

SECOND AMENDMENT TO THE
MEMORANDUM OF UNDERSTANDING
DATED JULY 1, 2018 THROUGH JUNE 30, 2023
BETWEEN
THE WATER BOARD
AND
THE SAN BERNARDINO ASSOCIATION OF
WATER DEPARTMENT MID-MANAGERS

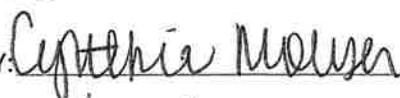
ARTICLE III - SALARIES

Paragraph 3.1 – Salary Schedules is changed to add:

The salary schedule provided in Exhibit B-1 is effective July 1, 2019.

CITY OF SAN BERNARDINO
MUNICIPAL WATER DEPARTMENT

BY:  _____

BY:  _____

BY:  _____

BY:  _____

BY:  _____

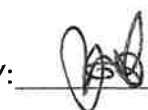
BY:  _____

DATED:  , 2019

THE SAN BERNARDINO ASSOCIATION
OF WATER DEPARTMENT MID-MANAGERS

BY:  _____

BY:  _____

BY:  _____

BY:  _____

EXHIBIT B-1, 3.1 SALARY SCHEDULE
EFFECTIVE JULY 1, 2019
ASSOCIATION OF WATER DEPARTMENT MID-MANAGERS

RANGE	MINIMUM			MAXIMUM		
	\$/HOUR	\$/MONTH	\$/YEAR	\$/HOUR	\$/MONTH	\$/YEAR
240	\$ 25.7262	\$ 4,459.21	\$ 53,510.56	\$ 32.8339	\$ 5,691.21	\$ 68,294.55
241	\$ 26.3694	\$ 4,570.69	\$ 54,848.33	\$ 33.6548	\$ 5,833.49	\$ 70,001.91
242	\$ 27.0286	\$ 4,684.96	\$ 56,219.54	\$ 34.4961	\$ 5,979.33	\$ 71,751.96
243	\$ 27.7043	\$ 4,802.09	\$ 57,625.03	\$ 35.3585	\$ 6,128.81	\$ 73,545.76
244	\$ 28.3969	\$ 4,922.14	\$ 59,065.65	\$ 36.2425	\$ 6,282.03	\$ 75,384.40
245	\$ 29.1069	\$ 5,045.19	\$ 60,542.29	\$ 37.1486	\$ 6,439.08	\$ 77,269.01
246	\$ 29.8345	\$ 5,171.32	\$ 62,055.85	\$ 38.0773	\$ 6,600.06	\$ 79,200.74
247	\$ 30.5804	\$ 5,300.60	\$ 63,607.25	\$ 39.0292	\$ 6,765.06	\$ 81,180.76
248	\$ 31.3449	\$ 5,433.12	\$ 65,197.43	\$ 40.0049	\$ 6,934.19	\$ 83,210.27
249	\$ 32.1285	\$ 5,568.95	\$ 66,827.36	\$ 41.0051	\$ 7,107.54	\$ 85,290.53
250	\$ 32.9318	\$ 5,708.17	\$ 68,498.05	\$ 42.0302	\$ 7,285.23	\$ 87,422.79
251	\$ 33.7550	\$ 5,850.87	\$ 70,210.50	\$ 43.0809	\$ 7,467.36	\$ 89,608.36
252	\$ 34.5989	\$ 5,997.15	\$ 71,965.76	\$ 44.1580	\$ 7,654.05	\$ 91,848.57
253	\$ 35.4639	\$ 6,147.08	\$ 73,764.90	\$ 45.2619	\$ 7,845.40	\$ 94,144.79
254	\$ 36.3505	\$ 6,300.75	\$ 75,609.03	\$ 46.3935	\$ 8,041.53	\$ 96,498.41
255	\$ 37.2593	\$ 6,458.27	\$ 77,499.25	\$ 47.5533	\$ 8,242.57	\$ 98,910.87
256	\$ 38.1907	\$ 6,619.73	\$ 79,436.73	\$ 48.7421	\$ 8,448.64	\$ 101,383.64
257	\$ 39.1455	\$ 6,785.22	\$ 81,422.65	\$ 49.9607	\$ 8,659.85	\$ 103,918.23
258	\$ 40.1241	\$ 6,954.85	\$ 83,458.22	\$ 51.2097	\$ 8,876.35	\$ 106,516.19
259	\$ 41.1272	\$ 7,128.72	\$ 85,544.67	\$ 52.4899	\$ 9,098.26	\$ 109,179.09
260	\$ 42.1554	\$ 7,306.94	\$ 87,683.29	\$ 53.8022	\$ 9,325.71	\$ 111,908.57
261	\$ 43.2093	\$ 7,489.61	\$ 89,875.37	\$ 55.1473	\$ 9,558.86	\$ 114,706.28
262	\$ 44.2895	\$ 7,676.85	\$ 92,122.26	\$ 56.5259	\$ 9,797.83	\$ 117,573.94
263	\$ 45.3968	\$ 7,868.78	\$ 94,425.31	\$ 57.9391	\$ 10,042.77	\$ 120,513.29
264	\$ 46.5317	\$ 8,065.50	\$ 96,785.95	\$ 59.3876	\$ 10,293.84	\$ 123,526.12
265	\$ 47.6950	\$ 8,267.13	\$ 99,205.60	\$ 60.8722	\$ 10,551.19	\$ 126,614.27
266	\$ 48.8874	\$ 8,473.81	\$ 101,685.74	\$ 62.3941	\$ 10,814.97	\$ 129,779.63
267	\$ 50.1096	\$ 8,685.66	\$ 104,227.88	\$ 63.9539	\$ 11,085.34	\$ 133,024.12
268	\$ 51.3623	\$ 8,902.80	\$ 106,833.58	\$ 65.5528	\$ 11,362.48	\$ 136,349.72
269	\$ 52.6464	\$ 9,125.37	\$ 109,504.42	\$ 67.1916	\$ 11,646.54	\$ 139,758.47
270	\$ 53.9625	\$ 9,353.50	\$ 112,242.03	\$ 68.8714	\$ 11,937.70	\$ 143,252.43
271	\$ 55.3116	\$ 9,587.34	\$ 115,048.08	\$ 70.5931	\$ 12,236.14	\$ 146,833.74
272	\$ 56.6944	\$ 9,827.02	\$ 117,924.28	\$ 72.3580	\$ 12,542.05	\$ 150,504.58
273	\$ 58.1117	\$ 10,072.70	\$ 120,872.39	\$ 74.1669	\$ 12,855.60	\$ 154,267.20
274	\$ 59.5645	\$ 10,324.52	\$ 123,894.19	\$ 76.0211	\$ 13,176.99	\$ 158,123.88
275	\$ 61.0536	\$ 10,582.63	\$ 126,991.55	\$ 77.9216	\$ 13,506.41	\$ 162,076.97
276	\$ 62.5800	\$ 10,847.19	\$ 130,166.34	\$ 79.8697	\$ 13,844.07	\$ 166,128.90
277	\$ 64.1445	\$ 11,118.37	\$ 133,420.50	\$ 81.8664	\$ 14,190.18	\$ 170,282.12
278	\$ 65.7481	\$ 11,396.33	\$ 136,756.01	\$ 83.9131	\$ 14,544.93	\$ 174,539.17

EXHIBIT B-1 REFLECTS A 4.1% INCREASE OVER SCHEDULE EFFECTIVE JULY 1, 2018