

**Side Letter of Agreement
Between the Olivehurst Public Utility District and
the MPEA ,
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 Management and Professional Employees Association (MPEA), effective July 1, 2021 through June 30 2024 (“MOU”), this Side Letter of Agreement is entered into as of February 20, 2023, between the District and MPEA (“Side Letter Agreement”) as an amendment to the MOU. The District and the MPEA 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 MPEA. Except as provided herein, all wages hours and other terms and conditions of employment presently enjoyed by the MPEA in the MOU shall remain in full force and effect.

The District and the MPEA 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 1 Section 1.01 WAGES with the following:

Effective July 1, 2021, the District shall implement a onetime cost of living increase in the amount of 4.5%. Effective July 1, 2022, and again on July 1, 2023, the District shall implement a cost of living increase equal to the Consumer Price Index All Urban Consumers (CPI-U), West B/C. The COLA adjustment shall be based on the 12 months ending May 31, of each year during the years specified above. The amount of adjustment shall further be limited to not more than 3.5% and not less than 1%.

Effective February 20, 2023, Employees’ wages shall be increased by an additional 1.5% over the 2022-2023 COLA.

Effective July 1, 2023, Employees’ wages shall be increased by an additional 1.5% over the 2023-2024 COLA.

This provision shall supersede and override all prior iterations of Article I, Section 1.01.

Attached hereto and incorporated by reference herein as Exhibit A is the MPEA 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

