

TENTATIVE AGREEMENT BETWEEN SANTA MARGARITA WATER DISTRICT AND SANTA MARGARITA WATER DISTRICT EMPLOYEES ASSOCIATION

Term:	Four (4) years: July 1, 2024 through June 30, 2028
Wages:	5% effective the pay period that includes July 1, 2024 and a 1.0% lump sum of salary payment (annual base pay; not pensionable) 4.0% effective the pay period that includes July 1, 2025 3.0%* effective the pay period that includes July 1, 2026 3.0%* effective the pay period that includes July 1, 2027 <i>* Association option to reopen if CPI is above 4%</i>
Promotion:	Add language to Promotion section that “in order to be eligible for promotion, demotion, or transfer, an employee must complete the probationary period.”
Stand-by-Pay:	Increase stand-by pay from \$500 to \$570 and provide a stipend of \$20 per day in consideration of breakfast and dinner. This stipend applies to employees who are living on District premises for the duration of their standby duty.
Safety Boots and Uniforms	Safety Boot vouchers will be revised to permit the additional nominal cost of Marshalls without laces (Real Flex Red Wing version).
Holidays Observed:	Add Veterans Day as a District holiday beginning in 2024 for a total of 11.5 holidays.
Deferred Compensation:	Match the employee contribution up to \$2,400 per employee per year (\$100 per pay period).
Lifestyle Spending Account	Create a Lifestyle Spending Account (LSA) for all full-time employees with an annual employer contribution of \$500 per employee.