

SIDE LETTER OF AGREEMENT
BETWEEN
OPERATING ENGINEERS LOCAL 3
AND
LAS GALLINAS VALLEY SANITARY DISTRICT
Additional Grade III Certification Recognized

November 17, 2021

Representative for the Las Gallinas Valley Sanitary District and representatives for Operating Engineers Local 3 have met and conferred and mutually agreed to modify the Memorandum of Understanding (MOU) that expires on June 30, 2023 in the following manner:

The District hereby adds Grade III Certification to list of Additional Certifications.

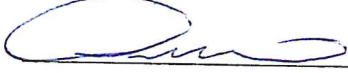
3.7.9 Additional Certifications

When an employee obtains a certificate higher than what is required in his/her job classification series, the employee shall receive a one-time lump sum payment of:

- \$400 for a Grade III
- \$400 for a Grade IV (excluding supervisory positions)
- \$500 for a Grade V

ACCEPTANCE AND APPROVAL

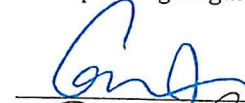

For Las Gallinas Valley
Sanitary District



Amy Schultzy

Date: 2-16-2022

For Operating Engineers Local 3

 2-16-2022
 2-18-2022
Bob Finley 2-18-2022

Date: 2-18-2022