

**ORDER OF THE BOARD OF DIRECTORS  
RAMONA MUNICIPAL WATER DISTRICT**

Extending Modified Compensation Benefits  
and Working Conditions to Non-Represented  
Management/Professional/Confidential  
Employees

January 1, 2014 - December 31, 2017  
(Adopted by the Board of Directors  
December 10, 2013)

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**ORDER OF THE BOARD OF DIRECTORS  
RAMONA MUNICIPAL WATER DISTRICT**

*Extending Modified Compensation, Benefits,  
and Working Conditions to Non-Represented  
Management/Professional/Confidential Employees*

Effective January 1, 2014 - December 31, 2017

ARTICLE 1     CLASSIFICATIONS  
(Updated 07/2015)

The Order of the Board shall apply to the following full-time, authorized classifications:

Group 1 (Department Managers):

*(Exempt)*

Chief Financial Officer (62)

Human Resources Manager (53-56)

Water Operations Manager (50-56)

*(Other Managers):*

*(Exempt)*

Wastewater Operations Superintendent (45-48)

Group 2 (Professional Staff):

*(Exempt)*

Information Technology Administrator (40)

Management Analyst (38)

Group 3 (Confidential):

*(Non-Exempt)*

Accounting Supervisor (35-40)

Accounting Specialist I/II (24/28)

All terms, benefits and other conditions as specified in this agreement shall apply to non-represented management/professional/confidential employees except as otherwise negotiated in a separate individual employment agreement.

ARTICLE 2     TERM

The term of this Order of the Board shall commence on January 1, 2014, and shall continue through December 31, 2017.

ARTICLE 3     NON-DISCRIMINATION

The Employer and the employee mutually agree that there will be no discrimination against any employee in the application of the terms of this Agreement by reason of race, sex, age, physical or mental disability, religion or any other category protected by applicable federal, state or local law. The Employer and employee agree that the Employer is permitted to take all actions necessary to comply with all applicable federal, state and local laws and regulations, including but not limited to the Americans with Disabilities Act, and including

all new laws and regulations enacted during the term of this Agreement, regardless of any provisions of this Agreement.

ARTICLE 4 PROBATIONARY EMPLOYEES

The probationary period shall be regarded as part of the examination process, and shall be utilized for closely observing the employee's work, and for securing the most effective adjustment of the employee to his position.

Except for promotional probationary employees, the discipline or discharge of an employee who is in the probationary status shall not be a violation of this Agreement, and the employee shall not have recourse to the grievance process.

Original Probationer

All original appointments shall be tentative and subject to a probationary period of one (1) year, with no vacation leave benefits granted during the first six (6) months of employment. During the probationary period, an employee may be rejected at any time by Management staff without right of appeal. A rejection during the probationary period shall be effected when the Department Manager notifies the Human Resources Manager. The effective date of termination shall then be established, which shall not be later than the last day of the probationary period.

Promotional Probationer

All promotional appointments shall be subject to a probationary period of six months. At the discretion of Management, any employee serving a six-month probationary period may, at the conclusion of such six-month period, have his probationary period extended for an additional six months, but no longer. The appropriate Management staff member shall notify the Human Resources Manager and the employee, in writing, of such contemplated extension of the basic probationary period. Step increases will not be allowed during this period. Any employee rejected during the probationary period following a promotional appointment shall be reinstated to the position from which he/she was promoted, if a vacant position is available, unless he/she is discharged in accordance with established procedures.

ARTICLE 5 GENERAL PAY PROVISIONS

SECTION 1 – WAGES

The salary schedules in effect during the term of this Agreement are incorporated herewith in Appendix A, with the following wage increases: Employees shall receive a 2% salary range adjustment effective on January 1 of each year of this agreement. In addition, employees shall be eligible for a COLA increase with a 1% minimum and a 3% maximum on January 1 of each year of this agreement based on the most recent Consumer Price Index – West Urban Consumers, available as of December 1 annually.

SECTION 2 – GENERAL PAY PROVISIONS

All employees will be paid bi-weekly on the Friday following the close of the pay period, except when a payday falls on a holiday, at which time paychecks will be issued on the preceding business day. The bi-weekly payroll covers the period of work performed the preceding two weeks, beginning on Monday at 12:01 a.m. and ending on Sunday at 12:00 midnight.

SECTION 3 - TIME SHEETS

Employees who have an adjustment to their time sheet that results in a reduction in pay shall receive a photocopy of adjusted time sheet with paycheck and an explanation of the change, if requested.

SECTION 4 – OVERTIME

Except as otherwise provided in this Agreement, non-exempt employees covered by this Agreement shall be paid at the rate of one and one-half times their regular straight time hourly rate of pay for all authorized hours of work in excess of eight (8) hours a day; or after the accumulation of forty (40) hours in a work week. Non-exempt employees shall be paid at the rate of double-time for all authorized hours of work in excess of twelve (12) hours a day. Authorized, fully-paid leave time and paid holiday time for which the employee qualifies shall be considered as hours worked for purposes of calculating overtime.

Overtime shall be distributed as equally as practical among the employees within the divisions of the District, except where emergencies or other existing conditions make equalization impractical or inefficient for the division.

Management and professional employees are exempt from compensatory time accrual and/or overtime pay. It is recognized that employees in this group may be required to work hours in excess of 40 hours in a work week, and it is agreed that employees in this group shall not be remunerated for such work beyond the current monthly salary rate of the employee, but for the purposes of computing benefits, the regular established number of working or duty hours in a work week from Monday through Sunday is established at 40 hours for all employees in this group. The General Manager may make adjustments to work schedules as deemed necessary.

SECTION 5 - CALLBACK PROVISION

A non-exempt employee called back to work after having left work shall receive a minimum of two (2) hours work at overtime rates, as provided above, unless the time extends to his or her regular work shift or unless the individual is called back to correct his or her previous work. If a call is received by an employee while working on an emergency call, the minimum call-back shall only apply if the collective work time is less than two (2) hours. If the employee is directed by his supervisor to return to work after an emergency call-out, but prior to his or her regular work shift, the employee shall be deemed to have been “called back” and shall be paid in accordance with the provisions of the call-back provision. Call-back time shall be computed from portal to portal, meaning time starts when the employee leaves their current location to respond and ends when arriving at a location of their choice, not to exceed the time it would have taken to travel back to their original location.

SECTION 6 - COMPENSATORY TIME

When any non-exempt employee covered under this Agreement works beyond his/her regularly scheduled workday or duty shift, he/she shall be paid either by use of compensatory time at a rate of one and one-half hours for each overtime hour worked over eight hours in a work day or at the rate of time and one-half his/her regular hourly rate of pay for all time worked over eight hours in a workday. Hours worked which are eligible for double-time pay under the provisions of overtime as outlined above, may also be compensated either by use of compensatory time or pay. The decision to grant overtime pay or compensatory time will be made by supervisor and will be governed by the policy stated below covering total hours of compensatory time one can accumulate.

No employee shall be allowed to accumulate over sixty (60) hours of unused compensatory time without written permission of the department head. For so long as an employee has accumulated unused compensatory time equal to or greater than sixty (60) hours, the employee shall be paid overtime pay. Compensatory time shall be granted at such times and in such time blocks as are mutually agreed upon between the involved employee and his/her supervisor; permission to utilize compensatory time off shall not be unreasonably denied by the supervisor if operating requirements will not be adversely affected.

Employees who request to be paid for previously accrued compensatory time in lieu of having time off may make a request on their timesheet and payment of requested compensatory time will be included with the employee's next regularly scheduled paycheck.

On the first regular payday following the last workday of each calendar year, the District will pay the employee for all hours of accrued compensatory time over forty (40) hours.

Compensatory time is calculated at the eligible overtime rate at the time of accrual; therefore, the amount of payment for all unused Compensatory Time shall be calculated based upon the employee's regular straight time hourly rate of pay in effect for the employee's regular job, on the last work day of the employee's employment.

## ARTICLE 6 SPECIAL PAY PROVISIONS

### SECTION 1 - HOLIDAY PAY

Employees who work on any District-paid holiday shall be paid at a rate of double-time for all hours required to be worked.

### SECTION 2 - EMERGENCY CALL OUTS ON SUNDAY

Non-exempt employees called out for unscheduled emergencies (less than 48 hours notice) on a Sunday, including alarm responses, shall be compensated at double-time for all hours worked. Employees working regularly scheduled hours on Sundays shall be paid regular overtime if eligible.

### SECTION 3 - GRAVEYARD SHIFT

Non-exempt employees working between midnight and 7:30 a.m. shall be compensated at double-time. However, employees called at or after 6:00 a.m. shall receive time and one-half for hours worked up to 7:30 a.m. This section does not apply to travel time.

### SECTION 4 - REST TIME

If a non-exempt employee is required by the District to work more than fifteen (15) hours during the 24-hour period between 7:30 a.m. and the following 7:30 a.m., the employee will be given time off with straight-time pay from the employee's next assigned shift for purposes of rest, if the employee's next assigned shift is scheduled to begin no later than twelve (12) hours after the employee has been released from the extended work period. The amount of time off granted will not exceed six (6) hours or the length of the next assigned shift, whichever is less. The supervisor may grant hour-for-hour time off with straight-time pay when an employee is required to work during the hours between midnight and 4:30 a.m. All rest time is subject to supervisory approval, and may be adjusted by the General Manager as necessary, depending on the circumstances of each case.

*For example, for illustration purposes only: Employee's assigned shift is 7:30 a.m. to 4:00 p.m. Due to an emergency, he is required to work from 7:30 a.m. to the following 1:00 a.m., for a total of 17.5 hours within 24 hours. His next shift is scheduled for 7:30 a.m. on the same day he is released. Employee will receive six (6) hours of paid time off from 7:30 a.m. to 1:30 p.m., and will report to work from 1:30 p.m. until the end of his regular shift at 4:00 p.m.*

### SECTION 5 - OUT-OF-CLASS PAY

At the discretion of the employee's supervisor, an employee may be eligible to receive out-of-class pay for assuming added temporary duties of a higher position. Out-of-class pay requests will be submitted on a District form, and the supervisor shall recommend the level of pay based on whether the employee is assuming full or partial responsibilities. The following guidelines shall be used to determine the appropriate rate of pay:

Full Responsibility

An employee specifically assigned on a temporary basis to a higher level position for five (5) consecutive days, in which there is no incumbent or in which the incumbent is on paid or unpaid leave shall be compensated at a level determined by the supervisor, which shall be no more than Step "A" of the higher level position and no less than ten (10) percent. Payment shall be retroactive to the first day of such service, provided the full range of duties of the higher level position has been specifically assigned in writing on a form provided by the District.

Out-of-class pay shall be limited to one assignment per vacancy (no "stacking"). For Operations employees, out-of-class pay shall be limited to fill lead or supervisory-level vacancies only.

Any out-of-class assignment for a management position can only be filled by a supervisory-level position.

Partial Responsibility

An employee specifically assigned to perform a portion of the duties of the higher level position for three (3) or more consecutive working days shall have the increased pay level determined by the employee's supervisor in relation to the degree of the additional responsibility the employee is asked to assume. In no event shall the pay be less than five (5) percent, nor more than ten (10) percent. The assignment shall be in writing and on a form provided by the District. Payment shall be retroactive to the first day of services.

Out-of-class pay recommendations and pay levels are at the discretion of the employee's supervisor, and are subject to approval by the department manager and the General Manager.

All out-of-class pay will be based on actual hours worked. Any leave time utilized during the out-of-class assignment period will be paid at the employee's regular rate of pay.

At the conclusion of such an assignment, the employee shall be restored to his/her former classification regardless of the time involved.

SECTION 6 - VOLUNTARY DEMOTION

Employees who voluntarily transfer or demote to a position in a lower pay range will be compensated at his/her existing salary for a period of six (6) months, from effective date of demotion. At the end of the six (6) month period, the employee shall be compensated at Step A of the lower position. However, if the employee possesses relevant experience in the lower position, the employee can be placed at a higher step based on the level of experience, and subject to the approval of the General Manager. Employees who are demoted to a lesser position for disciplinary or performance issues, shall be paid at the lesser range/step, effective on the date of demotion.

ARTICLE 7

COMPREHENSIVE ANNUAL LEAVE (CAL Time)

Comprehensive Annual Leave (CAL Time) is compensated leave for those employees who are absent from duty because of illness, injury, medical or dental care appointments, or personal vacation. Available CAL Time may also be used during an approved leave of absence. Accrual of CAL Time begins on the employee's hire date, at the rate specified in Section A below.

Employees who are granted time off with pay, shall continue to accrue CAL Time at their regularly prescribed rate during such absence, but accrual shall not be available to employees until return from leave. Should the employee not return to District employment

following his/her injury, illness, or other leave of absence, the employee shall not be entitled to cash payment for those CAL Time hours accrued while on leave. Employees shall not accrue CAL Time for any pay period during period of suspension, layoff or other leaves of absence without pay.

A. Accrual Rate Conversion to CAL Time

<u>Commencement of Years of Service</u>	<u>CAL Accrual Per Period (hours)</u>	<u>CAL Accrual Annually (days)</u>
0	6.8	22.10
6	8.3	26.98
11	9.9	32.18
16	11.4	37.05

B. Maximum Accrual Cap

Accrual of CAL Time shall cease when an employee reaches the maximum cap of 1,040 hours and CAL Time will not accrue until the balance of unused time again falls below 1,040.

C. Probationary Employees

Original probationary employees may use accrued CAL Time from their hire date for approved absences away from work related to the employee's inability to work due to the employee's or an immediate family member's illness or injury, and are eligible to use their CAL Time for vacation purposes after six (6) months of employment with the District.

D. Holidays

In the event a holiday occurs during the period when an employee is on approved CAL Time, such holiday will be considered as a holiday and shall not be counted as part of the employee's CAL Time.

E. Separation from District Employment

Any employee who is laid off, resigns, retires, or is otherwise separated from the service of the District, shall receive all accrued CAL Time upon their separation from employment with the District. The amount of payment for all unused CAL Time shall be calculated based upon the employee's regular straight time hourly rate of pay in effect for the employee's regular job, on the last work day of the employee's employment.

F. Requests for CAL Time

Approval of CAL Time shall be at the discretion of the employee's supervisor. Unless CAL Time is used for an absence due to the employee's or an immediate family member's illness or injury, it will only be scheduled and taken with the approval of the employee's immediate supervisor. The supervisor shall endeavor to approve requests for time off in most cases; however, CAL Time requests may be refused in certain circumstances, including but not limited to: the employee has failed to follow the appropriate request procedure; the employee has not given timely notice to the supervisor to meet existing workload demands; the employee's absence would interfere with District operations.

No employee may take more than twenty-five (25) consecutive days of CAL Time without the written approval of the General Manager.

Because CAL Time is intended to protect an employee from an unexpected loss of income due to injury or illness, the District encourages each employee to maintain a prudent balance of accrued leave (80 hours), so that it is available in the event of an unforeseen need.

#### G. CAL Time Leave Request Procedure

All absences must be recorded on a leave request form and attached to the employee's timesheet for that pay period. The distinction between scheduled time off and unscheduled time off is designated on this form to assist supervisors in tracking the use of leave time. The following provisions apply:

Employees requesting paid time off for vacation or other scheduled events must submit a leave request form in advance. The request must be approved by the employee's supervisor prior to the leave commencing. Employees should submit a leave request form when they become aware that time off will be desired. If multiple requests have been made in the same department and all requests cannot be granted, the employee(s) with the greatest amount of seniority shall generally be given preference. However, if an employee can demonstrate that expenses have already been incurred for a previously approved vacation, such as airline tickets or other types of non-refundable reservations, the supervisor may grant preference to that employee, depending on the circumstances. Time off around holidays shall be shared by staff within the department and/or rotated from year to year if multiple staff desire holiday time off. Supervisors shall consider the District's operations foremost, and neither the supervisor nor District shall be held responsible or otherwise liable for circumstances resulting from failure to grant leave time.

Employees who are requesting time for illness, injury or other unforeseen emergencies shall notify or cause notification to be made to their supervisor (or department head) within thirty (30) minutes after the set time for the beginning of his/her workday. Where someone other than the employee is or has been requested to make the required notification, the employee will be solely responsible for that notification being made. If an employee becomes sick or ill during their work shift or requires leave prior to their normal ending time, they must notify or cause notification to be made to their supervisor.

In the event no notification is made as specified above the employee's supervisor shall consider and handle the employee's absence without pay, unless the employee can later substantiate and document that it was impossible to make or cause such notification. Notification as outlined above must be made for each work day that paid CAL Time is being requested, unless this requirement is expressly waived by the employee's supervisor. Upon return to work, the employee shall document the absence on their current timesheet.

In the event of other illness or injury in the immediate family, an employee may use accrued CAL Time to care for this person by following the procedures explained above. Immediate family shall be designated as mother, father, spouse, sister, brother, and dependent children.

CAL Time will run concurrently with any leave for which the employee may qualify under state or federal law regarding family and medical leave entitlement. Employees must notify their supervisor in advance when such leave is being taken and so noted on the time sheet.

If the District has reasonable grounds to believe CAL Time is being abused, it may, at its discretion, require any employee requesting paid sick leave to furnish substantiating evidence or a statement from their attending physician certifying that absence from work

was required due to personal illness or disability or family illness or disability, if such absence was due to that eligible member of the employee's family being ill or disabled. Generally, such certification may be required by the District at its discretion whenever CAL Time is requested for illness or injury for five (5) or more consecutive work days; however, in cases where an employee is frequently absent from work or where a pattern of abuse can be established, the supervisor may require a licensed physician's certification verifying the employee's inability to work due to illness or injury. The District shall have the right at its discretion to verify the report of the attending physician concerning the illness or disability of an employee, and to require from that attending physician a statement as to the nature and extent of the illness or disability. As a result of the attending physician's statements and examinations, the District may approve or deny an employee's CAL Time request for illness, and establish limits and conditions for a return to work, or for any further approved CAL Time connected with the same illness or disability.

#### H. CAL Time Usage for Deferred Compensation

Under this provision the District shall buy back accrued, but unused, CalTime subject to the limitations set forth in this section and applicable law.

1. **Mandatory Annual Conversion**

Each calendar year, during a set quarter specified by the District, the District shall make a mandatory and automatic contribution to a District-sponsored deferred compensation plan on an employee's behalf in an amount equal to the value of fifty percent (50%) of the employee's accrued, but unused, CalTime in excess of five hundred and twenty (520) hours, subject to the applicable annual dollar amount allowed under the Internal Revenue Code (IRC), plus any applicable catch-up amounts. The amount of available CalTime used for purposes of this mandatory conversion shall be determined as of the pay period ending prior to the contribution date.

The value of each hour of contributed CalTime shall be equal to the employee's hourly rate at the time of the mandatory contribution. As a result, the employee's accrued CalTime shall be reduced by the number of hours actually converted into contributions to a District-sponsored deferred compensation plan. The value of the converted time shall be subject to the employee share of Medicare and Social Security taxes in the pay period that the contribution is made. Employees shall have no right to make an election to participate or waive out of participation in this leave conversion program.

2. **Elective Contribution in Advance of Separation from Employment**

An employee who is about to separate from employment can elect in advance and in writing, in the calendar month preceding their separation month, to defer a portion of his/her remaining accrued but unused CalTime to a District-sponsored deferred compensation plan, subject to the applicable annual dollar amount allowed under the IRC. The amount elected must be contributed before the employee has a severance from employment. The value of the converted time shall be subject to the employee share of Medicare and Social Security taxes in the pay period that the contribution is made.

3. **Deferred Compensation – General Rules**

Under IRC, employees may generally defer compensation up to a maximum amount each calendar year through a payroll deduction election. For annual maximums, please refer to the IRC. In addition to the regular annual maximum, there are

specific “catch-up” provisions that may provide additional allowances. Reference should be made to the current IRC code for specific information on eligibility.

The employee bears full responsibility for compliance with all requirements set forth in the IRC and for ensuring that the total amount of CalTime converted into contributions along with any employee elected contributions made during the calendar year does not exceed the applicable dollar limit.

Any existing individual employment agreement provision separate from this Order of the Board that allows for “cash out” of CalTime is no longer permissible to ensure proper application of the mandatory conversion benefit.

#### I. CAL Time Gifting

Employees can volunteer to give a portion of their accumulated Cal Time to another employee on an as-needed basis to use for special circumstances such as long-term illness, death in the family, sick children, etc. The administration process shall be determined by the Finance Department at the time of request.

### ARTICLE 8 PREGNANCY AND CHILDBIRTH LEAVE

Disabilities caused or contributed to by pregnancy, childbirth, or related medical conditions, for all job-related purposes, shall be treated the same as disabilities caused or contributed by other medical conditions; under any health or disability insurance or sick leave plan available in connection with employment. Written or unwritten employment policies and practices involving matters such as the commencement and duration of leave, the availability of extensions, the accrual of seniority and other benefits and privileges, reinstatement, and payment under any health or disability insurance or sick leave plan, formal or informal, shall be applied to disability due to pregnancy, childbirth or related medical conditions on the same terms and conditions as they are applied to other disabilities. The Pregnancy Discrimination Act prohibits discrimination in employment against women affected by pregnancy or related conditions. Administration of Pregnancy and Childbirth Leave shall be in accordance with the provisions of state and federal law regarding family and medical leave entitlement.

### ARTICLE 9 BEREAVEMENT OR FUNERAL LEAVE

The District will authorize bereavement or funeral leave with pay for an employee when needed due to the death of a member of the immediate family of the employee. The immediate family shall include: husband, wife, child, step-child, brother, step-brother, sister, step-sister, parent, step-parent, mother-in-law, father-in-law, grandparents or grandchildren. Requests for paid bereavement leave to attend funerals for other than members of the immediate family will generally not be granted; however, any such request can be considered on an individual basis, and is subject to the General Manager’s approval. Funeral leave shall be in addition to sick leave and vacation leave and shall include the time necessary to attend funeral services and handle funeral arrangements, but in no case shall exceed five (5) working days. One (1) day of paid bereavement leave may be provided at the supervisor’s discretion to attend the funeral of an immediate family member as defined above. Requests for more than one (1) day of paid bereavement leave requires an authorization form with supporting information for General Manager approval. In the event that an employee requires more than five days as a result of a death in the employee’s family, the employee may take additional leave without pay, with the approval of the General Manager, or may submit a request to the employee’s supervisor for approval of use of accrued CAL Time for the additional time.

ARTICLE 10     HOLIDAYS

The following shall be paid holidays for all eligible employees:

1.     New Year's Day
2.     King's Birthday (third Monday in January)
3.     President's Day
4.     Memorial Day
5.     Independence Day
6.     Labor Day
7.     Veteran's Day
8.     Thanksgiving Day
9.     Friday following Thanksgiving Day
10.    Christmas Eve
11.    Christmas Day
12.    New Year's Eve

To the extent expressly required by law, holidays shall also include future national holidays proclaimed by the President of the United States, or future state holidays proclaimed by the Governor of California.

Whenever a designated holiday falls on a Sunday, the holiday will be observed on the following Monday. Whenever a designated holiday falls on a Saturday, the holiday will be observed on the preceding Friday.

Employees who do not work on a holiday shall receive holiday pay computed at their regular straight-time hourly rate for the number of hours for which they are normally and regularly scheduled to work immediately prior to the holiday, up to a maximum of eight (8) hours.

Employees on an unpaid leave of absence are not eligible for holiday pay. In order to be eligible for a holiday, the employee must be in paid status the day before or the day after the paid holiday.

Employees terminating employment are not eligible for holiday pay unless their termination date is scheduled with the consent of the District such that they are in paid status the day after the holiday.

ARTICLE 11     UNIFORMS

The District shall provide both shirts and slacks for any employee working in operations, or for those employees whose work responsibilities constitute a potential hazard to clothing, or where customer recognition as a District employee is required. In addition, any uniforms, protective clothing or protective devices required to comply with State law and OSHA requirements will be furnished to the employee at the employer's expense.

ARTICLE 12     MILEAGE

Any person in the service of the District who is required to travel on business for the District and who has been duly authorized to use and does use a privately owned automobile or truck, shall be reimbursed for authorized mileage at the current recognized mileage rate allowed by the IRS.

ARTICLE 13 HEALTH BENEFITS

The District shall pay for employees' individual and dependent group health and hospitalization, dental and vision insurance premiums as follows: 100% monthly for employee only, \$782 for employee plus one, and \$1,106 for family coverage (the "base levels"). Beginning January 1, 2015 and each January 1 for the remainder of this agreement, the base levels will increase by COLA up to 3% maximum annually based on the most recent Consumer Price Index – West Urban Consumers, available as of December 1 annually. Any increases above these base levels shall be shared by the District and the employee, with the District paying 70% and the employee paying 30%. The employee's portion (if any) will be deducted from his/her paycheck.

The District will not be responsible for changes unilaterally imposed by an insurance provider in benefits, co-payment provisions or deductibles so long as the District uses its best efforts to minimize changes by incumbent insurance providers from one plan year to another.

SECTION 1 - RETIREE MEDICAL COVERAGE

A. Benefit Amount

Subject to the eligibility requirements set forth in Section B below, during the term of this Agreement, the District will provide the amounts set forth in this provision toward the cost of individual and dependent spousal medical coverage for eligible retired employees, with any excess cost of coverage to be paid by the retiree.

*For employees with less than 25 years of consecutive service*, the District will contribute a percentage of the cost of the least expensive District-sponsored medical plan for current employees. The District's contribution will be 86.76% for an eligible retiree only OR 68.17% for an eligible retiree plus eligible dependent spouse. The contribution dollar amount will be calculated at the time of retirement and does not adjust with premium increases.

*For employees retiring after 25 years of consecutive service*, the District will contribute an increased percentage of the cost of the least expensive District-sponsored medical plan for current employees. The District's contribution will be 100% for an eligible retiree only AND 75% for an eligible dependent spouse. The contribution dollar amount is not fixed and will adjust with premium increases to maintain the intended level of benefit.

If an eligible retiree cannot remain a participant on the District's group plan for any reason, the District will make the amount specified above available under a health reimbursement arrangement for reimbursement of health insurance premiums that have been incurred and paid by the eligible retiree. The amount of the monthly benefit shall be equal to the lesser of the amount specified above or the actual cost of the health insurance plan in which the eligible retiree and any eligible spouse has enrolled. In order to ensure that the reimbursement is nontaxable, reimbursements will only be made after the eligible retiree has provided District with proof that the health insurance premium was paid by the retiree.

B. Eligibility Requirements

Eligibility requirements for all employees in addition to those stated below are as follows:

1. Required years of service must be immediately prior to retirement; and

2. Employee must be at least 50 years of age; and
3. Employee must retire under CalPERS during the term of this agreement; and
4. Employee must be less than the age when he/she is eligible for Medicare.

Additional Eligibility Requirements:

- a. For employees hired *prior to January 1, 2005*, eligibility for this benefit shall be limited to:
  - Employees with a minimum of five (5) years of full-time service.
- b. For employees hired *on or after January 1, 2005 but prior to January 1, 2008*, eligibility for this benefit shall be limited to:
  - Employees with a minimum of ten (10) years of full-time service.
- c. For employees hired *on or after January 1, 2008 but prior to January 1, 2014*, eligibility for this benefit shall be limited to:
  - Employees with a minimum of ten (10) years of full-time service; and
  - Their age plus years of service with District equals 65 or more.
- d. Employees hired *on or after January 1, 2014* are not eligible for retiree medical coverage.

C. Spousal Coverage

To qualify for District contribution for dependent spousal coverage, the dependent spouse must be:

1. The employee's spouse at the time of employee's retirement, subsequent marriage partners are not eligible; and
2. Not eligible for medical benefits from another employer; and
3. Under the age when he/she is eligible for Medicare.

Note: If spouse retires at a later date from retiree, they may become eligible for the benefit level amount available at the time of employee's retirement, provided District retiree is still an eligible participant and the spouse meets all other eligibility requirements.

D. Termination of Retiree Medical Coverage Benefit

Eligibility for this benefit automatically terminates upon:

1. The death of the retiree. All benefits will cease and any surviving spouse losing medical coverage under the group plan will be afforded his/her rights under COBRA or other applicable law.
2. Retiree reaching the age when he/she is eligible for Medicare. All benefits will cease and any spouse losing medical coverage under the group plan will be afforded his/her rights under COBRA or other applicable law.
3. Dependent spouse reaching the age when he/she is eligible for Medicare. If the spouse reaches Medicare age before the retiree, the benefit will be reduced to the appropriate "retiree only" rate and the retiree may continue coverage if still eligible.
4. Eligibility for medical benefits from another employer of the retiree or his/her spouse.

If the retiree chooses to remain on the District's group health plan, the retiree must pay their share of the monthly premiums in advance on a monthly or quarterly basis. It is the responsibility of the retiree to pay their obligation on a timely basis. No statements will be sent from the District to the retiree reminding him/her of the obligation. Any monies

not received by the 15<sup>th</sup> of the month in which the payment is due will disqualify the retiree from continuing the medical benefits and may not be reinstated in the future.

Group health plan coverage under this provision automatically terminates upon:

1. The terms of the plan no longer permit such participation.
2. Non-payment of excess costs, if any, by monthly payment in advance.

It is understood that these retiree benefits and eligibility therefore are not vested and are not guaranteed, but may be modified or eliminated in future Agreements.

#### ARTICLE 14 EDUCATIONAL INCENTIVE

Regular full-time employees may apply for reimbursement of actual costs paid for tuition, books, fees, and required technical supplies and equipment when attending professional or technical courses at an accredited educational institution. The District will set aside \$7,000 in a tuition reimbursement fund each fiscal year for this purpose. Any remaining amount left over in the fund at the end of the fiscal year will be rolled over into the next fiscal year through the term of this agreement; upon fiscal year end, following the end of this agreement, the fund will go back to \$7,000.

To be eligible, the employee must have passed the original probationary period and received a satisfactory rating on his/her last performance evaluation. Employees who are in the original probationary period should keep receipts for all classes taken and passed during the probationary period that support attaining job-required certifications. Upon satisfactory passing of the original probationary period, employees may apply for reimbursement on eligible classes within 60 days from their anniversary date. Reimbursement approval is subject to fund availability and approval of the General Manager.

During the first six months of the fiscal year (July 1 – Dec 31), employees may submit requests on a first come first served basis for up to \$2,000 per employee.

During the second six months of the fiscal year (Jan 1 – June 30), and if monies are still available in the fund, employees may submit requests on a first come first served basis for up to an additional \$2,000 per employee. For requests received on the same date, preference will be given to employees who received the least amount of reimbursement in the first eligibility period.

The maximum amount allowed to any employee per fiscal year is \$4,000. Once a request is approved, the monies are considered used and unavailable to other employees and can only be released if that employee fails to pass the course as required or fails to submit a final grade in the time allowed.

Additional program requirements are as follows:

- a. The subject matter of the course must contribute toward the performance of the employee's position with the District, or is related to work the employee can reasonably be expected to perform in the future. Subject to pre-approval by the General Manager, reimbursement may be made for elective coursework required for a certification program or college degree related to the employee's work, or related to District work which the employee can reasonably be expected to perform in the future.
- b. The employee must submit a Request for Educational Reimbursement form to the department head and Administrative Services Office prior to the beginning of the class along with proof of costs for tuition and/or other related expense.

- c. Before receiving reimbursement, the employee shall furnish documentation proof of payment and shall provide evidence that he/she has completed the course with a grade of "C" or better. A "pass" will be accepted for classes where a pass/fail grading system is used. If the employee does not pass the class as required they shall notify Administrative Services immediately so reserved monies can be released to other employees.
- d. No tuition refund will be made later than three (3) months after the completion of the course with the exception of probationary employees as provided above.
- e. All requests for Educational Reimbursement shall be subject to the General Manager's approval.

ARTICLE 15 PROMOTION

Recruitment, selection, employment, placement, promotion and training, in all personnel actions, will be based solely on individual merit and personal capabilities, without regard to sex, race, color, religion, national origin, handicap, or any other category protected by applicable federal, state, or local law. Current employees will be notified of all promotional opportunities.

ARTICLE 16 PERSONNEL REDUCTION

If the District determines that it will be necessary to reduce personnel, whenever possible the District will inform the employee or employees involved, at least thirty (30) days prior to the effective date of layoff.

ARTICLE 17 GRIEVANCE PROCEDURE

1. Definition of a Grievance

A Grievance is an allegation that there has been a violation of a specific provision of this Order of the Board and the following provisions in the Personnel Manual: Section 3. Employment Practices & Policies. In addition, Item 7 below defines issues that are excluded from the grievance process.

2. Procedure

- a. The formal grievance procedure is designed not to replace but to supplement the routine methods of responding and settling employee problems and grievances. If these routine grievance methods fail to resolve an issue, the formal grievance procedure gives the employee access to higher authorities than the immediate supervisor.
- b. No supervisor shall directly or indirectly discourage the use of the formal grievance procedure by employees. The employee shall not be penalized or retaliated against in any way for making a good faith utilization of the grievance process.
- c. A written grievance shall contain:
  - 1. A statement of the District's policy, rules or practices which the employee believes are involved.

2. A statement of the facts and events involved in the matter.
  3. An explanation of how the employee has been adversely affected.
  4. A statement of the corrective action requested and the reason the action is appropriate.
- d. An employee may elect to have a representative for assistance in presenting the grievance.
- e. All time limits are business days. In the interest of the prompt resolution of employee complaints, the action at each step of the grievance procedure should be taken as rapidly as possible, but no later than the prescribed time limit. In the event of extenuating circumstances, a time limit may be extended by mutual agreement of the parties at that step.
1. Grievance hearings will be scheduled at mutually satisfactory times. Grievance hearings are considered compensable hours worked.
  2. No grievances that were not raised at Step 1 may be raised at any subsequent steps.
  3. Grievance information or testimony must be treated in a most discreet manner by all persons involved.
  4. Either the District or the employee may call any employee as a witness, and the District agrees to release said witness from work if he/she is on duty.
3. Exception to the Grievance Procedure

In the case where an employee believes that the overall performance rating or a particular rating received under a performance review is unfair, the employee may discuss his/her concern with the supervisor in an attempt to reach a satisfactory resolution and enter any remarks deemed appropriate in the section provided on the performance review form. The employee may also request a meeting with the department manager to discuss his or her performance review. If a satisfactory resolution is not reached, the employee may initiate a grievance procedure at Step 1 of the procedure and progress to Step 3, if not satisfied.

4. Steps of the Grievance Procedure

Informal

If an employee has a grievance, he/she should discuss the grievance with his/her supervisor. If the employee is not satisfied with the results of his/her meeting with his/her supervisor, the employee should discuss the grievance with his/her non-bargaining unit supervisor. If the employee remains unsatisfied with the results of his/her meeting with the non-bargaining unit supervisor, the grievance shall be settled in the following manner:

Formal

Step 1: Any eligible employee, with or without his/her representative, covered by this Agreement, who has a grievance, shall submit it to the immediate non-bargaining unit supervisor provided that said grievance shall be in writing and signed by the aggrieved employee. The non-bargaining unit supervisor shall

give his/her written answer within fifteen (15) business days after such a presentation.

Step 2: If the grievance is not settled in Step 1 and the employee wishes to appeal the grievance to Step 2 of the Grievance Procedure, it shall be referred in writing to the Department Head within five (5) business days. The employee may request a meeting with the Department Head within that five (5) day period. If no settlement is reached, the Department Head shall give his/her written answer to the employee within five (5) business days following their meeting or, if there is no meeting, within the fifteen (15) business days of receipt of the grievance by the Department Head.

Step 3: If the grievance is not settled in Step 2, it shall be referred by the employee in writing to the General Manager within five (5) business days after the Department Head has ruled. A hearing with the General Manager or his/her representative, and the employee with his/her representative shall be held at a time mutually agreeable to the parties, within five (5) business days of receipt of the employee's appeal. The General Manager shall give his/her answer in writing to the employee within five (5) business days following the meeting.

Step 4: If the grievance is not settled in Step 3 and the employee desires to appeal, it shall be referred by the employee in writing to the Board of Directors within five (5) business days after the General Manager has given his/her decision. A hearing with the Board of Directors and the employee with his/her representative shall be held at the next regular Board meeting, subject to compliance with agenda posting time requirements under the Ralph M. Brown Act.

The Board of Directors shall give their answer in writing to the employee within five (5) business days following the meeting. The Board of Directors' decision shall be final and binding.

5. No grievance shall be entertained or processed unless it is submitted: (a) within fifteen (15) business days after the employee has become aware of or should have become aware, through the use of reasonable diligence, of the occurrence or the event giving rise to the alleged grievance; except (b) by the end of the day after the District's action in the case of a disciplinary suspension, discharge or demotion. If a grievance is not presented within the time limits set for the above, it shall be considered "waived". If a grievance is not appealed to the next step within the specified time limit or any agreed extension thereof, it shall be considered settled on the basis of the District's last answer. If the District does not answer a grievance or an appeal thereof within the specified time limits, the employee may elect to treat the grievance as denied at that Step and immediately appeal the grievance to the next Step. The time limit in each Step may be extended by mutual written agreement of the District and the employee involved in each step.
6. The final grievance determination made by the immediate supervisor, department head, or General Manager shall have no effect on any other employee, other department or future work situation. Each grievance decision shall stand on its own and not serve as precedent for other grievance decisions or otherwise limit future management actions.
7. The following personnel rules or regulations, personnel actions, working conditions, or other terms and conditions of employment with the District are not grievable.

- a. The matter is reviewable under, or subject to some other administrative procedure and/or personnel rules or regulations, or otherwise excluded such as:
  1. Applications for changes in title, job classification, or salary;
  2. Appeals arising from termination of employment during the probationary period;
  3. Performance evaluation;
  4. Disciplinary action;
  5. Workers' compensation issues;
  6. Compensation (application of compensation rules such as overtime compensation);
  7. Relates to the group insurance or retirement programs;
  8. Relates to a "meet and confer" issue or any impasse resulting therefrom.

ARTICLE 18 MERIT INCREASES

All employees shall be eligible for a one-step increase after one year of employment in his/her classification, and each year thereafter on his/her anniversary date, based upon an overall evaluation of satisfactory or better until he/she has reached that classification's top step, after which he/she will no longer be eligible for a merit increase.

In instances where the employee's overall performance has been considered outstanding, the employee's Department Head at their discretion may recommend to the General Manager a two-step increase.

The anniversary date of an employee shall change if he/she is promoted or reclassified to a higher position, at which time he/she shall be placed at the "A" step of the new classification or to the step closest to a five (5) percent increase in pay, and the anniversary date shall be the date in which the promotion or reclassification became effective. In cases where the employee is due an anniversary increase within sixty (60) days of the promotion or reclassification, the employee may be given an additional five (5) percent increase, subject to the General Manager's approval.

ARTICLE 19 JOB DESCRIPTIONS

Job descriptions will be maintained in the Administrative Services Department. Copies of revised job descriptions shall be provided to the position supervisor and incumbent. The District will endeavor to keep job descriptions as current as possible. Where practical, the employee and supervisor will be consulted when the District revises the job descriptions.

ARTICLE 20 STATE DISABILITY INSURANCE

The District will elect to be covered under State Disability Insurance (S.D.I.) for all employees.

ARTICLE 21 WORKERS' COMPENSATION

SECTION 1 – INJURY LEAVE

Injury leave is paid leave granted to an employee while disabled and unable to perform his/her job duties for up to fifteen (15) workdays because of a job-related injury and entitled to Workers' Compensation benefits. This benefit shall be limited to fifteen (15) workdays per employee per calendar year. Injury leave compensation shall equal the difference between 75% of the employee's gross wage rate and the employee's Workers' Compensation temporary disability (TD) benefits.

If an employee is later provided with a TD payment for the mandatory waiting period and injury leave has already been provided in full for those days by the District, this amount shall be made reimbursable to the District. The employee should receive no more than 75% of their gross wage rate while supplementing TD with injury leave pay.

An employee shall not be entitled to injury leave under the following conditions:

1. Failure to use or wear safety or personal protective equipment in accordance with District rules and regulations;
2. Failure to follow safety rules and regulations;
3. Where the employee's gross negligence or willful misconduct is a primary cause of injury;
4. When the employee, based on the opinion of a treating physician authorized by the District, can and does return to work in a light-duty capacity; or upon investigation, the Human Resources Manager certifies that the appointing authority is able to provide such suitable light-duty employment, and employee refused to accept it.
5. For aggravation or recurrence of a diagnosed pre-existing non-service connected physical disability or any physical condition existing prior to employment by the District, nor for recurrences or aggravation of disabilities for which employee has received a permanent disability award or a compromise and release settlement under Workers' Compensation. To the extent employee is otherwise eligible, sick leave may be granted.

#### SECTION 2 – DISTRICT BENEFIT CONTINUATION

Employees on leave for work-related injury or illness shall continue to accrue CAL Time at their regularly prescribed rate during such absence, but accrual shall not be available to employees until return from leave. Should the employee not return to District employment following his/her injury or illness leave, the employee shall not be entitled to cash payment for those CAL Time hours accrued while on workers' compensation leave. All health benefits will be continued at District expense for the first sixty (60) consecutive work days, or until all the employee's accrued sick and vacation leave and compensatory time are exhausted, whichever is first. Thereafter, the District shall continue all health benefits for the next full premium period. This language is not intended to interfere with any health benefit continuation rights the employee is entitled to under Family Care Leave.

#### SECTION 3 – WORKERS' COMPENSATION MEDICAL APPOINTMENTS

Workers' compensation appointments during working hours shall be reviewed by the employee's supervisor. Reasonable time off of work for appointments, including travel time, will not be charged to the employee's CAL Time; however, if the employee's supervisor determines that additional time has been taken off by the employee, the extra time shall be charged to the employee's CAL Time.

### ARTICLE 22 RETIREMENT

During the term of this Agreement, employees shall continue to participate in the Public Employees' Retirement System in accordance with and subject to the provisions of the existing contract between the District and the Public Employees' Retirement System.

Employee Contribution to the CalPERS Retirement Plan

Employees hired before January 1, 2013 and employees hired on or after January 1, 2013, not considered to be “New Members” as defined pursuant to AB 340 (“Classic Members”) shall make the following CalPERS employee retirement contributions to be deducted on a pre-tax basis:

- a. 4.25% of salary effective January 1, 2014
- b. 5.5% of salary effective January 1, 2015
- c. 6.75% of salary effective January 1, 2016
- d. 8% of salary effective January 1, 2017

Any employees hired on or after January 1, 2013, who are considered “New Members” as defined pursuant to AB 340, will contribute the amount required pursuant to the formula set forth in AB 340.

Pursuant to the terms of AB 340, “New Members”, as defined under AB 340, hired on or after January 1, 2013, will receive the basic benefit of 2% at 62. Final compensation for the purposes of determining the retirement benefit for these new employees will be based on the highest three year average of pensionable compensation.

The parties acknowledge that RMWD will abide by all the additional provisions of AB 340 as mandated by law.

ARTICLE 23 LIFE INSURANCE/AD&D

The District agrees to cover all employees with a group life and accidental death and dismemberment plan in the amount of one (1) times the employee’s annual income. The District agrees to pay for 100% of the cost of said plan.

ARTICLE 24 PERSONNEL FILES

The District shall keep a central personnel file for each employee. Job-related and personal information about each employee deemed essential by the Human Resources Manager shall be retained. Supervisors may keep working files, but material not maintained in the central personnel file may not provide the basis for discipline against an employee.

Upon appropriate request, an employee may inspect his/her personnel file(s) subject to the following:

1. Inspection shall occur during working hours at a time and in a manner mutually acceptable to the employee and the District. Upon request, an employee who has a written grievance on file, who is inspecting his/her personnel file with respect to such grievance, may have a representative present during such inspection.
2. Employee requests for copies of material from the personnel file will be granted on a limited basis, up to five (5) pages. When an employee requests more than five (5) pages or a copy of the entire personnel file, they will be required to pay current reproduction copy fees, in accordance with the applicable law. All requests for copies are subject to departmental scheduling.

Employees will be notified when a formal, written warning is placed in their personnel file.

The provisions of this section shall not apply to the employee’s separate “miscellaneous” file, which is maintained by the Administrative Services Department. The miscellaneous

file contains information such as pre-employment documents including reference checks, background investigation results, benefit-related information, and other material that cannot be maintained in the employee's personnel file. Because of the confidential nature of the contents, the miscellaneous file shall not be subject to inspection or copying by the employee.

ARTICLE 25 DISTRICT'S RIGHTS CLAUSE

It is understood and agreed that the District possesses the sole right and authority to operate and direct the employees of the District and its various departments in all aspects, including, but not limited to, all rights and authority exercised by the District prior to the execution of this Agreement. These rights include, but are not limited to:

1. The right to determine its mission, policies, and to set forth all standards of service offered to the public;
2. To plan, direct, control and determine the operations or services to be conducted by employees of the District;
3. To determine the methods, means, number of personnel needed to carry out the District's mission;
4. To direct the working forces;
5. To hire and assign or to transfer employees within the departments;
6. To promote, suspend, discipline or discharge;
7. To lay off or relieve employees due to lack of work or funds or for other legitimate reasons;
8. To make, publish and enforce rules and regulations;
9. To introduce new or improved methods, equipment or facilities;
10. To take any and all actions as may be necessary to carry out the mission of the District in situations of civil emergency as may be declared by the President of the Board of Directors or the General Manager; provided that no right enumerated herein shall be exercised or enforced in a manner contrary to or inconsistent with the provisions of this Agreement.

The Board of Directors has the sole authority to determine the purpose and mission of the District and the amount of budget to be adopted thereto.

ARTICLE 26 SUBCONTRACTING/MERGER CLAUSE

It is the general policy of the District to continue to utilize its employees to perform work they are qualified to perform. However, the District reserves the right to contract out work it deems necessary in the interest of efficiency, economy, service levels, or emergency. Should the District elect to subcontract or merge any of its operational functions, the following provisions shall apply:

The District and/or the Contractor/Merging Entity shall determine which employees and/or positions will be retained, and will reserve the right to replace existing employees.

Employees who have a minimum of one year of service and who are laid off as a result of a contractual agreement or merger with a third party and not rehired by the contract/merging entity, shall be compensated with severance pay equal to one (1) month of salary for each full year of service, not to exceed six (6) months' pay. This provision shall apply only during the first ninety (90) days of the contract/merger.

Payment shall be in one lump sum on the employee's separation date. Employees laid off as a result of a contractual agreement or merger with a third party shall not be eligible to the rights or provision outlined in the Personnel Reduction section. Individual employees who are laid off for reasons other than subcontracting or a merger shall not be entitled to the provisions of this Article, but shall be subject to the Personnel Reduction section contained in this Agreement.

ARTICLE 27 GENDER

Wherever the male gender is used in this Agreement, it shall be construed to include male and female employees.

ARTICLE 28 FLEXIBLE BENEFITS PROGRAM

The District will maintain a Flexible Benefits Program in accordance with applicable IRS statutes in order to provide employees the greatest possible tax benefit. Included in the Flexible Benefits Program are reimbursement accounts for medical and dental plan deductibles and co-payments; orthodontia; hearing exams and aids; and other health care expenses not covered by existing medical and dental coverage. Additional elements of the Program may include reimbursement accounts consisting of child/dependent care and nursery school, and other viable options.

ARTICLE 29 COMPUTER LOAN PROGRAM

The District will develop and implement policies and procedures under which employees (except probationary, temporary, substitute, and casual employees) may be granted loans from the District (not to exceed \$2,500 per person) to be used to purchase desktop or laptop computers currently used by the District. The loans will be interest free to the unit members while they remain employed by the District. The total amount of money to be loaned at any given time shall not exceed \$30,000, with participation on a first-come, first-serve basis. In order to be eligible for approval of a loan application by the District, each unit member must agree to:

1. Sign a written promissory note and agreement to repay the loan by voluntary payroll deduction over a period not to exceed 40 pay periods;
2. Full voluntary deduction of any unpaid balance from a separating unit member's final paycheck and/or payment from accrued, but unpaid leave or compensation time or any other sums due to the separating unit member from the District provided that the employee signs a form authorizing such deductions;
3. To such other conditions as the District may implement regarding this program.

Consideration will be on a first-come, first-serve basis, and a unit member is eligible for only one loan at a time. A separating unit member shall remain responsible for repaying any portion of the unpaid balance of the loan after any authorized deductions from closing payments by the District. Beginning with the date of separation, the unpaid balance will accrue interest at the legal rate. The equipment purchased must be shown to be compatible

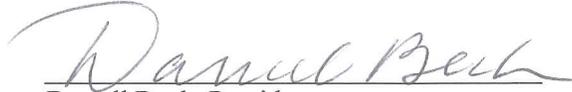
with District standard application software and hardware, as determined by the Computer Committee established by the District. The District will not be responsible for “troubleshooting” the equipment, for the repair, maintenance, or replacement of any equipment purchased under this program.

ARTICLE 30 FAMILY CARE LEAVE

The District agrees to recognize and implement state and federal law regarding family and medical leave entitlement, as set forth in the District’s Personnel Manual. The District may take such action as may be necessary to maintain compliance with that law, as it may be amended.

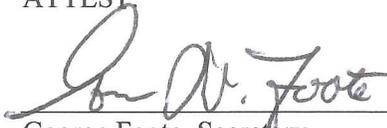
SIGNATURE PAGE

APPROVED by the Board of Directors of the Ramona Municipal Water District at a regular Board meeting held on December 10, 2013.



Darrell Beck, President  
Board of Directors  
Ramona Municipal Water District

ATTEST:



George Foote, Secretary  
Board of Directors  
Ramona Municipal Water District

**RAMONA MUNICIPAL WATER DISTRICT**  
**APPENDIX A - Salary Schedule**  
**(January 1, 2014)**

Percent Increase from Prior Table 3%

Range	Rate	Step A	Step B	Step C	Step D	Step E	Step F
1	Hourly	14.47	15.19	15.97	16.73	17.57	18.46
	Biweekly	1,157.60	1,215.20	1,277.60	1,338.40	1,405.60	1,476.80
	Monthly	2,508.13	2,632.93	2,768.13	2,899.87	3,045.47	3,199.73
	Annual	30,097.60	31,595.20	33,217.60	34,798.40	36,545.60	38,396.80
2	Hourly	14.84	15.53	16.35	17.14	18.04	18.94
	Biweekly	1,187.20	1,242.40	1,308.00	1,371.20	1,443.20	1,515.20
	Monthly	2,572.27	2,691.87	2,834.00	2,970.93	3,126.93	3,282.93
	Annual	30,867.20	32,302.40	34,008.00	35,651.20	37,523.20	39,395.20
3	Hourly	15.18	15.92	16.72	17.55	18.48	19.41
	Biweekly	1,214.40	1,273.60	1,337.60	1,404.00	1,478.40	1,552.80
	Monthly	2,631.20	2,759.47	2,898.13	3,042.00	3,203.20	3,364.40
	Annual	31,574.40	33,113.60	34,777.60	36,504.00	38,438.40	40,372.80
4	Hourly	15.52	16.35	17.13	18.01	18.89	19.84
	Biweekly	1,241.60	1,308.00	1,370.40	1,440.80	1,511.20	1,587.20
	Monthly	2,690.13	2,834.00	2,969.20	3,121.73	3,274.27	3,438.93
	Annual	32,281.60	34,008.00	35,630.40	37,460.80	39,291.20	41,267.20
5	Hourly	15.90	16.70	17.53	18.43	19.33	20.31
	Biweekly	1,272.00	1,336.00	1,402.40	1,474.40	1,546.40	1,624.80
	Monthly	2,756.00	2,894.67	3,038.53	3,194.53	3,350.53	3,520.40
	Annual	33,072.00	34,736.00	36,462.40	38,334.40	40,206.40	42,244.80
6	Hourly	16.33	17.13	18.00	18.86	19.81	20.81
	Biweekly	1,306.40	1,370.40	1,440.00	1,508.80	1,584.80	1,664.80
	Monthly	2,830.53	2,969.20	3,120.00	3,269.07	3,433.73	3,607.07
	Annual	33,966.40	35,630.40	37,440.00	39,228.80	41,204.80	43,284.80
7	Hourly	16.68	17.50	18.42	19.31	20.28	21.31
	Biweekly	1,334.40	1,400.00	1,473.60	1,544.80	1,622.40	1,704.80
	Monthly	2,891.20	3,033.33	3,192.80	3,347.07	3,515.20	3,693.73
	Annual	34,694.40	36,400.00	38,313.60	40,164.80	42,182.40	44,324.80
8	Hourly	17.11	17.99	18.85	19.80	20.79	21.82
	Biweekly	1,368.80	1,439.20	1,508.00	1,584.00	1,663.20	1,745.60
	Monthly	2,965.73	3,118.27	3,267.33	3,432.00	3,603.60	3,782.13
	Annual	35,588.80	37,419.20	39,208.00	41,184.00	43,243.20	45,385.60
9	Hourly	17.48	18.41	19.27	20.26	21.31	22.38
	Biweekly	1,398.40	1,472.80	1,541.60	1,620.80	1,704.80	1,790.40
	Monthly	3,029.87	3,191.07	3,340.13	3,511.73	3,693.73	3,879.20
	Annual	36,358.40	38,292.80	40,081.60	42,140.80	44,324.80	46,550.40
10	Hourly	17.93	18.84	19.79	20.78	21.84	22.93
	Biweekly	1,434.40	1,507.20	1,583.20	1,662.40	1,747.20	1,834.40
	Monthly	3,107.87	3,265.60	3,430.27	3,601.87	3,785.60	3,974.53
	Annual	37,294.40	39,187.20	41,163.20	43,222.40	45,427.20	47,694.40

**RAMONA MUNICIPAL WATER DISTRICT**  
**APPENDIX A - Salary Schedule**  
**(January 1, 2014)**

Percent Increase from Prior Table 3%

Range	Rate	Step A	Step B	Step C	Step D	Step E	Step F
11	Hourly	18.39	19.26	20.25	21.30	22.31	23.42
	Biweekly	1,471.20	1,540.80	1,620.00	1,704.00	1,784.80	1,873.60
	Monthly	3,187.60	3,338.40	3,510.00	3,692.00	3,867.07	4,059.47
	Annual	38,251.20	40,060.80	42,120.00	44,304.00	46,404.80	48,713.60
12	Hourly	18.81	19.77	20.72	21.79	22.89	24.03
	Biweekly	1,504.80	1,581.60	1,657.60	1,743.20	1,831.20	1,922.40
	Monthly	3,260.40	3,426.80	3,591.47	3,776.93	3,967.60	4,165.20
	Annual	39,124.80	41,121.60	43,097.60	45,323.20	47,611.20	49,982.40
13	Hourly	19.25	20.24	21.24	22.30	23.45	24.63
	Biweekly	1,540.00	1,619.20	1,699.20	1,784.00	1,876.00	1,970.40
	Monthly	3,336.67	3,508.27	3,681.60	3,865.33	4,064.67	4,269.20
	Annual	40,040.00	42,099.20	44,179.20	46,384.00	48,776.00	51,230.40
14	Hourly	19.76	20.70	21.77	22.86	23.96	25.16
	Biweekly	1,580.80	1,656.00	1,741.60	1,828.80	1,916.80	2,012.80
	Monthly	3,425.07	3,588.00	3,773.47	3,962.40	4,153.07	4,361.07
	Annual	41,100.80	43,056.00	45,281.60	47,548.80	49,836.80	52,332.80
15	Hourly	20.21	21.24	22.28	23.42	24.58	25.79
	Biweekly	1,616.80	1,699.20	1,782.40	1,873.60	1,966.40	2,063.20
	Monthly	3,503.07	3,681.60	3,861.87	4,059.47	4,260.53	4,470.27
	Annual	42,036.80	44,179.20	46,342.40	48,713.60	51,126.40	53,643.20
16	Hourly	20.68	21.74	22.79	23.95	25.15	26.42
	Biweekly	1,654.40	1,739.20	1,823.20	1,916.00	2,012.00	2,113.60
	Monthly	3,584.53	3,768.27	3,950.27	4,151.33	4,359.33	4,579.47
	Annual	43,014.40	45,219.20	47,403.20	49,816.00	52,312.00	54,953.60
17	Hourly	21.21	22.28	23.42	24.56	25.79	27.09
	Biweekly	1,696.80	1,782.40	1,873.60	1,964.80	2,063.20	2,167.20
	Monthly	3,676.40	3,861.87	4,059.47	4,257.07	4,470.27	4,695.60
	Annual	44,116.80	46,342.40	48,713.60	51,084.80	53,643.20	56,347.20
18	Hourly	21.72	22.79	23.95	25.15	26.45	27.78
	Biweekly	1,737.60	1,823.20	1,916.00	2,012.00	2,116.00	2,222.40
	Monthly	3,764.80	3,950.27	4,151.33	4,359.33	4,584.67	4,815.20
	Annual	45,177.60	47,403.20	49,816.00	52,312.00	55,016.00	57,782.40
19	Hourly	22.27	23.36	24.54	25.77	27.06	28.41
	Biweekly	1,781.60	1,868.80	1,963.20	2,061.60	2,164.80	2,272.80
	Monthly	3,860.13	4,049.07	4,253.60	4,466.80	4,690.40	4,924.40
	Annual	46,321.60	48,588.80	51,043.20	53,601.60	56,284.80	59,092.80
20	Hourly	22.77	23.90	25.12	26.44	27.67	29.05
	Biweekly	1,821.60	1,912.00	2,009.60	2,115.20	2,213.60	2,324.00
	Monthly	3,946.80	4,142.67	4,354.13	4,582.93	4,796.13	5,035.33
	Annual	47,361.60	49,712.00	52,249.60	54,995.20	57,553.60	60,424.00

**RAMONA MUNICIPAL WATER DISTRICT**  
**APPENDIX A - Salary Schedule**  
**(January 1, 2014)**

Percent Increase from Prior Table 3%

Range	Rate	Step A	Step B	Step C	Step D	Step E	Step F
21	Hourly	23.36	24.53	25.74	27.05	28.40	29.81
	Biweekly	1,868.80	1,962.40	2,059.20	2,164.00	2,272.00	2,384.80
	Monthly	4,049.07	4,251.87	4,461.60	4,688.67	4,922.67	5,167.07
	Annual	48,588.80	51,022.40	53,539.20	56,264.00	59,072.00	62,004.80
22	Hourly	23.89	25.10	26.42	27.70	29.08	30.51
	Biweekly	1,911.20	2,008.00	2,113.60	2,216.00	2,326.40	2,440.80
	Monthly	4,140.93	4,350.67	4,579.47	4,801.33	5,040.53	5,288.40
	Annual	49,691.20	52,208.00	54,953.60	57,616.00	60,486.40	63,460.80
23	Hourly	24.52	25.74	27.02	28.40	29.79	31.27
	Biweekly	1,961.60	2,059.20	2,161.60	2,272.00	2,383.20	2,501.60
	Monthly	4,250.13	4,461.60	4,683.47	4,922.67	5,163.60	5,420.13
	Annual	51,001.60	53,539.20	56,201.60	59,072.00	61,963.20	65,041.60
24	Hourly	25.10	26.34	27.69	29.07	30.49	32.02
	Biweekly	2,008.00	2,107.20	2,215.20	2,325.60	2,439.20	2,561.60
	Monthly	4,350.67	4,565.60	4,799.60	5,038.80	5,284.93	5,550.13
	Annual	52,208.00	54,787.20	57,595.20	60,465.60	63,419.20	66,601.60
25	Hourly	25.74	27.01	28.40	29.79	31.27	32.84
	Biweekly	2,059.20	2,160.80	2,272.00	2,383.20	2,501.60	2,627.20
	Monthly	4,461.60	4,681.73	4,922.67	5,163.60	5,420.13	5,692.27
	Annual	53,539.20	56,180.80	59,072.00	61,963.20	65,041.60	68,307.20
26	Hourly	26.33	27.69	29.03	30.48	32.02	33.62
	Biweekly	2,106.40	2,215.20	2,322.40	2,438.40	2,561.60	2,689.60
	Monthly	4,563.87	4,799.60	5,031.87	5,283.20	5,550.13	5,827.47
	Annual	54,766.40	57,595.20	60,382.40	63,398.40	66,601.60	69,929.60
27	Hourly	27.02	28.40	29.79	31.27	32.84	34.48
	Biweekly	2,161.60	2,272.00	2,383.20	2,501.60	2,627.20	2,758.40
	Monthly	4,683.47	4,922.67	5,163.60	5,420.13	5,692.27	5,976.53
	Annual	56,201.60	59,072.00	61,963.20	65,041.60	68,307.20	71,718.40
28	Hourly	27.70	29.08	30.49	32.03	33.65	35.33
	Biweekly	2,216.00	2,326.40	2,439.20	2,562.40	2,692.00	2,826.40
	Monthly	4,801.33	5,040.53	5,284.93	5,551.87	5,832.67	6,123.87
	Annual	57,616.00	60,486.40	63,419.20	66,622.40	69,992.00	73,486.40
29	Hourly	28.40	29.81	31.28	32.87	34.51	36.21
	Biweekly	2,272.00	2,384.80	2,502.40	2,629.60	2,760.80	2,896.80
	Monthly	4,922.67	5,167.07	5,421.87	5,697.47	5,981.73	6,276.40
	Annual	59,072.00	62,004.80	65,062.40	68,369.60	71,780.80	75,316.80
30	Hourly	29.08	30.54	32.04	33.66	35.37	37.12
	Biweekly	2,326.40	2,443.20	2,563.20	2,692.80	2,829.60	2,969.60
	Monthly	5,040.53	5,293.60	5,553.60	5,834.40	6,130.80	6,434.13
	Annual	60,486.40	63,523.20	66,643.20	70,012.80	73,569.60	77,209.60

**RAMONA MUNICIPAL WATER DISTRICT  
APPENDIX A - Salary Schedule  
(January 1, 2014)**

Percent Increase from Prior Table 3%

Range	Rate	Step A	Step B	Step C	Step D	Step E	Step F
31	Hourly	29.74	31.26	32.80	34.46	36.16	37.99
	Biweekly	2,379.20	2,500.80	2,624.00	2,756.80	2,892.80	3,039.20
	Monthly	5,154.93	5,418.40	5,685.33	5,973.07	6,267.73	6,584.93
	Annual	61,859.20	65,020.80	68,224.00	71,676.80	75,212.80	79,019.20
32	Hourly	30.47	31.98	33.62	35.31	37.03	38.86
	Biweekly	2,437.60	2,558.40	2,689.60	2,824.80	2,962.40	3,108.80
	Monthly	5,281.47	5,543.20	5,827.47	6,120.40	6,418.53	6,735.73
	Annual	63,377.60	66,518.40	69,929.60	73,444.80	77,022.40	80,828.80
33	Hourly	31.25	32.80	34.44	36.14	37.98	39.86
	Biweekly	2,500.00	2,624.00	2,755.20	2,891.20	3,038.40	3,188.80
	Monthly	5,416.67	5,685.33	5,969.60	6,264.27	6,583.20	6,909.07
	Annual	65,000.00	68,224.00	71,635.20	75,171.20	78,998.40	82,908.80
34	Hourly	32.04	33.65	35.34	37.11	38.99	40.92
	Biweekly	2,563.20	2,692.00	2,827.20	2,968.80	3,119.20	3,273.60
	Monthly	5,553.60	5,832.67	6,125.60	6,432.40	6,758.27	7,092.80
	Annual	66,643.20	69,992.00	73,507.20	77,188.80	81,099.20	85,113.60
35	Hourly	32.88	34.52	36.23	38.04	39.96	41.96
	Biweekly	2,630.40	2,761.60	2,898.40	3,043.20	3,196.80	3,356.80
	Monthly	5,699.20	5,983.47	6,279.87	6,593.60	6,926.40	7,273.07
	Annual	68,390.40	71,801.60	75,358.40	79,123.20	83,116.80	87,276.80
36	Hourly	33.66	35.37	37.12	39.00	40.93	42.97
	Biweekly	2,692.80	2,829.60	2,969.60	3,120.00	3,274.40	3,437.60
	Monthly	5,834.40	6,130.80	6,434.13	6,760.00	7,094.53	7,448.13
	Annual	70,012.80	73,569.60	77,209.60	81,120.00	85,134.40	89,377.60
37	Hourly	34.55	36.25	38.06	40.01	41.96	44.07
	Biweekly	2,764.00	2,900.00	3,044.80	3,200.80	3,356.80	3,525.60
	Monthly	5,988.67	6,283.33	6,597.07	6,935.07	7,273.07	7,638.80
	Annual	71,864.00	75,400.00	79,164.80	83,220.80	87,276.80	91,665.60
38	Hourly	35.40	37.15	39.03	40.94	43.04	45.18
	Biweekly	2,832.00	2,972.00	3,122.40	3,275.20	3,443.20	3,614.40
	Monthly	6,136.00	6,439.33	6,765.20	7,096.27	7,460.27	7,831.20
	Annual	73,632.00	77,272.00	81,182.40	85,155.20	89,523.20	93,974.40
39	Hourly	36.28	38.07	40.02	41.97	44.06	46.27
	Biweekly	2,902.40	3,045.60	3,201.60	3,357.60	3,524.80	3,701.60
	Monthly	6,288.53	6,598.80	6,936.80	7,274.80	7,637.07	8,020.13
	Annual	75,462.40	79,185.60	83,241.60	87,297.60	91,644.80	96,241.60
40	Hourly	37.18	39.04	40.98	43.07	45.19	47.43
	Biweekly	2,974.40	3,123.20	3,278.40	3,445.60	3,615.20	3,794.40
	Monthly	6,444.53	6,766.93	7,103.20	7,465.47	7,832.93	8,221.20
	Annual	77,334.40	81,203.20	85,238.40	89,585.60	93,995.20	98,654.40

**RAMONA MUNICIPAL WATER DISTRICT**  
**APPENDIX A - Salary Schedule**  
**(January 1, 2014)**

Percent Increase from Prior Table 3%

Range	Rate	Step A	Step B	Step C	Step D	Step E	Step F
41	Hourly	38.11	40.03	42.00	44.10	46.32	48.64
	Biweekly	3,048.80	3,202.40	3,360.00	3,528.00	3,705.60	3,891.20
	Monthly	6,605.73	6,938.53	7,280.00	7,644.00	8,028.80	8,430.93
	Annual	79,268.80	83,262.40	87,360.00	91,728.00	96,345.60	101,171.20
42	Hourly	39.06	41.00	43.08	45.21	47.44	49.82
	Biweekly	3,124.80	3,280.00	3,446.40	3,616.80	3,795.20	3,985.60
	Monthly	6,770.40	7,106.67	7,467.20	7,836.40	8,222.93	8,635.47
	Annual	81,244.80	85,280.00	89,606.40	94,036.80	98,675.20	103,625.60
43	Hourly	39.79	41.78	43.90	46.07	48.38	50.80
	Biweekly	3,183.20	3,342.40	3,512.00	3,685.60	3,870.40	4,064.00
	Monthly	6,896.93	7,241.87	7,609.33	7,985.47	8,385.87	8,805.33
	Annual	82,763.20	86,902.40	91,312.00	95,825.60	100,630.40	105,664.00
44	Hourly	40.80	42.81	44.97	47.23	49.59	52.07
	Biweekly	3,264.00	3,424.80	3,597.60	3,778.40	3,967.20	4,165.60
	Monthly	7,072.00	7,420.40	7,794.80	8,186.53	8,595.60	9,025.47
	Annual	84,864.00	89,044.80	93,537.60	98,238.40	103,147.20	108,305.60
45	Hourly	41.82	43.92	46.11	48.40	50.80	53.34
	Biweekly	3,345.60	3,513.60	3,688.80	3,872.00	4,064.00	4,267.20
	Monthly	7,248.80	7,612.80	7,992.40	8,389.33	8,805.33	9,245.60
	Annual	86,985.60	91,353.60	95,908.80	100,672.00	105,664.00	110,947.20
46	Hourly	42.85	45.00	47.26	49.62	52.08	54.69
	Biweekly	3,428.00	3,600.00	3,780.80	3,969.60	4,166.40	4,375.20
	Monthly	7,427.33	7,800.00	8,191.73	8,600.80	9,027.20	9,479.60
	Annual	89,128.00	93,600.00	98,300.80	103,209.60	108,326.40	113,755.20
47	Hourly	43.93	46.13	48.43	50.81	53.38	56.06
	Biweekly	3,514.40	3,690.40	3,874.40	4,064.80	4,270.40	4,484.80
	Monthly	7,614.53	7,995.87	8,394.53	8,807.07	9,252.53	9,717.07
	Annual	91,374.40	95,950.40	100,734.40	105,684.80	111,030.40	116,604.80
48	Hourly	45.02	47.28	49.63	52.11	54.70	57.43
	Biweekly	3,601.60	3,782.40	3,970.40	4,168.80	4,376.00	4,594.40
	Monthly	7,803.47	8,195.20	8,602.53	9,032.40	9,481.33	9,954.53
	Annual	93,641.60	98,342.40	103,230.40	108,388.80	113,776.00	119,454.40
49	Hourly	45.99	48.26	50.65	53.20	55.85	58.62
	Biweekly	3,679.20	3,860.80	4,052.00	4,256.00	4,468.00	4,689.60
	Monthly	7,971.60	8,365.07	8,779.33	9,221.33	9,680.67	10,160.80
	Annual	95,659.20	100,380.80	105,352.00	110,656.00	116,168.00	121,929.60
50	Hourly	47.11	49.45	51.94	54.52	57.26	60.13
	Biweekly	3,768.80	3,956.00	4,155.20	4,361.60	4,580.80	4,810.40
	Monthly	8,165.73	8,571.33	9,002.93	9,450.13	9,925.07	10,422.53
	Annual	97,988.80	102,856.00	108,035.20	113,401.60	119,100.80	125,070.40

**RAMONA MUNICIPAL WATER DISTRICT**  
**APPENDIX A - Salary Schedule**  
**(January 1, 2014)**

Percent Increase from Prior Table 3%

Range	Rate	Step A	Step B	Step C	Step D	Step E	Step F
51	Hourly	48.29	50.70	53.23	55.90	58.68	61.64
	Biweekly	3,863.20	4,056.00	4,258.40	4,472.00	4,694.40	4,931.20
	Monthly	8,370.27	8,788.00	9,226.53	9,689.33	10,171.20	10,684.27
	Annual	100,443.20	105,456.00	110,718.40	116,272.00	122,054.40	128,211.20
52	Hourly	49.49	51.97	54.54	57.28	60.15	63.15
	Biweekly	3,959.20	4,157.60	4,363.20	4,582.40	4,812.00	5,052.00
	Monthly	8,578.27	9,008.13	9,453.60	9,928.53	10,426.00	10,946.00
	Annual	102,939.20	108,097.60	113,443.20	119,142.40	125,112.00	131,352.00
53	Hourly	50.12	52.67	55.28	58.03	60.96	63.99
	Biweekly	4,009.60	4,213.60	4,422.40	4,642.40	4,876.80	5,119.20
	Monthly	8,687.47	9,129.47	9,581.87	10,058.53	10,566.40	11,091.60
	Annual	104,249.60	109,553.60	114,982.40	120,702.40	126,796.80	133,099.20
54	Hourly	51.38	53.94	56.66	59.49	62.43	65.55
	Biweekly	4,110.40	4,315.20	4,532.80	4,759.20	4,994.40	5,244.00
	Monthly	8,905.87	9,349.60	9,821.07	10,311.60	10,821.20	11,362.00
	Annual	106,870.40	112,195.20	117,852.80	123,739.20	129,854.40	136,344.00
55	Hourly	52.71	55.31	58.06	60.98	64.00	67.21
	Biweekly	4,216.80	4,424.80	4,644.80	4,878.40	5,120.00	5,376.80
	Monthly	9,136.40	9,587.07	10,063.73	10,569.87	11,093.33	11,649.73
	Annual	109,636.80	115,044.80	120,764.80	126,838.40	133,120.00	139,796.80
56	Hourly	53.97	56.68	59.52	62.49	65.64	68.92
	Biweekly	4,317.60	4,534.40	4,761.60	4,999.20	5,251.20	5,513.60
	Monthly	9,354.80	9,824.53	10,316.80	10,831.60	11,377.60	11,946.13
	Annual	112,257.60	117,894.40	123,801.60	129,979.20	136,531.20	143,353.60
57	Hourly	55.33	58.14	61.01	64.05	67.27	70.64
	Biweekly	4,426.40	4,651.20	4,880.80	5,124.00	5,381.60	5,651.20
	Monthly	9,590.53	10,077.60	10,575.07	11,102.00	11,660.13	12,244.27
	Annual	115,086.40	120,931.20	126,900.80	133,224.00	139,921.60	146,931.20
58	Hourly	56.70	59.56	62.54	65.66	68.92	72.37
	Biweekly	4,536.00	4,764.80	5,003.20	5,252.80	5,513.60	5,789.60
	Monthly	9,828.00	10,323.73	10,840.27	11,381.07	11,946.13	12,544.13
	Annual	117,936.00	123,884.80	130,083.20	136,572.80	143,353.60	150,529.60
59	Hourly	58.16	61.03	64.09	67.31	70.64	74.17
	Biweekly	4,652.80	4,882.40	5,127.20	5,384.80	5,651.20	5,933.60
	Monthly	10,081.07	10,578.53	11,108.93	11,667.07	12,244.27	12,856.13
	Annual	120,972.80	126,942.40	133,307.20	140,004.80	146,931.20	154,273.60
60	Hourly	59.61	62.58	65.71	68.98	72.42	76.06
	Biweekly	4,768.80	5,006.40	5,256.80	5,518.40	5,793.60	6,084.80
	Monthly	10,332.40	10,847.20	11,389.73	11,956.53	12,552.80	13,183.73
	Annual	123,988.80	130,166.40	136,676.80	143,478.40	150,633.60	158,204.80

**RAMONA MUNICIPAL WATER DISTRICT**  
**APPENDIX A - Salary Schedule**  
**(January 1, 2014)**

Percent Increase from Prior Table 3%

Range	Rate	Step A	Step B	Step C	Step D	Step E	Step F
61	Hourly	61.08	64.13	67.38	70.70	74.23	77.93
	Biweekly	4,886.40	5,130.40	5,390.40	5,656.00	5,938.40	6,234.40
	Monthly	10,587.20	11,115.87	11,679.20	12,254.67	12,866.53	13,507.87
	Annual	127,046.40	133,390.40	140,150.40	147,056.00	154,398.40	162,094.40
62	Hourly	62.63	65.77	69.06	72.45	76.11	79.91
	Biweekly	5,010.40	5,261.60	5,524.80	5,796.00	6,088.80	6,392.80
	Monthly	10,855.87	11,400.13	11,970.40	12,558.00	13,192.40	13,851.07
	Annual	130,270.40	136,801.60	143,644.80	150,696.00	158,308.80	166,212.80
63	Hourly	64.19	67.41	70.77	74.25	78.01	81.91
	Biweekly	5,135.20	5,392.80	5,661.60	5,940.00	6,240.80	6,552.80
	Monthly	11,126.27	11,684.40	12,266.80	12,870.00	13,521.73	14,197.73
	Annual	133,515.20	140,212.80	147,201.60	154,440.00	162,260.80	170,372.80
64	Hourly	65.80	69.10	72.53	76.13	79.95	83.95
	Biweekly	5,264.00	5,528.00	5,802.40	6,090.40	6,396.00	6,716.00
	Monthly	11,405.33	11,977.33	12,571.87	13,195.87	13,858.00	14,551.33
	Annual	136,864.00	143,728.00	150,862.40	158,350.40	166,296.00	174,616.00
65	Hourly	67.44	70.81	74.36	78.03	81.95	86.06
	Biweekly	5,395.20	5,664.80	5,948.80	6,242.40	6,556.00	6,884.80
	Monthly	11,689.60	12,273.73	12,889.07	13,525.20	14,204.67	14,917.07
	Annual	140,275.20	147,284.80	154,668.80	162,302.40	170,456.00	179,004.80

**RAMONA MUNICIPAL WATER DISTRICT**  
**APPENDIX A - Salary Schedule**  
**(January 1, 2015)**

Percent Increase from Prior Table 4%

Range	Rate	Step A	Step B	Step C	Step D	Step E	Step F
1	Hourly	15.05	15.80	16.61	17.40	18.27	19.20
	Biweekly	1,204.00	1,264.00	1,328.80	1,392.00	1,461.60	1,536.00
	Monthly	2,608.67	2,738.67	2,879.07	3,016.00	3,166.80	3,328.00
	Annual	31,304.00	32,864.00	34,548.80	36,192.00	38,001.60	39,936.00
2	Hourly	15.43	16.15	17.00	17.83	18.76	19.70
	Biweekly	1,234.40	1,292.00	1,360.00	1,426.40	1,500.80	1,576.00
	Monthly	2,674.53	2,799.33	2,946.67	3,090.53	3,251.73	3,414.67
	Annual	32,094.40	33,592.00	35,360.00	37,086.40	39,020.80	40,976.00
3	Hourly	15.79	16.56	17.39	18.25	19.22	20.19
	Biweekly	1,263.20	1,324.80	1,391.20	1,460.00	1,537.60	1,615.20
	Monthly	2,736.93	2,870.40	3,014.27	3,163.33	3,331.47	3,499.60
	Annual	32,843.20	34,444.80	36,171.20	37,960.00	39,977.60	41,995.20
4	Hourly	16.14	17.00	17.82	18.73	19.65	20.63
	Biweekly	1,291.20	1,360.00	1,425.60	1,498.40	1,572.00	1,650.40
	Monthly	2,797.60	2,946.67	3,088.80	3,246.53	3,406.00	3,575.87
	Annual	33,571.20	35,360.00	37,065.60	38,958.40	40,872.00	42,910.40
5	Hourly	16.54	17.37	18.23	19.17	20.10	21.12
	Biweekly	1,323.20	1,389.60	1,458.40	1,533.60	1,608.00	1,689.60
	Monthly	2,866.93	3,010.80	3,159.87	3,322.80	3,484.00	3,660.80
	Annual	34,403.20	36,129.60	37,918.40	39,873.60	41,808.00	43,929.60
6	Hourly	16.98	17.82	18.72	19.61	20.60	21.64
	Biweekly	1,358.40	1,425.60	1,497.60	1,568.80	1,648.00	1,731.20
	Monthly	2,943.20	3,088.80	3,244.80	3,399.07	3,570.67	3,750.93
	Annual	35,318.40	37,065.60	38,937.60	40,788.80	42,848.00	45,011.20
7	Hourly	17.35	18.20	19.16	20.08	21.09	22.16
	Biweekly	1,388.00	1,456.00	1,532.80	1,606.40	1,687.20	1,772.80
	Monthly	3,007.33	3,154.67	3,321.07	3,480.53	3,655.60	3,841.07
	Annual	36,088.00	37,856.00	39,852.80	41,766.40	43,867.20	46,092.80
8	Hourly	17.79	18.71	19.60	20.59	21.62	22.69
	Biweekly	1,423.20	1,496.80	1,568.00	1,647.20	1,729.60	1,815.20
	Monthly	3,083.60	3,243.07	3,397.33	3,568.93	3,747.47	3,932.93
	Annual	37,003.20	38,916.80	40,768.00	42,827.20	44,969.60	47,195.20
9	Hourly	18.18	19.15	20.04	21.07	22.16	23.28
	Biweekly	1,454.40	1,532.00	1,603.20	1,685.60	1,772.80	1,862.40
	Monthly	3,151.20	3,319.33	3,473.60	3,652.13	3,841.07	4,035.20
	Annual	37,814.40	39,832.00	41,683.20	43,825.60	46,092.80	48,422.40
10	Hourly	18.65	19.59	20.58	21.61	22.71	23.85
	Biweekly	1,492.00	1,567.20	1,646.40	1,728.80	1,816.80	1,908.00
	Monthly	3,232.67	3,395.60	3,567.20	3,745.73	3,936.40	4,134.00
	Annual	38,792.00	40,747.20	42,806.40	44,948.80	47,236.80	49,608.00

**RAMONA MUNICIPAL WATER DISTRICT**  
**APPENDIX A - Salary Schedule**  
**(January 1, 2015)**

Percent Increase from Prior Table 4%

Range	Rate	Step A	Step B	Step C	Step D	Step E	Step F
11	Hourly	19.13	20.03	21.06	22.15	23.20	24.36
	Biweekly	1,530.40	1,602.40	1,684.80	1,772.00	1,856.00	1,948.80
	Monthly	3,315.87	3,471.87	3,650.40	3,839.33	4,021.33	4,222.40
	Annual	39,790.40	41,662.40	43,804.80	46,072.00	48,256.00	50,668.80
12	Hourly	19.56	20.56	21.55	22.66	23.81	24.99
	Biweekly	1,564.80	1,644.80	1,724.00	1,812.80	1,904.80	1,999.20
	Monthly	3,390.40	3,563.73	3,735.33	3,927.73	4,127.07	4,331.60
	Annual	40,684.80	42,764.80	44,824.00	47,132.80	49,524.80	51,979.20
13	Hourly	20.02	21.05	22.09	23.19	24.39	25.62
	Biweekly	1,601.60	1,684.00	1,767.20	1,855.20	1,951.20	2,049.60
	Monthly	3,470.13	3,648.67	3,828.93	4,019.60	4,227.60	4,440.80
	Annual	41,641.60	43,784.00	45,947.20	48,235.20	50,731.20	53,289.60
14	Hourly	20.55	21.53	22.64	23.77	24.92	26.17
	Biweekly	1,644.00	1,722.40	1,811.20	1,901.60	1,993.60	2,093.60
	Monthly	3,562.00	3,731.87	3,924.27	4,120.13	4,319.47	4,536.13
	Annual	42,744.00	44,782.40	47,091.20	49,441.60	51,833.60	54,433.60
15	Hourly	21.02	22.09	23.17	24.36	25.56	26.82
	Biweekly	1,681.60	1,767.20	1,853.60	1,948.80	2,044.80	2,145.60
	Monthly	3,643.47	3,828.93	4,016.13	4,222.40	4,430.40	4,648.80
	Annual	43,721.60	45,947.20	48,193.60	50,668.80	53,164.80	55,785.60
16	Hourly	21.51	22.61	23.70	24.91	26.16	27.48
	Biweekly	1,720.80	1,808.80	1,896.00	1,992.80	2,092.80	2,198.40
	Monthly	3,728.40	3,919.07	4,108.00	4,317.73	4,534.40	4,763.20
	Annual	44,740.80	47,028.80	49,296.00	51,812.80	54,412.80	57,158.40
17	Hourly	22.06	23.17	24.36	25.54	26.82	28.17
	Biweekly	1,764.80	1,853.60	1,948.80	2,043.20	2,145.60	2,253.60
	Monthly	3,823.73	4,016.13	4,222.40	4,426.93	4,648.80	4,882.80
	Annual	45,884.80	48,193.60	50,668.80	53,123.20	55,785.60	58,593.60
18	Hourly	22.59	23.70	24.91	26.16	27.51	28.89
	Biweekly	1,807.20	1,896.00	1,992.80	2,092.80	2,200.80	2,311.20
	Monthly	3,915.60	4,108.00	4,317.73	4,534.40	4,768.40	5,007.60
	Annual	46,987.20	49,296.00	51,812.80	54,412.80	57,220.80	60,091.20
19	Hourly	23.16	24.29	25.52	26.80	28.14	29.55
	Biweekly	1,852.80	1,943.20	2,041.60	2,144.00	2,251.20	2,364.00
	Monthly	4,014.40	4,210.27	4,423.47	4,645.33	4,877.60	5,122.00
	Annual	48,172.80	50,523.20	53,081.60	55,744.00	58,531.20	61,464.00
20	Hourly	23.68	24.86	26.12	27.50	28.78	30.21
	Biweekly	1,894.40	1,988.80	2,089.60	2,200.00	2,302.40	2,416.80
	Monthly	4,104.53	4,309.07	4,527.47	4,766.67	4,988.53	5,236.40
	Annual	49,254.40	51,708.80	54,329.60	57,200.00	59,862.40	62,836.80

**RAMONA MUNICIPAL WATER DISTRICT**  
**APPENDIX A - Salary Schedule**  
**(January 1, 2015)**

Percent Increase from Prior Table 4%

Range	Rate	Step A	Step B	Step C	Step D	Step E	Step F
21	Hourly	24.29	25.51	26.77	28.13	29.54	31.00
	Biweekly	1,943.20	2,040.80	2,141.60	2,250.40	2,363.20	2,480.00
	Monthly	4,210.27	4,421.73	4,640.13	4,875.87	5,120.27	5,373.33
	Annual	50,523.20	53,060.80	55,681.60	58,510.40	61,443.20	64,480.00
22	Hourly	24.85	26.10	27.48	28.81	30.24	31.73
	Biweekly	1,988.00	2,088.00	2,198.40	2,304.80	2,419.20	2,538.40
	Monthly	4,307.33	4,524.00	4,763.20	4,993.73	5,241.60	5,499.87
	Annual	51,688.00	54,288.00	57,158.40	59,924.80	62,899.20	65,998.40
23	Hourly	25.50	26.77	28.10	29.54	30.98	32.52
	Biweekly	2,040.00	2,141.60	2,248.00	2,363.20	2,478.40	2,601.60
	Monthly	4,420.00	4,640.13	4,870.67	5,120.27	5,369.87	5,636.80
	Annual	53,040.00	55,681.60	58,448.00	61,443.20	64,438.40	67,641.60
24	Hourly	26.10	27.39	28.80	30.23	31.71	33.30
	Biweekly	2,088.00	2,191.20	2,304.00	2,418.40	2,536.80	2,664.00
	Monthly	4,524.00	4,747.60	4,992.00	5,239.87	5,496.40	5,772.00
	Annual	54,288.00	56,971.20	59,904.00	62,878.40	65,956.80	69,264.00
25	Hourly	26.77	28.09	29.54	30.98	32.52	34.15
	Biweekly	2,141.60	2,247.20	2,363.20	2,478.40	2,601.60	2,732.00
	Monthly	4,640.13	4,868.93	5,120.27	5,369.87	5,636.80	5,919.33
	Annual	55,681.60	58,427.20	61,443.20	64,438.40	67,641.60	71,032.00
26	Hourly	27.38	28.80	30.19	31.70	33.30	34.96
	Biweekly	2,190.40	2,304.00	2,415.20	2,536.00	2,664.00	2,796.80
	Monthly	4,745.87	4,992.00	5,232.93	5,494.67	5,772.00	6,059.73
	Annual	56,950.40	59,904.00	62,795.20	65,936.00	69,264.00	72,716.80
27	Hourly	28.10	29.54	30.98	32.52	34.15	35.86
	Biweekly	2,248.00	2,363.20	2,478.40	2,601.60	2,732.00	2,868.80
	Monthly	4,870.67	5,120.27	5,369.87	5,636.80	5,919.33	6,215.73
	Annual	58,448.00	61,443.20	64,438.40	67,641.60	71,032.00	74,588.80
28	Hourly	28.81	30.24	31.71	33.31	35.00	36.74
	Biweekly	2,304.80	2,419.20	2,536.80	2,664.80	2,800.00	2,939.20
	Monthly	4,993.73	5,241.60	5,496.40	5,773.73	6,066.67	6,368.27
	Annual	59,924.80	62,899.20	65,956.80	69,284.80	72,800.00	76,419.20
29	Hourly	29.54	31.00	32.53	34.18	35.89	37.66
	Biweekly	2,363.20	2,480.00	2,602.40	2,734.40	2,871.20	3,012.80
	Monthly	5,120.27	5,373.33	5,638.53	5,924.53	6,220.93	6,527.73
	Annual	61,443.20	64,480.00	67,662.40	71,094.40	74,651.20	78,332.80
30	Hourly	30.24	31.76	33.32	35.01	36.78	38.60
	Biweekly	2,419.20	2,540.80	2,665.60	2,800.80	2,942.40	3,088.00
	Monthly	5,241.60	5,505.07	5,775.47	6,068.40	6,375.20	6,690.67
	Annual	62,899.20	66,060.80	69,305.60	72,820.80	76,502.40	80,288.00

**RAMONA MUNICIPAL WATER DISTRICT**  
**APPENDIX A - Salary Schedule**  
**(January 1, 2015)**

Percent Increase from Prior Table 4%

Range	Rate	Step A	Step B	Step C	Step D	Step E	Step F
31	Hourly	30.93	32.51	34.11	35.84	37.61	39.51
	Biweekly	2,474.40	2,600.80	2,728.80	2,867.20	3,008.80	3,160.80
	Monthly	5,361.20	5,635.07	5,912.40	6,212.27	6,519.07	6,848.40
	Annual	64,334.40	67,620.80	70,948.80	74,547.20	78,228.80	82,180.80
32	Hourly	31.69	33.26	34.96	36.72	38.51	40.41
	Biweekly	2,535.20	2,660.80	2,796.80	2,937.60	3,080.80	3,232.80
	Monthly	5,492.93	5,765.07	6,059.73	6,364.80	6,675.07	7,004.40
	Annual	65,915.20	69,180.80	72,716.80	76,377.60	80,100.80	84,052.80
33	Hourly	32.50	34.11	35.82	37.59	39.50	41.45
	Biweekly	2,600.00	2,728.80	2,865.60	3,007.20	3,160.00	3,316.00
	Monthly	5,633.33	5,912.40	6,208.80	6,515.60	6,846.67	7,184.67
	Annual	67,600.00	70,948.80	74,505.60	78,187.20	82,160.00	86,216.00
34	Hourly	33.32	35.00	36.75	38.59	40.55	42.56
	Biweekly	2,665.60	2,800.00	2,940.00	3,087.20	3,244.00	3,404.80
	Monthly	5,775.47	6,066.67	6,370.00	6,688.93	7,028.67	7,377.07
	Annual	69,305.60	72,800.00	76,440.00	80,267.20	84,344.00	88,524.80
35	Hourly	34.20	35.90	37.68	39.56	41.56	43.64
	Biweekly	2,736.00	2,872.00	3,014.40	3,164.80	3,324.80	3,491.20
	Monthly	5,928.00	6,222.67	6,531.20	6,857.07	7,203.73	7,564.27
	Annual	71,136.00	74,672.00	78,374.40	82,284.80	86,444.80	90,771.20
36	Hourly	35.01	36.78	38.60	40.56	42.57	44.69
	Biweekly	2,800.80	2,942.40	3,088.00	3,244.80	3,405.60	3,575.20
	Monthly	6,068.40	6,375.20	6,690.67	7,030.40	7,378.80	7,746.27
	Annual	72,820.80	76,502.40	80,288.00	84,364.80	88,545.60	92,955.20
37	Hourly	35.93	37.70	39.58	41.61	43.64	45.83
	Biweekly	2,874.40	3,016.00	3,166.40	3,328.80	3,491.20	3,666.40
	Monthly	6,227.87	6,534.67	6,860.53	7,212.40	7,564.27	7,943.87
	Annual	74,734.40	78,416.00	82,326.40	86,548.80	90,771.20	95,326.40
38	Hourly	36.82	38.64	40.59	42.58	44.76	46.99
	Biweekly	2,945.60	3,091.20	3,247.20	3,406.40	3,580.80	3,759.20
	Monthly	6,382.13	6,697.60	7,035.60	7,380.53	7,758.40	8,144.93
	Annual	76,585.60	80,371.20	84,427.20	88,566.40	93,100.80	97,739.20
39	Hourly	37.73	39.59	41.62	43.65	45.82	48.12
	Biweekly	3,018.40	3,167.20	3,329.60	3,492.00	3,665.60	3,849.60
	Monthly	6,539.87	6,862.27	7,214.13	7,566.00	7,942.13	8,340.80
	Annual	78,478.40	82,347.20	86,569.60	90,792.00	95,305.60	100,089.60
40	Hourly	38.67	40.60	42.62	44.79	47.00	49.33
	Biweekly	3,093.60	3,248.00	3,409.60	3,583.20	3,760.00	3,946.40
	Monthly	6,702.80	7,037.33	7,387.47	7,763.60	8,146.67	8,550.53
	Annual	80,433.60	84,448.00	88,649.60	93,163.20	97,760.00	102,606.40

**RAMONA MUNICIPAL WATER DISTRICT**  
**APPENDIX A - Salary Schedule**  
**(January 1, 2015)**

Percent Increase from Prior Table 4%

Range	Rate	Step A	Step B	Step C	Step D	Step E	Step F
41	Hourly	39.63	41.63	43.68	45.86	48.17	50.59
	Biweekly	3,170.40	3,330.40	3,494.40	3,668.80	3,853.60	4,047.20
	Monthly	6,869.20	7,215.87	7,571.20	7,949.07	8,349.47	8,768.93
	Annual	82,430.40	86,590.40	90,854.40	95,388.80	100,193.60	105,227.20
42	Hourly	40.62	42.64	44.80	47.02	49.34	51.81
	Biweekly	3,249.60	3,411.20	3,584.00	3,761.60	3,947.20	4,144.80
	Monthly	7,040.80	7,390.93	7,765.33	8,150.13	8,552.27	8,980.40
	Annual	84,489.60	88,691.20	93,184.00	97,801.60	102,627.20	107,764.80
43	Hourly	41.38	43.45	45.66	47.91	50.32	52.83
	Biweekly	3,310.40	3,476.00	3,652.80	3,832.80	4,025.60	4,226.40
	Monthly	7,172.53	7,531.33	7,914.40	8,304.40	8,722.13	9,157.20
	Annual	86,070.40	90,376.00	94,972.80	99,652.80	104,665.60	109,886.40
44	Hourly	42.43	44.52	46.77	49.12	51.57	54.15
	Biweekly	3,394.40	3,561.60	3,741.60	3,929.60	4,125.60	4,332.00
	Monthly	7,354.53	7,716.80	8,106.80	8,514.13	8,938.80	9,386.00
	Annual	88,254.40	92,601.60	97,281.60	102,169.60	107,265.60	112,632.00
45	Hourly	43.49	45.68	47.95	50.34	52.83	55.47
	Biweekly	3,479.20	3,654.40	3,836.00	4,027.20	4,226.40	4,437.60
	Monthly	7,538.27	7,917.87	8,311.33	8,725.60	9,157.20	9,614.80
	Annual	90,459.20	95,014.40	99,736.00	104,707.20	109,886.40	115,377.60
46	Hourly	44.56	46.80	49.15	51.60	54.16	56.88
	Biweekly	3,564.80	3,744.00	3,932.00	4,128.00	4,332.80	4,550.40
	Monthly	7,723.73	8,112.00	8,519.33	8,944.00	9,387.73	9,859.20
	Annual	92,684.80	97,344.00	102,232.00	107,328.00	112,652.80	118,310.40
47	Hourly	45.69	47.98	50.37	52.84	55.52	58.30
	Biweekly	3,655.20	3,838.40	4,029.60	4,227.20	4,441.60	4,664.00
	Monthly	7,919.60	8,316.53	8,730.80	9,158.93	9,623.47	10,105.33
	Annual	95,035.20	99,798.40	104,769.60	109,907.20	115,481.60	121,264.00
48	Hourly	46.82	49.17	51.62	54.19	56.89	59.73
	Biweekly	3,745.60	3,933.60	4,129.60	4,335.20	4,551.20	4,778.40
	Monthly	8,115.47	8,522.80	8,947.47	9,392.93	9,860.93	10,353.20
	Annual	97,385.60	102,273.60	107,369.60	112,715.20	118,331.20	124,238.40
49	Hourly	47.83	50.19	52.68	55.33	58.08	60.96
	Biweekly	3,826.40	4,015.20	4,214.40	4,426.40	4,646.40	4,876.80
	Monthly	8,290.53	8,699.60	9,131.20	9,590.53	10,067.20	10,566.40
	Annual	99,486.40	104,395.20	109,574.40	115,086.40	120,806.40	126,796.80
50	Hourly	48.99	51.43	54.02	56.70	59.55	62.54
	Biweekly	3,919.20	4,114.40	4,321.60	4,536.00	4,764.00	5,003.20
	Monthly	8,491.60	8,914.53	9,363.47	9,828.00	10,322.00	10,840.27
	Annual	101,899.20	106,974.40	112,361.60	117,936.00	123,864.00	130,083.20

**RAMONA MUNICIPAL WATER DISTRICT**  
**APPENDIX A - Salary Schedule**  
**(January 1, 2015)**

Percent Increase from Prior Table 4%

Range	Rate	Step A	Step B	Step C	Step D	Step E	Step F
51	Hourly	50.22	52.73	55.36	58.14	61.03	64.11
	Biweekly	4,017.60	4,218.40	4,428.80	4,651.20	4,882.40	5,128.80
	Monthly	8,704.80	9,139.87	9,595.73	10,077.60	10,578.53	11,112.40
	Annual	104,457.60	109,678.40	115,148.80	120,931.20	126,942.40	133,348.80
52	Hourly	51.47	54.05	56.72	59.57	62.56	65.68
	Biweekly	4,117.60	4,324.00	4,537.60	4,765.60	5,004.80	5,254.40
	Monthly	8,921.47	9,368.67	9,831.47	10,325.47	10,843.73	11,384.53
	Annual	107,057.60	112,424.00	117,977.60	123,905.60	130,124.80	136,614.40
53	Hourly	52.12	54.78	57.49	60.35	63.40	66.55
	Biweekly	4,169.60	4,382.40	4,599.20	4,828.00	5,072.00	5,324.00
	Monthly	9,034.13	9,495.20	9,964.93	10,460.67	10,989.33	11,535.33
	Annual	108,409.60	113,942.40	119,579.20	125,528.00	131,872.00	138,424.00
54	Hourly	53.44	56.10	58.93	61.87	64.93	68.17
	Biweekly	4,275.20	4,488.00	4,714.40	4,949.60	5,194.40	5,453.60
	Monthly	9,262.93	9,724.00	10,214.53	10,724.13	11,254.53	11,816.13
	Annual	111,155.20	116,688.00	122,574.40	128,689.60	135,054.40	141,793.60
55	Hourly	54.82	57.52	60.38	63.42	66.56	69.90
	Biweekly	4,385.60	4,601.60	4,830.40	5,073.60	5,324.80	5,592.00
	Monthly	9,502.13	9,970.13	10,465.87	10,992.80	11,537.07	12,116.00
	Annual	114,025.60	119,641.60	125,590.40	131,913.60	138,444.80	145,392.00
56	Hourly	56.13	58.95	61.90	64.99	68.27	71.68
	Biweekly	4,490.40	4,716.00	4,952.00	5,199.20	5,461.60	5,734.40
	Monthly	9,729.20	10,218.00	10,729.33	11,264.93	11,833.47	12,424.53
	Annual	116,750.40	122,616.00	128,752.00	135,179.20	142,001.60	149,094.40
57	Hourly	57.54	60.47	63.45	66.61	69.96	73.47
	Biweekly	4,603.20	4,837.60	5,076.00	5,328.80	5,596.80	5,877.60
	Monthly	9,973.60	10,481.47	10,998.00	11,545.73	12,126.40	12,734.80
	Annual	119,683.20	125,777.60	131,976.00	138,548.80	145,516.80	152,817.60
58	Hourly	58.97	61.94	65.04	68.29	71.68	75.26
	Biweekly	4,717.60	4,955.20	5,203.20	5,463.20	5,734.40	6,020.80
	Monthly	10,221.47	10,736.27	11,273.60	11,836.93	12,424.53	13,045.07
	Annual	122,657.60	128,835.20	135,283.20	142,043.20	149,094.40	156,540.80
59	Hourly	60.49	63.47	66.65	70.00	73.47	77.14
	Biweekly	4,839.20	5,077.60	5,332.00	5,600.00	5,877.60	6,171.20
	Monthly	10,484.93	11,001.47	11,552.67	12,133.33	12,734.80	13,370.93
	Annual	125,819.20	132,017.60	138,632.00	145,600.00	152,817.60	160,451.20
60	Hourly	61.99	65.08	68.34	71.74	75.32	79.10
	Biweekly	4,959.20	5,206.40	5,467.20	5,739.20	6,025.60	6,328.00
	Monthly	10,744.93	11,280.53	11,845.60	12,434.93	13,055.47	13,710.67
	Annual	128,939.20	135,366.40	142,147.20	149,219.20	156,665.60	164,528.00

**RAMONA MUNICIPAL WATER DISTRICT**  
**APPENDIX A - Salary Schedule**  
**(January 1, 2015)**

Percent Increase from Prior Table 4%

Range	Rate	Step A	Step B	Step C	Step D	Step E	Step F
61	Hourly	63.52	66.70	70.08	73.53	77.20	81.05
	Biweekly	5,081.60	5,336.00	5,606.40	5,882.40	6,176.00	6,484.00
	Monthly	11,010.13	11,561.33	12,147.20	12,745.20	13,381.33	14,048.67
	Annual	132,121.60	138,736.00	145,766.40	152,942.40	160,576.00	168,584.00
62	Hourly	65.14	68.40	71.82	75.35	79.15	83.11
	Biweekly	5,211.20	5,472.00	5,745.60	6,028.00	6,332.00	6,648.80
	Monthly	11,290.93	11,856.00	12,448.80	13,060.67	13,719.33	14,405.73
	Annual	135,491.20	142,272.00	149,385.60	156,728.00	164,632.00	172,868.80
63	Hourly	66.76	70.11	73.60	77.22	81.13	85.19
	Biweekly	5,340.80	5,608.80	5,888.00	6,177.60	6,490.40	6,815.20
	Monthly	11,571.73	12,152.40	12,757.33	13,384.80	14,062.53	14,766.27
	Annual	138,860.80	145,828.80	153,088.00	160,617.60	168,750.40	177,195.20
64	Hourly	68.43	71.86	75.43	79.18	83.15	87.31
	Biweekly	5,474.40	5,748.80	6,034.40	6,334.40	6,652.00	6,984.80
	Monthly	11,861.20	12,455.73	13,074.53	13,724.53	14,412.67	15,133.73
	Annual	142,334.40	149,468.80	156,894.40	164,694.40	172,952.00	181,604.80
65	Hourly	70.14	73.64	77.33	81.15	85.23	89.50
	Biweekly	5,611.20	5,891.20	6,186.40	6,492.00	6,818.40	7,160.00
	Monthly	12,157.60	12,764.27	13,403.87	14,066.00	14,773.20	15,513.33
	Annual	145,891.20	153,171.20	160,846.40	168,792.00	177,278.40	186,160.00

**RAMONA MUNICIPAL WATER DISTRICT**  
**APPENDIX A - Salary Schedule**  
**(January 1, 2016)**

Percent Increase from Prior Table 3.1%

Range	Rate	Step A	Step B	Step C	Step D	Step E	Step F
1	Hourly	15.52	16.29	17.12	17.94	18.84	19.80
	Biweekly	1,241.60	1,303.20	1,369.60	1,435.20	1,507.20	1,584.00
	Monthly	2,690.13	2,823.60	2,967.47	3,109.60	3,265.60	3,432.00
	Annual	32,281.60	33,883.20	35,609.60	37,315.20	39,187.20	41,184.00
2	Hourly	15.91	16.65	17.53	18.38	19.34	20.31
	Biweekly	1,272.80	1,332.00	1,402.40	1,470.40	1,547.20	1,624.80
	Monthly	2,757.73	2,886.00	3,038.53	3,185.87	3,352.27	3,520.40
	Annual	33,092.80	34,632.00	36,462.40	38,230.40	40,227.20	42,244.80
3	Hourly	16.28	17.07	17.93	18.82	19.82	20.82
	Biweekly	1,302.40	1,365.60	1,434.40	1,505.60	1,585.60	1,665.60
	Monthly	2,821.87	2,958.80	3,107.87	3,262.13	3,435.47	3,608.80
	Annual	33,862.40	35,505.60	37,294.40	39,145.60	41,225.60	43,305.60
4	Hourly	16.64	17.53	18.37	19.31	20.26	21.27
	Biweekly	1,331.20	1,402.40	1,469.60	1,544.80	1,620.80	1,701.60
	Monthly	2,884.27	3,038.53	3,184.13	3,347.07	3,511.73	3,686.80
	Annual	34,611.20	36,462.40	38,209.60	40,164.80	42,140.80	44,241.60
5	Hourly	17.05	17.91	18.80	19.76	20.72	21.77
	Biweekly	1,364.00	1,432.80	1,504.00	1,580.80	1,657.60	1,741.60
	Monthly	2,955.33	3,104.40	3,258.67	3,425.07	3,591.47	3,773.47
	Annual	35,464.00	37,252.80	39,104.00	41,100.80	43,097.60	45,281.60
6	Hourly	17.51	18.37	19.30	20.22	21.24	22.31
	Biweekly	1,400.80	1,469.60	1,544.00	1,617.60	1,699.20	1,784.80
	Monthly	3,035.07	3,184.13	3,345.33	3,504.80	3,681.60	3,867.07
	Annual	36,420.80	38,209.60	40,144.00	42,057.60	44,179.20	46,404.80
7	Hourly	17.89	18.76	19.75	20.70	21.74	22.85
	Biweekly	1,431.20	1,500.80	1,580.00	1,656.00	1,739.20	1,828.00
	Monthly	3,100.93	3,251.73	3,423.33	3,588.00	3,768.27	3,960.67
	Annual	37,211.20	39,020.80	41,080.00	43,056.00	45,219.20	47,528.00
8	Hourly	18.34	19.29	20.21	21.23	22.29	23.39
	Biweekly	1,467.20	1,543.20	1,616.80	1,698.40	1,783.20	1,871.20
	Monthly	3,178.93	3,343.60	3,503.07	3,679.87	3,863.60	4,054.27
	Annual	38,147.20	40,123.20	42,036.80	44,158.40	46,363.20	48,651.20
9	Hourly	18.74	19.74	20.66	21.72	22.85	24.00
	Biweekly	1,499.20	1,579.20	1,652.80	1,737.60	1,828.00	1,920.00
	Monthly	3,248.27	3,421.60	3,581.07	3,764.80	3,960.67	4,160.00
	Annual	38,979.20	41,059.20	42,972.80	45,177.60	47,528.00	49,920.00
10	Hourly	19.23	20.20	21.22	22.28	23.41	24.59
	Biweekly	1,538.40	1,616.00	1,697.60	1,782.40	1,872.80	1,967.20
	Monthly	3,333.20	3,501.33	3,678.13	3,861.87	4,057.73	4,262.27
	Annual	39,998.40	42,016.00	44,137.60	46,342.40	48,692.80	51,147.20

**RAMONA MUNICIPAL WATER DISTRICT**  
**APPENDIX A - Salary Schedule**  
**(January 1, 2016)**

Percent Increase from Prior Table 3.1%

Range	Rate	Step A	Step B	Step C	Step D	Step E	Step F
11	Hourly	19.72	20.65	21.71	22.84	23.92	25.12
	Biweekly	1,577.60	1,652.00	1,736.80	1,827.20	1,913.60	2,009.60
	Monthly	3,418.13	3,579.33	3,763.07	3,958.93	4,146.13	4,354.13
	Annual	41,017.60	42,952.00	45,156.80	47,507.20	49,753.60	52,249.60
12	Hourly	20.17	21.20	22.22	23.36	24.55	25.76
	Biweekly	1,613.60	1,696.00	1,777.60	1,868.80	1,964.00	2,060.80
	Monthly	3,496.13	3,674.67	3,851.47	4,049.07	4,255.33	4,465.07
	Annual	41,953.60	44,096.00	46,217.60	48,588.80	51,064.00	53,580.80
13	Hourly	20.64	21.70	22.77	23.91	25.15	26.41
	Biweekly	1,651.20	1,736.00	1,821.60	1,912.80	2,012.00	2,112.80
	Monthly	3,577.60	3,761.33	3,946.80	4,144.40	4,359.33	4,577.73
	Annual	42,931.20	45,136.00	47,361.60	49,732.80	52,312.00	54,932.80
14	Hourly	21.19	22.20	23.34	24.51	25.69	26.98
	Biweekly	1,695.20	1,776.00	1,867.20	1,960.80	2,055.20	2,158.40
	Monthly	3,672.93	3,848.00	4,045.60	4,248.40	4,452.93	4,676.53
	Annual	44,075.20	46,176.00	48,547.20	50,980.80	53,435.20	56,118.40
15	Hourly	21.67	22.77	23.89	25.12	26.35	27.65
	Biweekly	1,733.60	1,821.60	1,911.20	2,009.60	2,108.00	2,212.00
	Monthly	3,756.13	3,946.80	4,140.93	4,354.13	4,567.33	4,792.67
	Annual	45,073.60	47,361.60	49,691.20	52,249.60	54,808.00	57,512.00
16	Hourly	22.18	23.31	24.43	25.68	26.97	28.33
	Biweekly	1,774.40	1,864.80	1,954.40	2,054.40	2,157.60	2,266.40
	Monthly	3,844.53	4,040.40	4,234.53	4,451.20	4,674.80	4,910.53
	Annual	46,134.40	48,484.80	50,814.40	53,414.40	56,097.60	58,926.40
17	Hourly	22.74	23.89	25.12	26.33	27.65	29.04
	Biweekly	1,819.20	1,911.20	2,009.60	2,106.40	2,212.00	2,323.20
	Monthly	3,941.60	4,140.93	4,354.13	4,563.87	4,792.67	5,033.60
	Annual	47,299.20	49,691.20	52,249.60	54,766.40	57,512.00	60,403.20
18	Hourly	23.29	24.43	25.68	26.97	28.36	29.79
	Biweekly	1,863.20	1,954.40	2,054.40	2,157.60	2,268.80	2,383.20
	Monthly	4,036.93	4,234.53	4,451.20	4,674.80	4,915.73	5,163.60
	Annual	48,443.20	50,814.40	53,414.40	56,097.60	58,988.80	61,963.20
19	Hourly	23.88	25.04	26.31	27.63	29.01	30.47
	Biweekly	1,910.40	2,003.20	2,104.80	2,210.40	2,320.80	2,437.60
	Monthly	4,139.20	4,340.27	4,560.40	4,789.20	5,028.40	5,281.47
	Annual	49,670.40	52,083.20	54,724.80	57,470.40	60,340.80	63,377.60
20	Hourly	24.41	25.63	26.93	28.35	29.67	31.15
	Biweekly	1,952.80	2,050.40	2,154.40	2,268.00	2,373.60	2,492.00
	Monthly	4,231.07	4,442.53	4,667.87	4,914.00	5,142.80	5,399.33
	Annual	50,772.80	53,310.40	56,014.40	58,968.00	61,713.60	64,792.00

**RAMONA MUNICIPAL WATER DISTRICT**  
**APPENDIX A - Salary Schedule**  
**(January 1, 2016)**

Percent Increase from Prior Table 3.1%

Range	Rate	Step A	Step B	Step C	Step D	Step E	Step F
21	Hourly	25.04	26.30	27.60	29.00	30.46	31.96
	Biweekly	2,003.20	2,104.00	2,208.00	2,320.00	2,436.80	2,556.80
	Monthly	4,340.27	4,558.67	4,784.00	5,026.67	5,279.73	5,539.73
	Annual	52,083.20	54,704.00	57,408.00	60,320.00	63,356.80	66,476.80
22	Hourly	25.62	26.91	28.33	29.70	31.18	32.71
	Biweekly	2,049.60	2,152.80	2,266.40	2,376.00	2,494.40	2,616.80
	Monthly	4,440.80	4,664.40	4,910.53	5,148.00	5,404.53	5,669.73
	Annual	53,289.60	55,972.80	58,926.40	61,776.00	64,854.40	68,036.80
23	Hourly	26.29	27.60	28.97	30.46	31.94	33.53
	Biweekly	2,103.20	2,208.00	2,317.60	2,436.80	2,555.20	2,682.40
	Monthly	4,556.93	4,784.00	5,021.47	5,279.73	5,536.27	5,811.87
	Annual	54,683.20	57,408.00	60,257.60	63,356.80	66,435.20	69,742.40
24	Hourly	26.91	28.24	29.69	31.17	32.69	34.33
	Biweekly	2,152.80	2,259.20	2,375.20	2,493.60	2,615.20	2,746.40
	Monthly	4,664.40	4,894.93	5,146.27	5,402.80	5,666.27	5,950.53
	Annual	55,972.80	58,739.20	61,755.20	64,833.60	67,995.20	71,406.40
25	Hourly	27.60	28.96	30.46	31.94	33.53	35.21
	Biweekly	2,208.00	2,316.80	2,436.80	2,555.20	2,682.40	2,816.80
	Monthly	4,784.00	5,019.73	5,279.73	5,536.27	5,811.87	6,103.07
	Annual	57,408.00	60,236.80	63,356.80	66,435.20	69,742.40	73,236.80
26	Hourly	28.23	29.69	31.13	32.68	34.33	36.04
	Biweekly	2,258.40	2,375.20	2,490.40	2,614.40	2,746.40	2,883.20
	Monthly	4,893.20	5,146.27	5,395.87	5,664.53	5,950.53	6,246.93
	Annual	58,718.40	61,755.20	64,750.40	67,974.40	71,406.40	74,963.20
27	Hourly	28.97	30.46	31.94	33.53	35.21	36.97
	Biweekly	2,317.60	2,436.80	2,555.20	2,682.40	2,816.80	2,957.60
	Monthly	5,021.47	5,279.73	5,536.27	5,811.87	6,103.07	6,408.13
	Annual	60,257.60	63,356.80	66,435.20	69,742.40	73,236.80	76,897.60
28	Hourly	29.70	31.18	32.69	34.34	36.09	37.88
	Biweekly	2,376.00	2,494.40	2,615.20	2,747.20	2,887.20	3,030.40
	Monthly	5,148.00	5,404.53	5,666.27	5,952.27	6,255.60	6,565.87
	Annual	61,776.00	64,854.40	67,995.20	71,427.20	75,067.20	78,790.40
29	Hourly	30.46	31.96	33.54	35.24	37.00	38.83
	Biweekly	2,436.80	2,556.80	2,683.20	2,819.20	2,960.00	3,106.40
	Monthly	5,279.73	5,539.73	5,813.60	6,108.27	6,413.33	6,730.53
	Annual	63,356.80	66,476.80	69,763.20	73,299.20	76,960.00	80,766.40
30	Hourly	31.18	32.74	34.35	36.10	37.92	39.80
	Biweekly	2,494.40	2,619.20	2,748.00	2,888.00	3,033.60	3,184.00
	Monthly	5,404.53	5,674.93	5,954.00	6,257.33	6,572.80	6,898.67
	Annual	64,854.40	68,099.20	71,448.00	75,088.00	78,873.60	82,784.00

**RAMONA MUNICIPAL WATER DISTRICT**  
**APPENDIX A - Salary Schedule**  
**(January 1, 2016)**

Percent Increase from Prior Table 3.1%

Range	Rate	Step A	Step B	Step C	Step D	Step E	Step F
31	Hourly	31.89	33.52	35.17	36.95	38.78	40.73
	Biweekly	2,551.20	2,681.60	2,813.60	2,956.00	3,102.40	3,258.40
	Monthly	5,527.60	5,810.13	6,096.13	6,404.67	6,721.87	7,059.87
	Annual	66,331.20	69,721.60	73,153.60	76,856.00	80,662.40	84,718.40
32	Hourly	32.67	34.29	36.04	37.86	39.70	41.66
	Biweekly	2,613.60	2,743.20	2,883.20	3,028.80	3,176.00	3,332.80
	Monthly	5,662.80	5,943.60	6,246.93	6,562.40	6,881.33	7,221.07
	Annual	67,953.60	71,323.20	74,963.20	78,748.80	82,576.00	86,652.80
33	Hourly	33.51	35.17	36.93	38.76	40.72	42.73
	Biweekly	2,680.80	2,813.60	2,954.40	3,100.80	3,257.60	3,418.40
	Monthly	5,808.40	6,096.13	6,401.20	6,718.40	7,058.13	7,406.53
	Annual	69,700.80	73,153.60	76,814.40	80,620.80	84,697.60	88,878.40
34	Hourly	34.35	36.09	37.89	39.79	41.81	43.88
	Biweekly	2,748.00	2,887.20	3,031.20	3,183.20	3,344.80	3,510.40
	Monthly	5,954.00	6,255.60	6,567.60	6,896.93	7,247.07	7,605.87
	Annual	71,448.00	75,067.20	78,811.20	82,763.20	86,964.80	91,270.40
35	Hourly	35.26	37.01	38.85	40.79	42.85	44.99
	Biweekly	2,820.80	2,960.80	3,108.00	3,263.20	3,428.00	3,599.20
	Monthly	6,111.73	6,415.07	6,734.00	7,070.27	7,427.33	7,798.27
	Annual	73,340.80	76,980.80	80,808.00	84,843.20	89,128.00	93,579.20
36	Hourly	36.10	37.92	39.80	41.82	43.89	46.08
	Biweekly	2,888.00	3,033.60	3,184.00	3,345.60	3,511.20	3,686.40
	Monthly	6,257.33	6,572.80	6,898.67	7,248.80	7,607.60	7,987.20
	Annual	75,088.00	78,873.60	82,784.00	86,985.60	91,291.20	95,846.40
37	Hourly	37.04	38.87	40.81	42.90	44.99	47.25
	Biweekly	2,963.20	3,109.60	3,264.80	3,432.00	3,599.20	3,780.00
	Monthly	6,420.27	6,737.47	7,073.73	7,436.00	7,798.27	8,190.00
	Annual	77,043.20	80,849.60	84,884.80	89,232.00	93,579.20	98,280.00
38	Hourly	37.96	39.84	41.85	43.90	46.15	48.45
	Biweekly	3,036.80	3,187.20	3,348.00	3,512.00	3,692.00	3,876.00
	Monthly	6,579.73	6,905.60	7,254.00	7,609.33	7,999.33	8,398.00
	Annual	78,956.80	82,867.20	87,048.00	91,312.00	95,992.00	100,776.00
39	Hourly	38.90	40.82	42.91	45.00	47.24	49.61
	Biweekly	3,112.00	3,265.60	3,432.80	3,600.00	3,779.20	3,968.80
	Monthly	6,742.67	7,075.47	7,437.73	7,800.00	8,188.27	8,599.07
	Annual	80,912.00	84,905.60	89,252.80	93,600.00	98,259.20	103,188.80
40	Hourly	39.87	41.86	43.94	46.18	48.46	50.86
	Biweekly	3,189.60	3,348.80	3,515.20	3,694.40	3,876.80	4,068.80
	Monthly	6,910.80	7,255.73	7,616.27	8,004.53	8,399.73	8,815.73
	Annual	82,929.60	87,068.80	91,395.20	96,054.40	100,796.80	105,788.80

**RAMONA MUNICIPAL WATER DISTRICT**  
**APPENDIX A - Salary Schedule**  
**(January 1, 2016)**

Percent Increase from Prior Table 3.1%

Range	Rate	Step A	Step B	Step C	Step D	Step E	Step F
41	Hourly	40.86	42.92	45.03	47.28	49.66	52.16
	Biweekly	3,268.80	3,433.60	3,602.40	3,782.40	3,972.80	4,172.80
	Monthly	7,082.40	7,439.47	7,805.20	8,195.20	8,607.73	9,041.07
	Annual	84,988.80	89,273.60	93,662.40	98,342.40	103,292.80	108,492.80
42	Hourly	41.88	43.96	46.19	48.48	50.87	53.42
	Biweekly	3,350.40	3,516.80	3,695.20	3,878.40	4,069.60	4,273.60
	Monthly	7,259.20	7,619.73	8,006.27	8,403.20	8,817.47	9,259.47
	Annual	87,110.40	91,436.80	96,075.20	100,838.40	105,809.60	111,113.60
43	Hourly	42.66	44.80	47.08	49.40	51.88	54.47
	Biweekly	3,412.80	3,584.00	3,766.40	3,952.00	4,150.40	4,357.60
	Monthly	7,394.40	7,765.33	8,160.53	8,562.67	8,992.53	9,441.47
	Annual	88,732.80	93,184.00	97,926.40	102,752.00	107,910.40	113,297.60
44	Hourly	43.75	45.90	48.22	50.64	53.17	55.83
	Biweekly	3,500.00	3,672.00	3,857.60	4,051.20	4,253.60	4,466.40
	Monthly	7,583.33	7,956.00	8,358.13	8,777.60	9,216.13	9,677.20
	Annual	91,000.00	95,472.00	100,297.60	105,331.20	110,593.60	116,126.40
45	Hourly	44.84	47.10	49.44	51.90	54.47	57.19
	Biweekly	3,587.20	3,768.00	3,955.20	4,152.00	4,357.60	4,575.20
	Monthly	7,772.27	8,164.00	8,569.60	8,996.00	9,441.47	9,912.93
	Annual	93,267.20	97,968.00	102,835.20	107,952.00	113,297.60	118,955.20
46	Hourly	45.94	48.25	50.67	53.20	55.84	58.64
	Biweekly	3,675.20	3,860.00	4,053.60	4,256.00	4,467.20	4,691.20
	Monthly	7,962.93	8,363.33	8,782.80	9,221.33	9,678.93	10,164.27
	Annual	95,555.20	100,360.00	105,393.60	110,656.00	116,147.20	121,971.20
47	Hourly	47.11	49.47	51.93	54.48	57.24	60.11
	Biweekly	3,768.80	3,957.60	4,154.40	4,358.40	4,579.20	4,808.80
	Monthly	8,165.73	8,574.80	9,001.20	9,443.20	9,921.60	10,419.07
	Annual	97,988.80	102,897.60	108,014.40	113,318.40	119,059.20	125,028.80
48	Hourly	48.27	50.69	53.22	55.87	58.65	61.58
	Biweekly	3,861.60	4,055.20	4,257.60	4,469.60	4,692.00	4,926.40
	Monthly	8,366.80	8,786.27	9,224.80	9,684.13	10,166.00	10,673.87
	Annual	100,401.60	105,435.20	110,697.60	116,209.60	121,992.00	128,086.40
49	Hourly	49.31	51.75	54.31	57.05	59.88	62.85
	Biweekly	3,944.80	4,140.00	4,344.80	4,564.00	4,790.40	5,028.00
	Monthly	8,547.07	8,970.00	9,413.73	9,888.67	10,379.20	10,894.00
	Annual	102,564.80	107,640.00	112,964.80	118,664.00	124,550.40	130,728.00
50	Hourly	50.51	53.02	55.69	58.46	61.40	64.48
	Biweekly	4,040.80	4,241.60	4,455.20	4,676.80	4,912.00	5,158.40
	Monthly	8,755.07	9,190.13	9,652.93	10,133.07	10,642.67	11,176.53
	Annual	105,060.80	110,281.60	115,835.20	121,596.80	127,712.00	134,118.40

**RAMONA MUNICIPAL WATER DISTRICT**  
**APPENDIX A - Salary Schedule**  
**(January 1, 2016)**

Percent Increase from Prior Table 3.1%

Range	Rate	Step A	Step B	Step C	Step D	Step E	Step F
51	Hourly	51.78	54.36	57.08	59.94	62.92	66.10
	Biweekly	4,142.40	4,348.80	4,566.40	4,795.20	5,033.60	5,288.00
	Monthly	8,975.20	9,422.40	9,893.87	10,389.60	10,906.13	11,457.33
	Annual	107,702.40	113,068.80	118,726.40	124,675.20	130,873.60	137,488.00
52	Hourly	53.07	55.73	58.48	61.42	64.50	67.72
	Biweekly	4,245.60	4,458.40	4,678.40	4,913.60	5,160.00	5,417.60
	Monthly	9,198.80	9,659.87	10,136.53	10,646.13	11,180.00	11,738.13
	Annual	110,385.60	115,918.40	121,638.40	127,753.60	134,160.00	140,857.60
53	Hourly	53.74	56.48	59.27	62.22	65.37	68.61
	Biweekly	4,299.20	4,518.40	4,741.60	4,977.60	5,229.60	5,488.80
	Monthly	9,314.93	9,789.87	10,273.47	10,784.80	11,330.80	11,892.40
	Annual	111,779.20	117,478.40	123,281.60	129,417.60	135,969.60	142,708.80
54	Hourly	55.10	57.84	60.76	63.79	66.94	70.28
	Biweekly	4,408.00	4,627.20	4,860.80	5,103.20	5,355.20	5,622.40
	Monthly	9,550.67	10,025.60	10,531.73	11,056.93	11,602.93	12,181.87
	Annual	114,608.00	120,307.20	126,380.80	132,683.20	139,235.20	146,182.40
55	Hourly	56.52	59.30	62.25	65.39	68.62	72.07
	Biweekly	4,521.60	4,744.00	4,980.00	5,231.20	5,489.60	5,765.60
	Monthly	9,796.80	10,278.67	10,790.00	11,334.27	11,894.13	12,492.13
	Annual	117,561.60	123,344.00	129,480.00	136,011.20	142,729.60	149,905.60
56	Hourly	57.87	60.78	63.82	67.00	70.39	73.90
	Biweekly	4,629.60	4,862.40	5,105.60	5,360.00	5,631.20	5,912.00
	Monthly	10,030.80	10,535.20	11,062.13	11,613.33	12,200.93	12,809.33
	Annual	120,369.60	126,422.40	132,745.60	139,360.00	146,411.20	153,712.00
57	Hourly	59.32	62.34	65.42	68.67	72.13	75.75
	Biweekly	4,745.60	4,987.20	5,233.60	5,493.60	5,770.40	6,060.00
	Monthly	10,282.13	10,805.60	11,339.47	11,902.80	12,502.53	13,130.00
	Annual	123,385.60	129,667.20	136,073.60	142,833.60	150,030.40	157,560.00
58	Hourly	60.80	63.86	67.06	70.41	73.90	77.59
	Biweekly	4,864.00	5,108.80	5,364.80	5,632.80	5,912.00	6,207.20
	Monthly	10,538.67	11,069.07	11,623.73	12,204.40	12,809.33	13,448.93
	Annual	126,464.00	132,828.80	139,484.80	146,452.80	153,712.00	161,387.20
59	Hourly	62.37	65.44	68.72	72.17	75.75	79.53
	Biweekly	4,989.60	5,235.20	5,497.60	5,773.60	6,060.00	6,362.40
	Monthly	10,810.80	11,342.93	11,911.47	12,509.47	13,130.00	13,785.20
	Annual	129,729.60	136,115.20	142,937.60	150,113.60	157,560.00	165,422.40
60	Hourly	63.91	67.10	70.46	73.96	77.65	81.55
	Biweekly	5,112.80	5,368.00	5,636.80	5,916.80	6,212.00	6,524.00
	Monthly	11,077.73	11,630.67	12,213.07	12,819.73	13,459.33	14,135.33
	Annual	132,932.80	139,568.00	146,556.80	153,836.80	161,512.00	169,624.00

**RAMONA MUNICIPAL WATER DISTRICT**  
**APPENDIX A - Salary Schedule**  
**(January 1, 2016)**

Percent Increase from Prior Table 3.1%

Range	Rate	Step A	Step B	Step C	Step D	Step E	Step F
61	Hourly	65.49	68.77	72.25	75.81	79.59	83.56
	Biweekly	5,239.20	5,501.60	5,780.00	6,064.80	6,367.20	6,684.80
	Monthly	11,351.60	11,920.13	12,523.33	13,140.40	13,795.60	14,483.73
	Annual	136,219.20	143,041.60	150,280.00	157,684.80	165,547.20	173,804.80
62	Hourly	67.16	70.52	74.05	77.69	81.60	85.69
	Biweekly	5,372.80	5,641.60	5,924.00	6,215.20	6,528.00	6,855.20
	Monthly	11,641.07	12,223.47	12,835.33	13,466.27	14,144.00	14,852.93
	Annual	139,692.80	146,681.60	154,024.00	161,595.20	169,728.00	178,235.20
63	Hourly	68.83	72.28	75.88	79.61	83.65	87.83
	Biweekly	5,506.40	5,782.40	6,070.40	6,368.80	6,692.00	7,026.40
	Monthly	11,930.53	12,528.53	13,152.53	13,799.07	14,499.33	15,223.87
	Annual	143,166.40	150,342.40	157,830.40	165,588.80	173,992.00	182,686.40
64	Hourly	70.55	74.09	77.77	81.63	85.73	90.02
	Biweekly	5,644.00	5,927.20	6,221.60	6,530.40	6,858.40	7,201.60
	Monthly	12,228.67	12,842.27	13,480.13	14,149.20	14,859.87	15,603.47
	Annual	146,744.00	154,107.20	161,761.60	169,790.40	178,318.40	187,241.60
65	Hourly	72.31	75.92	79.73	83.67	87.87	92.27
	Biweekly	5,784.80	6,073.60	6,378.40	6,693.60	7,029.60	7,381.60
	Monthly	12,533.73	13,159.47	13,819.87	14,502.80	15,230.80	15,993.47
	Annual	150,404.80	157,913.60	165,838.40	174,033.60	182,769.60	191,921.60