

SIDE LETTER AGREEMENT

between

the Cosumnes Community Services District (CSD)

and

the Management Employees Organization (MEO)

Amending the following terms of the October 1, 2013- June 30, 2017 Contract Between the Parties

The contract language change shown below through strikeouts and highlighting of new language represents an agreement reached following ratification and approval.

ARTICLE 6 COMPENSATION

6.1 Wages

Employees shall be compensated in accordance with the salary schedule which is attached as Appendix "C". ~~Effective March 1, 2016 the distinction of Tier 1 and Tier 2 unit members shall be eliminated and identified only as unit members. The salary ranges for Tier 1 unit members shall be eliminated. The new salary range shall be established as identified in Section 6.2 below.~~

6.2 Salary Range Adjustments

Effective ~~March 1, 2016,~~

- ~~1. Battalion Chief formerly identified as Tier-2 base salary ranges shall be increased by 5% and identified as "Battalion Chief".~~
- ~~2. Incumbents formerly identified as Tier 1 unit members shall receive a base salary adjustment of 2%.~~
- ~~3. Battalion Chief Tier-1 salary range shall be eliminated.~~
- ~~4. Incumbents formerly identified as Tier 1 unit members shall be y-rated in the new Battalion Chief salary range in their current salary with the additional 2% base salary adjustment.~~

~~Each step within the range shall be calculated in increments of five percent (5%) between each step and then rounded to the nearest dollar.~~

Deleted: Unit members who entered into the bargaining unit prior to July 1, 2013 shall be identified as Tier 1 unit members. New members who entered into the bargaining unit after October 1, 2013 shall be identified as Tier 2 unit members and compensated at a new salary range. ¶

Deleted: Tier 1 Unit Members

Formatted: Numbered + Level: 1 + Numbering Style: 1, 2, 3, ... + Start at: 1 + Alignment: Left + Aligned at: 1.25" + Indent at: 1.5"

Deleted: October 1, 2013, base salary ranges shall be increased by 22%

Deleted: Additionally, the salary range for Tier 1 unit members shall be adjusted by nine percent (9%) in recognition of the FLSA status change.

Deleted: Effective October 1, 2014, MEO members shall receive a salary adjustment based on the availability of funds. ¶

¶
Terms: There shall be a one percent (1%) increase for every two percent (2%) growth in the Elk Grove Property Tax Revenue for the 2013/2014 Fiscal Year. The salary adjustment shall be no less than two percent (2%) or no more than four percent (4%).

DATED: 3/11/16

DATED: 3/14/16

Handwritten signature in blue ink that reads "Kevin McLean 154".

Kevin McLean, Unit Representative
FOR THE MANAGEMENT EMPLOYEE
ORGANIZATION (MEO)

Handwritten signature in blue ink that reads "Tracey Hansen".

Tracey Hansen, Fire Chief
FOR THE COSUMNES COMMUNITY
SERVICES DISTRICT