

RESOLUTION NO. 2023-018

A RESOLUTION OF THE WATER BOARD OF THE CITY OF SAN BERNARDINO, CALIFORNIA, ESTABLISHING A COMPENSATION AND BENEFITS PLAN FOR THE WATER DEPARTMENT REGULAR PART-TIME EMPLOYEES EFFECTIVE JULY 1, 2023

WHEREAS, in accordance with Section 603 of the City Charter, the Water Board is responsible for oversight and management of the City's water supply, recycled water, wastewater collection and treatment functions; and

WHEREAS, it is necessary to document the compensation and benefits granted to Regular Part-Time employees of the Water Department.

BE IT RESOLVED BY THE WATER BOARD OF THE CITY OF SAN BERNARDINO AS FOLLOWS:

SECTION 1.

The above recitals are true and correct and are incorporated herein by this reference.

SECTION 2.

The Water Board hereby establishes a Regular Part-Time Employee Compensation and Benefits Plan, which defines the wages and benefits of those employees whose positions are a part of the Regular Part-Time group, defined as follows:

A. Regular Part-Time Employee: For the purpose of this Resolution, means regular employees assigned to budgeted, regular positions within the Water Department, and as defined by the City of San Bernardino Personnel Rules, Rule #2-1. Temporary or seasonal Part-Time employees and Student Interns are exempt from the provisions of this resolution.

B. Term: The Part-Time Employee Compensation and Benefits Plan "Plan" shall be in effect from July 1, 2023, through June 30, 2028, and shall be as follows:

SECTION 3. SALARY SCHEDULE.

A. Salary Schedules:

1. The salary schedule applicable to Regular Part-Time employees is included as Exhibit 1 effective July 1, 2023.

2. All new Regular Part-Time employees shall be placed at the Starting Salary of the "Hourly Salary Schedule – Regular Part-Time Employees" (Exhibit 1) in effect and shall be subject to a one-year probationary period in accordance with City of San Bernardino Personnel Rules, Rule #3-1, beginning on the first day of employment.

3. Salary advancements within the salary schedule shall be based upon satisfactory work performance and positive recommendations for advancement submitted by the supervisor. Regular Part-Time employees shall be eligible for a salary increase based upon the completion of the initial 1,000 work hour period and a positive recommendation from their supervisor based upon the performance evaluation. Subsequent evaluations shall be made no less frequently than once a year; in the event of a satisfactory evaluation, a salary increase, in accordance with Exhibit 1 in effect, shall be granted.

4. If a Water Department employee moves from full-time status to regular part-time status, salary range will be determined by the Division Director and fall within the salary schedule in effect.

B. Bilingual Pay:

1. Regular Part-Time employees who are in customer service-oriented positions and who meet the certification requirements as developed by Water Department Human Resources are eligible to receive bilingual pay of one dollar (\$1.00) added to their hourly rate.

2. The Division Director will recommend the job classification(s) that may receive bilingual pay, if certified. Approval of all requests must come from the General Manager, or designee, before the bilingual test is administered.

3. Bilingual pay is dependent on the position/assignment and the necessity to use this skill on a daily/hourly basis. Promotions/demotions/transfers to positions that do not require bilingual skills on a daily/hourly basis will result in the loss of bilingual pay effective the date of the change in position/assignment.

SECTION 4. LEAVE.

A. Sick Leave:

1. Sick leave is defined as, and leave will be granted for the following reasons: Illness or injury, medical or dental appointments, physical therapy appointments, and any other medically-related treatment supported by documentation of the necessity for treatment, subject to CA Labor Code 233 provisions, of an employee; a child (natural, step-, grand, foster or in loco parentis), a spouse or domestic partner, a parent (natural, step-, grand, foster, in-law, or in loco parentis), , a sibling (natural or step), a designated person (a designated person is defined as any individual related by blood or whose association with the employee is the equivalent of a family relationship. An employee is limited to one designated person in a 12-month period and shall identify the designated person at the time the employee requests paid sick leave, an employee's injury resulting from domestic violence, sexual assault, or stalking or to obtain psychological counseling, obtain services from a domestic violence shelter, program, or rape crisis center, to participate in safety planning or take other actions to increase safety related to an experience of domestic violence, sexual assault, or stalking, with appropriate documentation; and in conjunction with bereavement leave as specified in 3D.

2. Upon completion of three (3) months of continuous employment with the Water Department, regular part-time employees will be credited with eleven (11) hours of sick leave. Upon completion of six (6) months of continuous employment with the Water Department, regular part-time employees will be credited with an additional eleven (11) hours of sick leave. Sick leave will then accrue at the rate of 1.69 hours per forty (40) hours of paid time.

3. If a Water Department employee moves from full-time status to part-time, the employee's existing bank of sick leave hours accrued will remain in their bank for usage.

4. For both the regular part-time employee and the employee who moves from full time to regular part-time, sick leave will accrue at the rate of 1.69 hours per forty (40) hours of paid time and in accordance with Paragraph A – Sick Leave, No. 2.

5. If a regular part-time employee remains in a non-pay status for fifty percent (50%) or more of the total normal work hours in the pay period, sick leave credit will not be earned for the entire pay period. Otherwise, an employee who is compelled to be absent from work due to illness or injury shall be entitled to receive full compensation for all hours of accrued sick leave used.

6. Authorized vacation, sick leave, the duration of compensated disability leave resulting from a work-related injury or other compensated time off, shall be considered as time worked for the purpose of computing accrued sick leave. Regular part-time employees shall not accrue sick leave during the period of an authorized leave of absence.

7. The accrual of sick leave will be unlimited, with no maximum allowance.

8. Sick leave under this Section taken on account of a child, spouse or domestic partner, designated person, or parent is limited to a cumulative total of forty (40) hours per calendar year.

9. Sick leave will not be paid for any illness or injury caused by or resulting from a regular part-time employee's own moral turpitude or injudicious actions.

10. In order to receive sick leave compensation, the regular part-time employee must notify the employee's supervisor prior to or within thirty (30) minutes after the time set for the beginning of a workday. In case of an accident or emergency, the regular part-time employee or a representative should contact the immediate supervisor at the earliest possible time and explain the circumstances requiring the employee's absence.

11. For medical or dental appointments, a time off request will be entered into the timekeeping system by the regular part-time employee and submitted to the employee's supervisor for approval in order to make every attempt to provide the maximum amount of advance notice of the appointment possible. The Department reserves the right to request substantiation of any appointment, subject to CA Labor Code 233 provisions.

12. Where there is reason to believe that a regular part-time employee has abused any paid leave, the Department may require that the employee submit a doctor's certificate, affidavit, or other documentation on forms prescribed by the Department, as substantiation of the absence. A failure to provide the required documentation will result in the deduction of salary for the days of absence and may result in disciplinary action.

13. Sick leave abuse will be a subjective assessment made by the regular part-time employee's supervisor based on usage in conjunction with holidays, days off, weekends, or failure to provide requested documentation to substantiate an absence. Other than sick leave abuse, no reference will be made to, or penalty assessed against, a regular part-time employee who uses sick leave, including in employee evaluations.

14. Sick leave may be used in increments of fifteen (15) minutes.

B. Vacation:

1. Regular part-time employees shall accrue vacation leave at 1.85 hours per forty (40) hours worked. After one (1) year of continuous employment with the Department, regular part-time employees may take vacation leave and shall take such leave according to seniority with the prior approval of the employee's supervisor.

2. Vacation hours may not accumulate beyond a maximum of two (2) years. Any vacation taken during any one (1) year may be the maximum of a two (2) year accrual, and may not be taken jointly with the vacation of the preceding or subsequent years. A period of at least three (3) months must elapse between the expiration of the accrued combined vacations and any subsequent vacations. The assignment and/or requests of vacation periods will be subject to the approval of the Division Director or designee.

3. If a regular part-time employee remains on a non-pay status for fifty percent (50%) or more of the total normal work hours in the pay period, vacation credit will not be earned for the entire pay period. Authorized vacation, sick leave, or other compensated time off shall be considered as time worked for the purpose of computing accrued vacations. Regular part-time employees shall not accrue vacation leave hours during the period of an authorized leave of absence, or the duration of compensated disability leave resulting from a work-related injury.

4. If a Water Department employee moves from full-time status to part-time, the employee's existing bank of vacation leave hours accrued will remain in their bank for usage. Effective upon their move to part-time status, the accrual rate (Section B1) will commence and the regular part-time employee may take such leave according to seniority with the prior approval of the employee's supervisor.

5. When a regular part-time employee leaves the service of the Department, and has not used earned vacation, the employee will be paid for any accrued, unused vacation accumulated up to the date of separation or resignation.

C. Leave of Absence (non-FMLA):

1. Under certain circumstances (and when not otherwise eligible for FMLA or CFRA leave), a regular part-time employee may be granted a leave of absence. In order to receive consideration of leave of absence, a written request must be submitted to the employee's supervisor or Human Resources stating the specific reasons for the leave of absence and the proposed duration of the leave of absence. This request will be submitted to the General Manager for consideration. If the leave of absence is granted, the regular part-time employee may remain absent from work in a non-pay status for the approved period of time. The regular part-time employee may have the option of using accumulated sick leave and vacation leave in its entirety prior to a leave of absence. Any extension to an approved leave of absence must be submitted to the employee's supervisor or Human Resources at least two (2) weeks before expiration of the prior leave period.

D. Bereavement Leave:

1. Upon request, regular part-time employees who have been employed for at least thirty (30) days before bereavement leave is to commence are entitled to take up to five (5) days of bereavement leave for a covered family member or miscarriage (including the spouse or partner of the person who miscarried). A covered family member is defined as: spouse, domestic partner, son, daughter, grandmother, grandfather, grandchildren, mother, father, sister, brother, mother-in-law, father-in-law, sister-in-law, brother-in-law, son-in-law daughter-in-law (including step in-laws), grandparents-in-law, stepfather, stepmother, stepson, and stepdaughter. Additional days for bereavement may be used and charged to the regular part-time employee's sick or vacation leave banks, or non-pay.

2. Bereavement leave does not have to be taken consecutively and must be completed within three (3) months of the date of death. The Department may request documentation such as death certificate, obituary, funeral service notice, etc.

SECTION 5. BENEFITS.

A. Retirement Plan Contribution:

1. In accordance with the Internal Revenue Service regulations, regular part-time employees of the Water Department must be provided with either a retirement plan or Social Security. The Department shall provide the City of San Bernardino Deferred Compensation Plan as a qualified retirement plan to all regular part-time employees. The employee's contribution is mandatory and shall be an "Employee-Only" contribution equal to at least the minimum requirement of the Deferred Compensation Plan.

2. Regular part-time employees who are current participants in the California Public Employees' Retirement System (PERS), and/or who have transferred from the City of San Bernardino to the Water Department, and/or who are Water Department employees who become regular part-time employees, shall continue in the PERS retirement program. The Water Department shall pay the PERS Employer's Contribution Rate as in effect at the time of transfer and as modified periodically by PERS. The regular part-time employee shall pay the employee's contribution to the retirement plan.

3. The work year for regular part-time employees shall not exceed 999 paid hours per fiscal year. If the employee is vested in PERS, they will not be limited to 999 hours per fiscal year.

4. Regular part-time employees hired after November 1, 1997, who are current members of PERS or who are vested members of PERS from previous employment with another PERS-Member Agency, shall continue in the PERS program. The Water Department shall pay the PERS Employer's Contribution Rate as in effect at the time of hiring and as modified periodically by PERS. The regular part-time employee shall pay the employee's contribution to the PERS retirement plan.

B. Overages and Shortages:

The Department agrees that regular part-time employees assigned to receive and/or disburse funds for the Department shall not be held liable for shortages, except in the case of fraud, embezzlement, or any other illegal act. All overages shall be the property of the Department. This section does not relieve the regular part-time employee from being accountable for errors for purposes of performance evaluations and disciplinary actions.

SECTION 6. SAVINGS CLAUSE.

Should any section of this Resolution, or any application thereof, be unlawful by virtue of any Federal, State or Local laws and regulations, or by court decision, such shall be effective and implemented only to the extent permitted by such law, regulation, or court decision.

SECTION 7. DISCRIMINATION.

A. There shall be no discrimination on the part of the Department because of the race, religious creed (including religious dress and grooming practices), gender, gender expression, gender identity, color, national origin (including language use and undocumented immigrants who hold special "AB-60" driver's licenses), ancestry, genetic information, age (40 and above), sex (including pregnancy, childbirth, breastfeeding, and/or related medical conditions), marital status, disability (physical and mental, including HIV and AIDS), medical condition (genetic characteristics, cancer, or a record or history of cancer), sexual orientation, military or veteran status, or any other classification protected by law. This provision is intended to mirror the protected classes that are specified in Government Code Section 12840, as subsequently amended.

B. Whenever the masculine form of any word is used in this Resolution, it also includes the feminine gender unless the context clearly indicates a contrary intent.

SECTION 8. ADOPTION.

The adoption of this Resolution is concurrent with the following resolutions being superseded:

RESOLUTION NO. 775: A RESOLUTION OF THE BOARD OF WATER COMMISSIONERS OF THE CITY OF SAN BERNARDINO, APPROVING THE FIRST AMENDMENT TO RESOLUTION NO. 658 WITH THE WATER DEPARTMENT REGULAR PART-TIME EMPLOYEES DATED APRIL 1, 2005, AMENDING SECTION 2 – SALARIES, PARAGRAPH A SLARY SCHEDULES AND PARAGRAPH B GENERAL PROVISIONS AND ADDING EXHIBIT 4 – HOURLY SALARY SCHEDULE EFFECTIVE MAY 1, 2011.

RESOLUTION NO. 785: A RESOLUTION OF THE BOARD OF WATER COMMISSIONERS OF THE CITY OF SAN BERNARDINO, APPROVING THE SECOND AMENDMENT TO RESOLUTION NO. 658 WITH THE WATER DEPARTMENT REGULAR PART-TIME EMPLOYEES DATED APRIL 1, 2005, AMENDING SECTION 2 – SALARIES, PARAGRAPH A SLARY SCHEDULES AND PARAGRAPH B GENERAL PROVISIONS AND ADDING EXHIBIT 5 – HOURLY SALARY SCHEDULE EFFECTIVE MAY 1, 2011.

RESOLUTION NO. 793: A RESOLUTION OF THE BOARD OF WATER COMMISSIONERS OF THE CITY OF SAN BERNARDINO, APPROVING THE THIRD AMENDMENT TO RESOLUTION NO. 658 WITH THE WATER DEPARTMENT REGULAR PART-TIME EMPLOYEES DATED APRIL 1, 2005, AMENDING SECTION 2 – SALARIES, PARAGRAPH A SLARY SCHEDULES AND PARAGRAPH B GENERAL PROVISIONS AND ADDING EXHIBIT 5 – HOURLY SALARY SCHEDULE EFFECTIVE NOVEMBER 1, 2011.

RESOLUTION NO. 807: A RESOLUTION OF THE BOARD OF WATER COMMISSIONERS OF THE CITY OF SAN BERNARDINO, APPROVING THE FOURTH AMENDMENT TO RESOLUTION NO. 658 WITH THE WATER DEPARTMENT REGULAR PART-TIME EMPLOYEES DATED APRIL 1, 2005, AMENDING SECTION 2 – SALARIES, A - SALARY SCHEDULES AND B - GENERAL PROVISIONS AND ADDING EXHIBIT 7 – HOURLY SALARY SCHEDULE.

RESOLUTION NO. 832: A RESOLUTION OF THE BOARD OF WATER COMMISSIONERS OF THE CITY OF SAN BERNARDINO, APPROVING THE FIFTH AMENDMENT TO RESOLUTION NO. 658 WITH THE WATER DEPARTMENT REGULAR PART-TIME EMPLOYEES DATED APRIL 1, 2005, AMENDING SECTION 2 – SALARIES, A - SALARY SCHEDULES AND B - GENERAL PROVISIONS AND ADDING EXHIBIT 8 – HOURLY SALARY SCHEDULE.

RESOLUTION NO. 851: A RESOLUTION OF THE BOARD OF WATER COMMISSIONERS OF THE CITY OF SAN BERNARDINO, APPROVING THE SIXTH AMENDMENT TO RESOLUTION NO. 658 WITH THE WATER DEPARTMENT REGULAR PART-TIME EMPLOYEES DATED APRIL 1, 2005, AMENDING SECTION 2 – SALARIES, A - SALARY SCHEDULES AND B - GENERAL PROVISIONS AND ADDING EXHIBIT 9 – HOURLY SALARY SCHEDULE.

RESOLUTION NO. 868: A RESOLUTION OF THE BOARD OF WATER COMMISSIONERS OF THE CITY OF SAN BERNARDINO, APPROVING THE SEVENTH AMENDMENT TO RESOLUTION NO. 658 WITH THE WATER DEPARTMENT REGULAR PART-TIME EMPLOYEES DATED APRIL 1, 2005, AMENDING SECTION 2 – SALARIES, A - SALARY SCHEDULES AND B - GENERAL PROVISIONS AND ADDING EXHIBIT 10 – HOURLY SALARY SCHEDULE.

RESOLUTION NO. 888: A RESOLUTION OF THE BOARD OF WATER COMMISSIONERS OF THE CITY OF SAN BERNARDINO, APPROVING THE EIGHTH AMENDMENT TO RESOLUTION NO. 658 WITH THE WATER DEPARTMENT REGULAR PART-TIME EMPLOYEES DATED APRIL 1, 2005, AMENDING SECTION 2 – SALARIES, A - SALARY SCHEDULES AND B - GENERAL PROVISIONS AND ADDING EXHIBIT 11 – HOURLY SALARY SCHEDULE.

RESOLUTION NO. 912: A RESOLUTION APPROVING THE NINTH AMENDMENT TO RESOLUTION NO. 658 FOR THE WATER DEPARTMENT REFULAR PART-TIME EMPLOYEES COMPENSATION AND BENEFITS PLAND DATED APRIL 1, 2005, AMENDING SECTION 2 – SALARIES, A – SALARY SCHEDULES AND B – GENERAL PROVISIONS AND ADDING EXHIBIT 12 – HOURLY SALARY SCHEDULE.

RESOLUTION NO. 930: A RESOLUTION OF THE WATER BOARD OF THE CITY OF SAN BERNARDINO APPROVING THE TENTH AMENDMENT TO RESOLUTION NO. 658 WITH THE WATER DEPARTMENT REGULAR PART-TIME EMPLOYEES DATED APRIL 1, 2005, AMENDING SECTION 2 – SALARIES, A - SALARY SCHEDULES AND B - GENERAL PROVISIONS AND ADDING EXHIBIT 13 – HOURLY SALARY SCHEDULE.

RESOLUTION NO. 948: A RESOLUTION OF THE WATER BOARD OF THE CITY OF SAN BERNARDINO APPROVING THE ELEVENTH AMENDMENT TO RESOLUTION NO. 658 WITH THE WATER DEPARTMENT REGULAR PART-TIME EMPLOYEES DATED APRIL 1, 2005, AMENDING SECTION 2 – SALARIES, A - SALARY SCHEDULES AND B - GENERAL PROVISIONS AND ADDING EXHIBIT 14 – HOURLY SALARY SCHEDULE.

RESOLUTION NO. 978: A RESOLUTION OF THE WATER BOARD OF THE CITY OF SAN BERNARDINO APPROVING THE TWELFTH AMENDMENT TO RESOLUTION NO. 658 WITH THE WATER DEPARTMENT REGULAR PART-TIME EMPLOYEES DATED APRIL 1, 2005, AMENDING SECTION 2 – SALARIES, A - SALARY SCHEDULES AND B - GENERAL PROVISIONS AND ADDING EXHIBIT 15 – HOURLY SALARY SCHEDULE.

RESOLUTION NO. 2021-005: A RESOLUTION OF THE WATER BOARD OF THE CITY OF SAN BERNARDINO, CALIFORNIA, APPROVING THE THIRTEENTH AMENDMENT TO RESOLUTION NO. 658 FOR THE WATER DEPARTMENT REGULAR PART-TIME EMPLOYEES COMPENSATION AND BENEFITS PLAN DATED APRIL 1, 2005, AMENDING SECTION 2 – SALARIES, A - SALARY SCHEDULES AND B - GENERAL PROVISIONS AND ADDING EXHIBIT 16 – HOURLY SALARY SCHEDULE.

RESOLUTION NO. 2022-006: A RESOLUTION OF THE WATER BOARD OF THE CITY OF SAN BERNARDINO, CALIFORNIA, APPROVING THE FOURTEENTH AMENDMENT TO RESOLUTION NO. 658 FOR THE WATER DEPARTMENT REGULAR PART-TIME EMPLOYEES COMPENSATION AND BENEFITS PLAN DATED APRIL 1, 2005, AMENDING SECTION 2 – SALARIES, A - SALARY SCHEDULES AND B - GENERAL PROVISIONS AND ADDING EXHIBIT 17 – HOURLY SALARY SCHEDULE.

RESOLUTION NO. 2022-037: A RESOLUTION OF THE WATER BOARD OF THE CITY OF SAN BERNARDINO, CALIFORNIA, APPROVING THE FIFTEENTH AMENDMENT TO RESOLUTION NO. 658 ESTABLISHING A COMPENSATION AND BENEFITS PLAN FOR THE WATER DEPARTMENT REGULAR PART-TIME EMPLOYEES DATED APRIL 1, 2005, AMENDING SECTION 3 – LEAVE,, A – SICK LEAVE, 1 AND 8 AND ADDING SECTION 3 – LEAVE, D – BEREAVEMENT LEAVE.

SECTION 9.

The Water Board of the San Bernardino Municipal Water Department hereby approves Resolution No. XXXX, adopting a compensation and benefits plan for the Water Department regular part-time employees effective July 1, 2023, and superseding Resolution 658.

SECTION 10. CEQA.

The Water Board finds this Resolution is not subject to the California Environmental Quality Act (CEQA) in that activity is covered by the general rule that CEQA applies only to project which have the potential for causing a significant effect on the environment. Where it can be seen with certainty, as in this case, there is no possibility that the activity in question may have a significant effect on the environment, the activity is not subject to CEQA.

SECTION 11. SEVERABILITY.

If any provision of this Resolution of the application thereof to any person or circumstance is held invalid, such invalidity shall not affect other provisions or applications, and to this end the provisions of this Resolution are declared to be severable.

SECTION 12. EFFECTIVE DATE.

This Resolution shall become effective July 1, 2023.

APPROVED and **ADOPTED** by the Water Board and signed by the President of the Water Board and attested by the Deputy City Clerk & Ex Officio Secretary of the Water Board this 13th day of June, 2023.



Toni Callicott, President
City of San Bernardino Water Board

Attest:

Robin L Ohama
Robin L Ohama (Jun 13, 2023 13:04 PDT)

Robin Ohama
Deputy City Clerk & Ex Officio Secretary of the Water Board

CERTIFICATION

STATE OF CALIFORNIA)
COUNTY OF SAN BERNARDINO) ss
CITY OF SAN BERNARDINO)

I, Robin Ohama, Deputy City Clerk & Ex Officio Secretary of the Water Board, hereby certify that the attached is a true copy of Resolution No. XXXX adopted at a regular meeting held on the 13th day of June, 2023 by the following vote:

<u>Water Board:</u>	<u>AYES</u>	<u>NAYS</u>	<u>ABSTAIN</u>	<u>ABSENT</u>
CALLICOTT	<u>X</u>	_____	_____	_____
HENDRIX	<u>X</u>	_____	_____	_____
MLYNARSKI	<u>X</u>	_____	_____	_____
BRICKLEY	<u>X</u>	_____	_____	_____
JOHNSON	<u>X</u>	_____	_____	_____

WITNESS my hand and official seal of the City of San Bernardino this 13th day of June, 2023.

Robin L Ohama

Robin L Ohama (Jun 13, 2023 13:04 PDT)

Robin Ohama
Deputy City Clerk & Ex Officio Secretary of
the Water Board

EXHIBIT 1

HOURLY SALARY SCHEDULE - REGULAR PART-TIME EMPLOYEES EFFECTIVE JULY 1, 2023

SALARY RANGE	PART-TIME CLASSIFICATION	STARTING SALARY 1	FROM DATE OF HIRE									
			1 YEAR 2	2 YEAR 3	3 YEAR 4	4 YEAR 5	5 YEAR 6	6 YEAR 7	7 YEAR 8	8 YEAR 9	9 YEAR 10	10 YEAR 11
928	Office Assistant	\$21.0846	21.6117	22.1520	22.7058	23.2734	23.8553	24.4516	25.0629	25.6895	26.3317	26.9900
933	Customer Service Rep I	\$23.8552	24.4516	25.0629	25.6894	26.3317	26.9900	27.6647	28.3563	29.0652	29.7919	30.5367
933	Bilingual Customer Service Rep I	\$23.8552	24.4516	25.0629	25.6894	26.3317	26.9900	27.6647	28.3563	29.0652	29.7919	30.5367
937	Truck Driver	\$26.3347	26.9931	27.6679	28.3596	29.0686	29.7953	30.5402	31.3037	32.0863	32.8885	33.7107
938	Field Service Rep II	\$26.9901	27.6649	28.3565	29.0654	29.7921	30.5369	31.3003	32.0828	32.8849	33.7070	34.5497
940	Administrative Assistant	\$28.3562	29.0651	29.7917	30.5365	31.2999	32.0824	32.8845	33.7066	34.5492	35.4130	36.2983

Exhibit 1 reflects a 6.0% increase over schedule effective July 1, 2022