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I HEREBY CERTIFY that the foregoing resolution was duly adopted by the Water Board of the City of San Bernardino at a Regular Meeting thereof held on the twenty-fifth day of June 2019 by the following vote to wit:

AYES: Callicott, Hendrix, Mlynarski, Johnson, Brickley
NAYES N/A
ABSENT: _____

Robin L. Ohama
Robin L. Ohama
Deputy City Clerk & Ex-Officio Secretary

(SEAL)

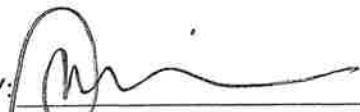
THIRD AMENDMENT TO THE
MEMORANDUM OF UNDERSTANDING
DATED JULY 1, 2016 THROUGH JUNE 30, 2023
BETWEEN
THE WATER BOARD
AND
THE SAN BERNARDINO WATER DEPARTMENT
EMPLOYEES' ASSOCIATION

ARTICLE III – SALARIES

3.1 Salary Schedule is changed to add:

The salary ranges applicable to unit members effective July 1, 2019 is provided in Exhibit A-4.

CITY OF SAN BERNARDINO
MUNICIPAL WATER DEPARTMENT

BY: 

BY: Cynthia Mauer

BY: Jennifer Sheppard

BY: 

BY: Robin Shana

BY: Janice Beas


THE SAN BERNARDINO WATER
DEPARTMENT EMPLOYEES'
ASSOCIATION

BY: 

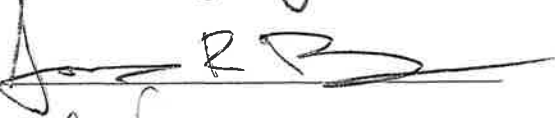
BY: 

BY: Beverly Castelano

BY: 

BY: 

BY: Michael Maglery

BY: 

BY: 

DATED: June 4, 2018

**EXHIBIT A-4, 3.1 SALARY SCHEDULE
EFFECTIVE JULY 1, 2019
WATER DEPARTMENT EMPLOYEES ASSOCIATION**

RANGE	MINIMUM			MAXIMUM		
	\$/HOUR	\$/MONTH	\$/YEAR	\$/HOUR	\$/MONTH	\$/YEAR
116	\$ 13.3026	\$ 2,305.78	\$ 27,669.31	\$ 17.0284	\$ 2,951.59	\$ 35,419.06
117	\$ 13.6351	\$ 2,363.42	\$ 28,361.04	\$ 17.4541	\$ 3,025.38	\$ 36,304.53
118	\$ 13.9760	\$ 2,422.51	\$ 29,070.07	\$ 17.8905	\$ 3,101.01	\$ 37,212.14
119	\$ 14.3254	\$ 2,483.07	\$ 29,796.82	\$ 18.3377	\$ 3,178.54	\$ 38,142.45
120	\$ 14.6835	\$ 2,545.15	\$ 30,541.74	\$ 18.7962	\$ 3,258.00	\$ 39,096.01
121	\$ 15.0506	\$ 2,608.77	\$ 31,305.28	\$ 19.2661	\$ 3,339.45	\$ 40,073.41
122	\$ 15.4269	\$ 2,673.99	\$ 32,087.92	\$ 19.7477	\$ 3,422.94	\$ 41,075.25
123	\$ 15.8126	\$ 2,740.84	\$ 32,890.11	\$ 20.2414	\$ 3,508.51	\$ 42,102.13
124	\$ 16.2079	\$ 2,809.36	\$ 33,712.37	\$ 20.7474	\$ 3,596.22	\$ 43,154.68
125	\$ 16.6131	\$ 2,879.60	\$ 34,555.18	\$ 21.2661	\$ 3,686.13	\$ 44,233.55
126	\$ 17.0284	\$ 2,951.59	\$ 35,419.06	\$ 21.7978	\$ 3,778.28	\$ 45,339.38
127	\$ 17.4541	\$ 3,025.38	\$ 36,304.53	\$ 22.3427	\$ 3,872.74	\$ 46,472.87
128	\$ 17.8905	\$ 3,101.01	\$ 37,212.14	\$ 22.9013	\$ 3,969.56	\$ 47,634.69
129	\$ 18.3377	\$ 3,178.54	\$ 38,142.45	\$ 23.4738	\$ 4,068.80	\$ 48,825.56
130	\$ 18.7962	\$ 3,258.00	\$ 39,096.01	\$ 24.0607	\$ 4,170.52	\$ 50,046.20
131	\$ 19.2661	\$ 3,339.45	\$ 40,073.41	\$ 24.6622	\$ 4,274.78	\$ 51,297.35
132	\$ 19.7477	\$ 3,422.94	\$ 41,075.25	\$ 25.2787	\$ 4,381.65	\$ 52,579.79
133	\$ 20.2414	\$ 3,508.51	\$ 42,102.13	\$ 25.9107	\$ 4,491.19	\$ 53,894.28
134	\$ 20.7474	\$ 3,596.22	\$ 43,154.68	\$ 26.5585	\$ 4,603.47	\$ 55,241.64
135	\$ 21.2661	\$ 3,686.13	\$ 44,233.55	\$ 27.2224	\$ 4,718.56	\$ 56,622.68
136	\$ 21.7978	\$ 3,778.28	\$ 45,339.38	\$ 27.9030	\$ 4,836.52	\$ 58,038.25
137	\$ 22.3427	\$ 3,872.74	\$ 46,472.87	\$ 28.6006	\$ 4,957.43	\$ 59,489.20
138	\$ 22.9013	\$ 3,969.56	\$ 47,634.69	\$ 29.3156	\$ 5,081.37	\$ 60,976.43
139	\$ 23.4738	\$ 4,068.80	\$ 48,825.56	\$ 30.0485	\$ 5,208.40	\$ 62,500.84
140	\$ 24.0607	\$ 4,170.52	\$ 50,046.20	\$ 30.7997	\$ 5,338.61	\$ 64,063.36
141	\$ 24.6622	\$ 4,274.78	\$ 51,297.35	\$ 31.5697	\$ 5,472.06	\$ 65,664.95
142	\$ 25.2787	\$ 4,381.65	\$ 52,579.79	\$ 32.3589	\$ 5,608.85	\$ 67,306.57
143	\$ 25.9107	\$ 4,491.19	\$ 53,894.28	\$ 33.1679	\$ 5,749.10	\$ 68,989.24
144	\$ 26.5585	\$ 4,603.47	\$ 55,241.64	\$ 33.9971	\$ 5,892.83	\$ 70,713.97
145	\$ 27.2224	\$ 4,718.56	\$ 56,622.68	\$ 34.8470	\$ 6,040.15	\$ 72,481.82
146	\$ 27.9030	\$ 4,836.52	\$ 58,038.25	\$ 35.7182	\$ 6,191.16	\$ 74,293.86
147	\$ 28.6006	\$ 4,957.43	\$ 59,489.20	\$ 36.6112	\$ 6,345.93	\$ 76,151.21
148	\$ 29.3156	\$ 5,081.37	\$ 60,976.43	\$ 37.5264	\$ 6,504.58	\$ 78,054.99
149	\$ 30.0485	\$ 5,208.40	\$ 62,500.84	\$ 38.4646	\$ 6,667.20	\$ 80,006.36
150	\$ 30.7997	\$ 5,338.61	\$ 64,063.36	\$ 39.4262	\$ 6,833.88	\$ 82,006.52
151	\$ 31.5697	\$ 5,472.06	\$ 65,664.95	\$ 40.4119	\$ 7,004.72	\$ 84,056.69
152	\$ 32.3589	\$ 5,608.85	\$ 67,306.57	\$ 41.4222	\$ 7,179.84	\$ 86,158.10
153	\$ 33.1679	\$ 5,749.10	\$ 68,989.24	\$ 42.4577	\$ 7,359.34	\$ 88,312.05
154	\$ 33.9971	\$ 5,892.83	\$ 70,713.97	\$ 43.5192	\$ 7,543.32	\$ 90,519.86
155	\$ 34.8470	\$ 6,040.15	\$ 72,481.82	\$ 44.6071	\$ 7,731.90	\$ 92,782.85
156	\$ 35.7182	\$ 6,191.16	\$ 74,293.86	\$ 45.7223	\$ 7,925.20	\$ 95,102.42
157	\$ 36.6112	\$ 6,345.93	\$ 76,151.21	\$ 46.8654	\$ 8,123.33	\$ 97,479.98
158	\$ 37.5264	\$ 6,504.58	\$ 78,054.99	\$ 48.0370	\$ 8,326.42	\$ 99,916.98
159	\$ 38.4646	\$ 6,667.20	\$ 80,006.36	\$ 49.2379	\$ 8,534.58	\$ 102,414.91
160	\$ 39.4262	\$ 6,833.88	\$ 82,006.52	\$ 50.4689	\$ 8,747.94	\$ 104,975.28
161	\$ 40.4119	\$ 7,004.72	\$ 84,056.69	\$ 51.7306	\$ 8,966.54	\$ 107,599.66
162	\$ 41.4222	\$ 7,179.84	\$ 86,158.10	\$ 53.0239	\$ 9,190.80	\$ 110,289.66
163	\$ 42.4577	\$ 7,359.34	\$ 88,312.05	\$ 54.3495	\$ 9,420.57	\$ 113,046.90
164	\$ 43.5192	\$ 7,543.32	\$ 90,519.86	\$ 55.7082	\$ 9,656.09	\$ 115,873.07
165	\$ 44.6071	\$ 7,731.90	\$ 92,782.85	\$ 57.1009	\$ 9,897.49	\$ 118,769.90

EXHIBIT A-4 REMOVES RANGES 114 AND 115 AND REFLECTS A 4.1% INCREASE OVER SCHEDULE EFFECTIVE JANUARY 1, 2019.