

Solano Irrigation District and Supervisory Group of Representation

**SIDE LETTER OF AGREEMENT**

The parties have met and conferred in good faith regarding Supervisors' Duty, and have freely exchanged information, opinions and proposals, and by their signatures below agree to amend the Memorandum of Understanding between the Solano Irrigation District and the Supervisory Group of Representation (effective January 1, 2018-December 31, 2020) Section 9. Supervisors' Duty for the payment for each additional week of Supervisors' Duty above the required five (5) weeks to provide for a two-hundred dollar (\$200) increase in the total amount of pay for each additional week served. This increase will be effective for the calendar year 2018 as defined in Section 9. Supervisors' Duty for any Supervisors' Duty week worked by a unit member after completing their required five (5) weeks of Supervisors' Duty for the calendar year.

Section 9. Supervisors' Duty is amended herein to read as follows:

**Section 9. Supervisors' Duty**

9.1 Definition

The employees listed in Section 9.3 are responsible to stand the Supervisors' Standby Duty according to a schedule prepared annually by the Water and Power Operations Manager or his/her designee. Supervisors may trade weeks with other supervisors at will but must work a minimum of five (5) weeks of standby duty during the calendar year. A Supervisors' Duty full shift is defined as a seven (7) day week. The calendar year is defined as beginning with the start date of the first duty in the calendar year. For 2018, this is January 5. For 2019, this is January 4. For 2020, this is January 3. Unassigned weeks of standby duty will be filled by willing supervisors by virtue of agreement reached at meetings of those employees on the Supervisors' Standby Duty roster current at the time of those meetings. The District retains the ability to mandate Supervisory Duty coverage to a member of the Supervisory Group if all weeks are not covered.

Effective calendar year 2018 as defined above, the assigned Supervisor shall receive an additional one-thousand-two-hundred dollars (\$1,200) per week (prorated for less than full week) less applicable taxes and deductions, for each additional week of Supervisory Duty over five (5) per year. To be eligible for this additional payment, the Supervisor assigned must have worked five (5) Supervisors' Duty shifts during the calendar year.

9.2 Affected Employees

Superintendent, Water & Power Operations  
Supervisor, Ag. Operations  
Supervisor, Maintenance  
Supervisor, M & I Operations / Chief Distribution Operator  
Supervisor, Solano Project  
Supervisor, Water Treatment & Quality  
Supervisor, Construction & Equipment Maintenance  
Supervisor - SCADA/Instrumentation & Controls

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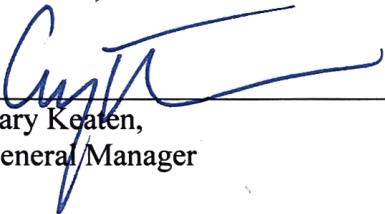
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All other terms and conditions of employment shall remain unchanged.

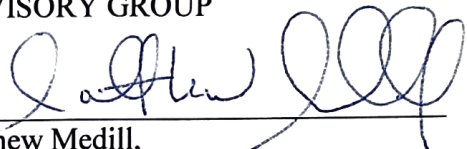
Agreed to this 20th day of November 2018.

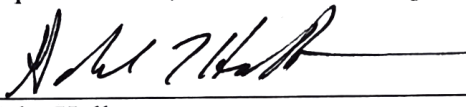
SOLANO IRRIGATION DISTRICT

By:   
John D. Kluge  
President, Board Director

By:   
Cary Keaten,  
General Manager

SUPERVISORY GROUP

By:   
Matthew Medill,  
Superintendent, Water & Power Operations

By:   
Gabe Holleman,  
Supervisor, Construction & Equipment  
Maintenance