

**SIDE LETTER AGREEMENT
BETWEEN THE CITY OF NORCO AND UWA LOCAL 606
December 12, 2022**

The City of Norco (“City”) and the UWA Local 606 (“Union”) hereby enter into this Side Letter Agreement (“Agreement”) to the 2022-2023 MOU between the parties. This Agreement is not intended to supersede any of the other terms and conditions of employment contained in the MOU unless specifically mentioned herein.

All of the following terms are effective the first full pay period following City Council approval of this Agreement.

1. Implement classification and compensation study for Public Works Department employees – see chart below for top step of new ranges
 - o Current 5-step system with 3% between steps is replaced with 10-step system with 2.5% between steps
 - o Employees placed in the new ranges at either Step 1 or with a salary increase of at least 5%, whichever is more

Current Title	New Title	Current Top Step	New Top step
Water Quality Control Technician II	Water Quality Control Technician II	\$65,786	\$82,434
Sewer Collections Control Technician II	Wastewater Maintenance Technician II	\$65,786	\$82,434
PW Maintenance Worker III	Utility Maintenance Worker III	\$65,786	\$82,434
PW Maintenance Worker II	Utility Maintenance Worker II	\$56,747	\$72,859
Water Quality Control Technician I	Water Quality Control Technician I	\$56,747	\$72,859
Sewer Collections Control Technician I	Wastewater Maintenance Technician I	\$56,747	\$72,859
PW Maintenance Worker I	Utility Maintenance Worker I	\$48,951	\$64,397

2. Interim, limited duration Standby Pay – In recognition of current staffing and experience shortage, interim, limited duration standby pay is implemented in addition to the current MOU standby pay as follows:
 - First standby receive an additional 7 hours per week in interim standby pay, through and sunsets on the last full pay period of June 2023
3. Interim, limited duration mileage reimbursement – Second Standby receives one-way mileage reimbursement at the current IRS rate if called to respond, through and sunsets at the end of the

last full pay period of June 2023. Reimbursement is calculated from the employee's home to the yard.

4. Comp time – Employees can accrue up to 40 hours per calendar year in comp time; after 40 hours accrued in a given year, additional comp time may be accrued with supervisor approval up to the 72 hour cap. Comp time accrued but unused automatically cashes out in first pay period in November each year.

FOR THE CITY:



Date 12/25/2022

FOR UNION:



Date 12-15-2022