's contribution by up to \$285 per month per benefit level or 100% of the premium rate increase, whichever is less.

Effective January 1, 2024 and for the remaining term of the current MOU, the District agrees to the following monthly premium cost share on the medical plans:

- o Employee Only – District 100%, Employee/Retiree 0%
- o Employee + 1 Dependent = District: 95%, Employee/Retiree: 5% (if the current cost share exceeds this, the cost share will not be decreased)
- o Employee + 2 or More Dependents – District: 95%, Employee – 5%

With the expiration of the MOU and this Side Letter Agreement on June 30, 2026, the parties agree to revert back to the previous premium cost share in place, increasing the District's contribution by up to \$285 per month per benefit level or 100% of the premium rate increase, whichever is less. In the event the MOU expires without a successor agreement in place, the parties understand and agree that this previous premium cost share will be considered the status quo.

**3. Article VI – 457(b) Deferred Compensation Employer Match**

Effective July 1, 2023, and only for the term of this Agreement, the District will match each employee's voluntary contribution to the OCWD 457) (b) Deferred Compensation Plan, up to a maximum of \$125 per pay period (\$3,250/year) for the remaining three years of the MOU.

This Side Letter Agreement contains the entire agreement between the parties related to the changes indicated above for Articles III, IV and VI. The terms of this Side Letter Agreement have been reached by the parties after negotiations and fulfillment of all legally required meet and confer obligations. Except as specifically provided herein, no other term or condition of the MOU is modified or amended by this Side Letter Agreement.

ORANGE COUNTY WATER DISTRICT  
EMPLOYEES ASSOCIATION

ORANGE COUNTY WATER  
DISTRICT

By Veronica Rodarte  
Veronica Rodarte

By Stephanie Dosier  
Stephanie Dosier

Date 6/27/23

Date 6/27/2023

By Dave Henry  
Dave Henry

Date 06-27-23

**SIDE LETTER AGREEMENT AMENDING  
THE JULY 1, 2021 TO JUNE 30, 2026  
MEMORANDUM OF UNDERSTANDING BETWEEN  
THE ORANGE COUNTY WATER DISTRICT ("DISTRICT")  
AND THE ORANGE COUNTY WATER DISTRICT EMPLOYEES ASSOCIATION  
("OCWDEA")**

The Orange County Water District ("District") and the Orange County Water District Employees Association ("OCWDEA"), having previously negotiated and executed a Memorandum of Understanding for the period July 1, 2021 to June 30, 2026 ("MOU"), do hereby agree and adopt this side letter agreement ("Side Letter Agreement") which will provide a stipend to those employees who volunteer to serve on the District's Confined Space Rescue Team (CSRT). The District and the OCWDEA hereby agree as follows:

1. The District will pay a stipend up to an annual amount of \$2,000 (to be paid out over 26 pay periods) for those employees who volunteer to participate on the Confined Space Rescue Team (CSRT). The maximum number of employee volunteers will be 20 at any given time.
2. The stipend terms will only remain in effect for the term of the current MOU, and will expire June 30, 2026.

This Side Letter Agreement contains the entire agreement between the parties related to the stipend for the Confined Space Rescue Team. The terms of this Side Letter Agreement have been reached by the parties after negotiations and fulfillment of all legally required meet and confer obligations. Except as specifically provided herein, no other term or condition of the MOU is modified or amended by this Side Letter Agreement.

ORANGE COUNTY WATER DISTRICT  
EMPLOYEES ASSOCIATION

By: Veronica Rodarte

Veronica Rodarte

Date: 4/7/2023

ORANGE COUNTY  
WATER DISTRICT

By: Stephanie Dosier

Stephanie Dosier

Date: 4/6/2023