

**Side Letter of Agreement
Between the Olivehurst Public Utility District and
the Fire Department Unit,
February 20, 2023**

Pursuant to the provisions of the Meyers-Milias-Brown Act (“MMBA”) and the Memorandum of Understanding between the Olivehurst Public Utility District (“District”) and the Fire Department Unit, effective January 1, 2021 through December 31 2023 (“MOU”), this Side Letter of Agreement is entered into as of February 20, 2023, between the District and Fire Department Unit (“Side Letter Agreement”) as an amendment to the MOU. The District and the Fire Department Unit are collectively referred to as the “parties.” It is understood and agreed that the specific provisions contained in this Side Letter Agreement shall supersede any previous agreements, oral and written, regarding the matters contained herein between the District and Fire Department Unit. Except as provided herein, all wages hours and other terms and conditions of employment presently enjoyed by the Fire Department Unit in the MOU shall remain in full force and effect.

The District and the Fire Department Unit have met and conferred in good faith concerning the terms and conditions of this Side Letter Agreement and its implementation and agree to the following:

All parties agreed to reopen the MOU in order to consider wages. After extensive negotiations, the parties mutually agree to replace the last sentence of Article V Section 2 COLA with the following:

Effective July1, 2021, the District agrees to increase Steps 1-5 of the Pay Scale for all unit members by a cost of living adjustment equal to the Consumer Price Index for All Urban Consumers, using the index for the period ending the preceding May 31. The amount of adjustment shall further be limited to not more than 3.5% and not less than 0.0%.
Effective February 20, 2023, Employees’ wages shall be increased by an additional 1.5% over the 2022-2023 COLA.

An additional COLA for fiscal year 2023-2024 will be effective on July 1, 2023, and shall be limited to not more than 3.5%. Effective July 1, 2023, Employees’ wages shall be increased by an additional 1.5% over the 2023-2024 COLA.

In addition, the District shall make a one-time payment of Five Hundred (\$500) Dollars to Employees during the last week of February 2023.

This provision shall supersede and override all prior iterations of Article V, Section 2.

Attached hereto and incorporated by reference herein as Exhibit A is the Fire Department Unit updated base pay scale in accordance with the above-referenced revised provision.

This Side Letter of Agreement shall be effective as of February 20, 2023, and will remain in effect through the expiration of the current Memorandum of Understanding. All other provisions of the MOU remain unchanged.

[Signatures follow on next page]

OLIVEHURST PUBLIC UTILITY DISTRICT

President, Board of Directors

Negotiating Team Member

District Clerk

