



MEMORANDUM OF UNDERSTANDING

**Between the
MOJAVE DESERT AIR QUALITY
MANAGEMENT DISTRICT**

**And
Teamsters Local 1932 Union**

July 1, 2017

Through

June 30, 2025

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**MEMORANDUM OF UNDERSTANDING
BETWEEN THE MOJAVE DESERT AIR QUALITY MANAGEMENT DISTRICT
AND THE TEAMSTERS LOCAL 1932**

INTRODUCTION

1. IMPLEMENTATION

- 1.1. This Memorandum of Understanding, also referred to as Agreement, made and entered into this **24th day of February 2020**, by and between representatives of the Mojave Desert Air Quality Management District, hereinafter referred to as "District," and the Teamsters Local 1932, hereinafter referred to as "Union," constitutes a mutual recommendation to be submitted to the District's Governing Board. This Memorandum of Understanding shall not be binding upon the parties, in whole or in part, unless and until the Governing Board formally approves this Memorandum of Understanding.
- 1.2. For the purpose of Flexible Benefit Plan and Wages herein, whenever any specific date is mentioned for the commencement of new benefits or wages, such new benefits or wages shall take effect on the first day of the pay period beginning on or after the mentioned date.

LABOR/MANAGEMENT PROVISIONS

2. ACCESS TO WORK LOCATIONS

- 2.1. The parties recognize and agree that in order to maintain good employee relations, it may be desirable for labor relations representatives of the Union to confer with District employees during working hours.
- 2.2. Therefore, Union Representatives may be granted access to work locations during regular working hours to meet with employees. The Union Representatives may be granted access upon obtaining authorization from the Air Pollution Control Officer, hereinafter referred to as APCO, or designated management representative prior to entering a work location. However, the APCO or designated management representative may deny access or terminate access to work locations if, in their judgment, it is deemed that the visit would interfere with the efficiency, safety, or security of District operations. The APCO shall not unreasonably withhold timely access to work locations. The APCO shall ensure that there is at all times someone designated who shall have full authority to approve access.
- 2.3. If a request is denied, the APCO or designated management representative shall establish a mutually agreeable time for access to the employees. Said mutually agreeable time need not be during working hours.

3. UNION STEWARD

- 3.1. The employee selected by the Union to act as the Union representative shall be known as the Steward. There will be other Union Stewards who may represent employees. The name of the employee selected as Steward, and the names of the other Union Stewards who may represent employees, shall be certified, in writing, to the District by the Union.
- 3.2. The Union Steward employed by the District shall be entitled to devote a reasonable amount of time per month to Union business without loss of pay. Prior to participating in such business, the Steward shall first obtain authorization from the employee's immediate supervisor. The immediate supervisor may deny such request if it is deemed that such a request would unduly interfere with the efficiency, safety, or security of District operations. If the request is denied, the immediate supervisor will establish a reasonable alternate time, convenient to the parties, when the representative can be released from their work assignment. Additional time off, without pay, may be granted to the Union Steward at the sole discretion of management.

4. USE OF DISTRICT RESOURCES

- 4.1. The Union will be granted permission to use District facilities for the purpose of meeting with employees to conduct its internal affairs during nonworking hours, provided the space for such meetings can be made available without interfering with District needs. Permission to use District facilities must be obtained by the Union from the APCO. The Union shall be held fully responsible for any damages to, and the security of, any District facilities that are used by the Union.

5. LABOR-MANAGEMENT TASK FORCE

- 5.1. Union representatives shall meet with management representatives of the District on a quarterly basis or as needed (starting the month after Board approval of the extension) to discuss matters pertinent to this Agreement and to address other issues of concern. Meetings shall be held at a mutually agreeable time and place. The Union may designate three employees to attend these meetings for up to two hours without loss of pay. Specifically excluded from such meetings will be subjects under the grievance procedure and mandatory subjects of bargaining.

6. BULLETIN BOARDS

- 6.1. The District will furnish a reasonable portion of existing bulletin board space, or allow the Union to install a bulletin board, for notices of the Union. Only areas designated by the APCO may be used for the posting of notices. Bulletin boards shall only be used for the following notices:
 - 6.1.1. Scheduled Union meetings, agendas, and minutes;

- 6.1.2. Information on Union elections and results;
- 6.1.3. Information regarding Union social and recreational events, and related news bulletins;
- 6.1.4. Correspondence regarding official business of the Union, including reports of committees or the Governing Board.
- 6.2. The Union may utilize the District's interdepartmental mail system. The Union holds the District harmless against any loss or delays in delivery.
- 6.3. The Union agrees that materials posted on any bulletin board shall contain no derogatory or offensive comments regarding the District or employees or others associated with the District, or the District's activities.

7. DUES DEDUCTIONS

- 7.1. The District shall deduct one month's current and periodic Union dues and premiums for insurance plans sponsored by the Union from the wages and/or paid leave benefits of each employee who voluntarily executes and delivers to the District a payroll deduction authorization form.
- 7.2. The employee's earnings must be regularly sufficient after other legal and required deductions are made to cover the amount of the dues deduction authorized. When an employee is in a non-pay status for an entire pay period, no withholding will be made to cover that pay period from future earnings.
- 7.3. In the case of an employee who is in a non-pay status during only part of the pay period, and earnings are not sufficient to cover the full withholding, no deduction shall be made. In this connection, all other legal and required deductions have priority over dues.
- 7.4. An employee's authorization for payroll deduction may be canceled at any time by written notice from the employee to the District, with a copy to the Union. An employee's deduction authorization shall automatically be canceled if the employee leaves the employ of the District. The Union may, upon not less than 30 days written notice to the District, irrevocably suspend operation of Section 7.1 of this Article.
- 7.5. The aggregate amount of such deductions by the District shall be transmitted monthly to the Union. The Union shall indemnify, defend, and hold the District harmless against any claims made against any suit instituted against the District on account of deduction of Union dues. In addition, the Union shall refund to the District any amounts paid to it in error upon presentation of supporting evidence.
- 7.6. The District shall furnish the Union with a list, each month, indicating the dues deducted from the pay of any representation unit employee.

- 7.7. The Union shall, upon presentation of proper invoices, reimburse the District for the actual cost of all lists and services referred to in this Article.

BENEFITS

8. EXPENSE REIMBURSEMENT

8.1. Travel Via Private Vehicle

- 8.1.1. Reimbursement for use of privately-owned vehicles to conduct District business, approved by the APCO or designee, shall be at the rate published periodically by the U.S. Internal Revenue Service as the Standard Mileage Rate per mile for all miles driven. Reimbursement at this rate shall be considered as full and complete payment for actual necessary expenses for the use of the private vehicle, insurance, maintenance and all other transportation-related costs. The District does not provide any insurance for private vehicles used on District business. The owner of a vehicle is responsible for the personal liability and property damage insurance when the vehicle is used on District business.

8.2. Meals and Expenses

- 8.2.1. Per diem allowances for lodging and meals shall not be allowed without prior approval of the APCO or designee as necessary for the purposes of conducting District business. Excess charges greater than the allowances listed in the paragraphs below may be authorized under special conditions, such as a convention requirement or in an area of high cost. Receipts are mandatory to obtain reimbursement for all lodging.
- 8.2.2. The allowance for meals and incidental expenses is the amount as published in the most recent GSA Per Diem Rates currently located at <https://www.gsa.gov/perdiem>. Receipts will be required for meal purchases exceeding the limits for the region where the travel occurred.

9. FLEXIBLE BENEFIT PLAN

- 9.1. Each full-time employee in the General Unit shall be entitled to a total monthly benefit not less than \$910 for the medical, dental and other insurance programs as set forth in the MDAQMD Flexible Benefit Plan.
- 9.2. Calculating the Flexible Benefit Plan Dollars. About August 31 each year, or as soon as benefit cost information is available from CalPERS, the District shall calculate 80% of the premium required by the Kaiser HMO Family plan (for Los Angeles Area Region including Los Angeles, San Bernardino and Ventura counties) offered for regular employees and families under the District's plan with CalPERS ("Flexible Benefit Plan Dollars"). The

“Flexible Benefit Plan Dollars” shall be implemented on or about pay period 25. The calculation of premium required, and implementation shall be performed according to the following schedule:

- On or about August 31, 2017, adjustments will be calculated for the Flexible Benefit Plan Dollars and will be implemented on or about PP25/2017;
- On or about August 31, 2018, adjustments will be calculated for the Flexible Benefit Plan Dollars and will be implemented on or about PP25/2018;
- On or about August 31, 2019, adjustments will be calculated for the Flexible Benefit Plan Dollars and will be implemented on or about PP25/2019;
- On or about August 31, 2020, adjustments will be calculated for the Flexible Benefit Plan Dollars and will be implemented on or about PP25/2020;
- On or about August 31, 2021, adjustments will be calculated for the Flexible Benefit Plan Dollars and will be implemented on or about PP25/2021.

9.2.1. Example 1: In August, CalPERS informs the District regarding the premium amounts for District plans for the next calendar year. The monthly premium required for the Kaiser Family HMO plan (in the Los Angeles Area Region) is \$1,200. Calculate 80% of \$1,200 = \$960. On or about pay period 25, the Flexible Benefit Plan dollars will be adjusted to \$960 until the next premium rate change is issued by CalPERS.

9.2.2. Example 2: In the following year, CalPERS informs the District that the premium amount for the Kaiser Family HMO plan (in the Los Angeles Area Region) is \$1,190. Calculate 80% of \$1,190 = \$952. Then, on or about pay period 25, the Flexible Benefit Plan dollars would be adjusted to \$952.

9.2.3. Example 3: In the following year, CalPERS informs the District that the premium amount for the Kaiser Family HMO plan (in the Los Angeles Area Region) is \$1,125. Calculate 80% of \$1,125 = \$900. Then, on or about pay period 25, the Flexible Benefit Plan dollars would be adjusted to \$910 (the minimum Flexible Benefit Plan dollars).

9.3. Any funds not used for the purchase of medical, dental, and other insurance programs shall be paid to the employee as taxable wages.

9.4. In the event health care reform crafted by the State of California and/or the Federal government is imposed in such a manner that such reform impacts these agreed upon matters regarding the Flexible Benefit Plan, and such reform is imposed before the end of the term of this Agreement, management reserves the privilege of re-opening the MOU at that time to discuss the effects of only those new requirements.

10. DEPENDENT CARE ASSISTANCE PLAN & MEDICAL SPENDING ACCOUNT

10.1. Dependent Care Assistance Plan

10.1.1. Employees in regular positions scheduled for a minimum of forty-one (41) hours per pay period are eligible to participate in the Dependent Care Assistance Plan. DCAP allows eligible employees to elect to receive dependent care assistance benefits which are excludable under Sections 125 and 129 of the Internal Revenue Code, as amended. DCAP exclusions from gross income do not affect compensation for retirement purposes.

10.1.2. Employees shall be eligible to participate the first day of the month following thirty (30) days from the date they submit their enrollment. An employee must contribute to DCAP through salary reduction on forms approved by Administrative Services. An employee election to participate may not be changed for the remainder of the plan year, except to the extent permitted under IRS regulations.

10.2. Medical Spending Accounts

10.2.1. The District has established a program for purposes of allowing employees to contribute to a tax-exempt savings account for reimbursing medical and other allowable expenses pursuant to the provisions of applicable law and described in Article X of the MDAQMD Flexible Benefit Plan.

11. SHORT-TERM DISABILITY & WORKERS' COMPENSATION

11.1. Short-Term Disability

11.1.1. The District will provide short-term disability insurance for each employee who works forty-one (41) hours or more per pay period as described below.

11.1.2. The short-term disability insurance plan coverage shall include a provision for a fourteen (14) calendar day waiting period from the first day of disability before benefits begin. Benefits shall be equal the current benefit amount set forth by the State of California Employment Department (EDD) and never be calculated at less than 55% of the base salary. Benefit payments terminate when the employee is no longer disabled, or upon termination of employment from the District, or after fifty-two (52) weeks of disability, whichever occurs first. Other benefit conditions shall be determined by the District and/or the provider of the benefit.

11.2. Workers' Compensation

11.2.1. Workers' compensation insurance is provided for all employees of the District. Employees shall receive a maximum of three (3) consecutive days of paid leave,

with no charge to sick leave or vacation leave, following an occupational injury or illness, provided the leave is authorized in a bona fide off-work order and the injury or illness qualifies for coverage under the California Workers' Compensation Act.

- 11.2.2. Upon request, the employee may continue to receive their regular pay during periods of disability due to an illness or injury covered under the California Workers' Compensation Act by supplementing workers' compensation benefit payments with accrued sick leave or vacation pay. Under this policy, an employee may coordinate benefits with accrued sick leave and vacation leave to receive payment equivalent to regular salary per pay period. In no event shall an employee receive more than their regular salary by means of this process.

12. LIFE INSURANCE

- 12.1. The District agrees to pay the premium for a Fifty Thousand Dollar (\$50,000.00) term life insurance policy for each employee in the General Unit. This benefit shall only apply to regular full-time employees.
- 12.2. The District will also make available to each employee in the General Unit a group term life insurance program wherein the employee may purchase, through payroll deductions, term life insurance in amounts equivalent to one times or two times the employee's annual gross earnings, subject to the approval of the provider of such benefit.
- 12.3. New employees shall become eligible to participate in these programs on the start of the pay period following the completion of thirteen (13) pay periods of satisfactory performance.

13. EMPLOYEE ASSISTANCE PROGRAM

- 13.1. The District agrees to provide an assistance program that is available to provide confidential counseling to any employees in the General Unit who requests such services.

14. LEAVE DONATION PROGRAM

14.1. General

- 14.1.1. Full time, regular employees may voluntarily donate their accrued leave to another eligible employee experiencing a serious health condition or whose immediate family member is experiencing a serious condition. The District recognizes that there are occurrences brought about by prolonged medical conditions that cause employees to exhaust all available leave and, therefore, must be placed on leave without pay. It is recognized that such employees forced to go on leave without pay could be without their regular salary income and medical benefits at the most critical point in their work life.

14.2. Eligibility for Program

- 14.2.1. A voluntary donation of leave from one employee to another may be permitted for the purpose of providing a full time, regular employee with paid sick leave time for the care of themselves, or an immediate family member, who is experiencing a serious health condition as determined by a physician or other qualified health care provider.
- 14.2.2. An employee is eligible to receive voluntary donations of leave when all of the following conditions have been met:
 - 14.2.3. The employee who is, or whose immediate family member is, experiencing a serious health condition provides documentation of such serious health condition as verified by a qualified health care provider. Employees are eligible to receive leave donations where they (or their immediate family member) have, are, or are expected to experience a serious, catastrophic or unforeseen illness, injury or impairment that meets both of the following criteria: a) has caused, or is likely to cause, the employee to take leave without pay; b) requires continuing treatment or supervision by an licensed health care provider. The definitions and documentation of catastrophic or unforeseen illness, injury or impairment will be interpreted and documented in accordance with the provisions of Family Medical Leave Act (FMLA).
 - 14.2.4. The employee receiving donated leave has exhausted, or soon will exhaust, all accrued leave such as vacation leave, comp time, sick leave, holiday leave, and/or administrative leave, if applicable. Employees in these situations must make application to receive donated sick leave by completing the Application for Donated Leave form developed and issued by Administrative Services.
 - 14.2.5. Employees subject to this program and determined eligible to receive donated sick leave are also required to submit a claim for short-term disability. Use of the employee's own accrued leave balance and any donated leave amounts will be coordinated with disability benefits to achieve at or near the equivalent of 80 hours of pay per pay period. Use of donated leave is taxable income to the recipient and subject to withholding as required by law.

14.3. Continuation of Benefits for Employee

- 14.3.1. Employees who are on an approved medical leave of absence or an approved leave of absence without pay under the FMLA will continue to receive benefits as set forth in the PPP Section 5.3, "Continuation of Benefits Coverage."

14.4. Donation Procedure & Limitations

- 14.4.1. Donations of accrued leave time shall be made in minimum increments of four (4) whole hour blocks of time.

- 14.4.2. To retain sufficient accrued leave to meet their own needs, donors contributing accrued leave must not reduce their total accumulated accrued leave balances to fewer than one hundred sixty (160) hours. The donation of leave accrual shall not be counted against the current year accrual and will not, therefore, count against usage for the current year for the purposes of the annual sick leave cash out program (Standard Practice 2-9). Donation of accrued leave is irrevocable and will be deducted from the donor's accruals in the pay period following the request. Donated accrued leave will be reimbursed if it has not been used by the end of the recipient's need. Verification, obtained by the APCO or designee, ensuring that these conditions have been met will be done prior to the transfer of time from one employee to another.
- 14.4.3. Nothing in this program shall be construed to require donations of time from one employee to another. To emphasize the voluntary nature of the donation, the names of the donors will not be made available to the recipient. Recipient employees are expected to refrain from personally soliciting donations from other District employees. However, the APCO or designee may announce a need and offer all District employees the opportunity to contribute. The notice of need shall not be construed as a demand or as an order for employees to contribute. There shall remain confidentiality of employees subject to the receipt of donated leave.
- 14.4.4. Employees who wish to donate leave accrual must provide written authorization to the Director of Administrative Services for the transfer of accrual by completing a Leave Donation Form developed and issued by Administrative Services. Administrative Services will confirm the donor has sufficient accrued leave for donation and sufficient leave accruals (particularly sick leave) available for the donating employee to meet their own needs.
- 14.4.5. The accrued leave donated will be converted to its cash value at the donor's base rate of pay and then credited to the recipient in equivalent hours of sick leave at the recipient's base rate of pay. For example: Employee A donates 10 hours of leave at Employee's rate of pay, \$50/hour. Employee B's rate of pay is \$25/hour, therefore, the donated leave available to Employee B is 20 hours.
- 14.4.6. Following verification, the donations will be used for the recipient in the order they were received. Once the recipient has exhausted all paid leave, donations will be processed on a pay period by pay period basis. This process will continue until such time as the recipient's status changes and they are no longer eligible for donations, or until no donations are available. When the need is resolved, or the process is concluded, any remaining unused donations will be returned to the donor(s).

14.5. Definitions

- 14.5.1. "Immediate family": The husband, wife, father/step, mother/step, brother/step, sister/step, child/step, legally registered domestic partners and legal dependents of the employee receiving the donation of leave.
- 14.5.2. "Serious health condition": An illness, injury, impairment, or physical or mental condition that involves inpatient care in a hospital, hospice, or residential medical care facility or continuing treatment by a health care provider which is expected to incapacitate the employee or a member of the employee's immediate family requiring the employee to take time off from work to care for themselves or that family member.
- 14.5.3. Any other definition and or procedure not otherwise defined in this standard practice shall be as defined or set forth in the FMLA and its implementing regulations.

15. RETIREMENT PROGRAM

- 15.1. Employee Contributions to the San Bernardino County Employees' Retirement Association ("SBCERA"). The District shall pick up a portion of the required contribution as periodically established by SBCERA for each eligible employee, except as set forth in 15.1.3 below, in the General Unit to SBCERA as follows:
 - 15.1.1. For employees hired on or before 6/30/09: The District shall pay ("pick up") the first seven percent (7%) of the employee's earnable compensation, as that term is defined in the County Employees Retirement Law of 1937 ("CERL"), towards the required member contribution. Beginning July 1, 2017, the District pickup shall be reduced by 1%, with further 1% reductions effective July 1, 2018, 2019, 2020, and 2021. Notwithstanding the preceding, the portion of the required member contribution rate paid by employees shall not exceed the member contribution rate established by SBCERA for Tier 2 members, as adjusted from time to time by SBCERA. Notwithstanding further, the member contribution shall not exceed 10% of the employee's earnable compensation. The provisions of this paragraph shall expire on June 30, 2022.
 - 15.1.2. For employees hired on or after 7/1/09: Employees shall pay the first seven percent (7%) of the employee's earnable compensation, as that term is defined in the CERL, towards the required member contribution. Beginning July 1, 2017, the employee share shall increase by 1%, with further 1% increases effective July 1, 2018, 2019, 2020, and 2021. Notwithstanding the preceding, the portion of the required member contribution rate paid by employees shall not exceed the member contribution rate established by SBCERA for Tier 2 members, as adjusted from time to time by SBCERA. The District will pick up the balance of the required member contribution. Notwithstanding further, the member

contribution shall not exceed 10% of the employee's earnable compensation. The provisions of this paragraph shall expire on June 30, 2022.

- 15.1.3. **Effective July 1, 2022**, for employees hired on or after 12/31/12: Employees shall pay the full amount of their required member contribution rate as determined by SBCERA **not to exceed twelve percent (12%)**. The District will pick up the employee required contribution rate in excess of 12.00%.
- 15.1.4. For employees hired on or after 1/1/13: Employees that are determined to be Tier 2 members by SBCERA shall pay the required member contribution rate as determined by SBCERA. The District will not be responsible for any portion of the required member contribution. This provision shall remain in effect through the term of this Agreement and shall not be reversed or invalidated on expiration of the Agreement.
- 15.1.5. A new employee hired on or after 1/1/13 who is determined to be a Tier 1 member by SBCERA shall be subject to the same terms set forth in Section 15.1.3.
- 15.2. Employees who have thirty (30) years of service credit and no longer make retirement contributions under the provisions of the County Employee's Retirement Law of 1937 and employees over the age of 60 in a regular position who choose not to be a member of the Retirement Association, shall be paid in taxable wages in the amount of the District's retirement contribution.
- 15.3. Deferred Compensation
 - 15.3.1. Employees shall be eligible to enroll in the deferred compensation plan offered by the District from the first day of employment. Employees are permitted to specify amounts to be deducted from the employee's paycheck for deposit to the District's deferred compensation account. The MDAQMD Deferred Compensation Plan (457(b)) contains the plan specifics.
- 15.4. 401(a) Matching Contribution Plan
 - 15.4.1. The District has established a 401(a) Matching Contribution Plan. The District will contribute an amount equal to 6% of the employee's salary deferrals made during the prior calendar year to the MDAQMD Deferred Compensation Plan (457(b)). The District's match shall not be applied to catch-up contributions and additional elective deferrals. (See MDAQMD 401(a) Matching Contribution Plan, Article VII.)
 - 15.4.2. Employees are eligible to be credited the matching contribution when they have elected to participate in the MDAQMD Deferred Compensation Plan. (See MDAQMD 401(a) Matching Contribution Plan, Article VI.)

15.4.3. Employees are fully vested and shall have a non-forfeitable and vested right to their retirement account (401(a)) following five years of service with the District. (See MDAQMD 401(a) Matching Contribution Plan, Article IX).

15.4.4. In no event shall any contribution into the District's 401(a) Matching Contribution Plan exceed the maximum amount allowable by law.

16. RETIREE MEDICAL BENEFIT

16.1. General

16.1.1. The District agrees to pay to eligible employees in the General Unit, who retire from active service at the MDAQMD, a portion of the premium of CalPERS health insurance for the employee and his or her spouse.

16.2. Eligibility

16.2.1. Retiring employee shall be eligible for retiree medical benefits under the following conditions:

- (a) Retiring employee must be enrolled in the District's CalPERS health plan at the time of retirement.
- (b) Retiring employee must have a minimum total of twenty (20) years of public service with any of the member agencies of the District and any air district in California.
- (c) However, a minimum of ten (10) years must have been served with the District. Years of public service with the District shall be calculated in the same manner as the calculation of time of employment set forth in Health & Safety Code §41265.

16.3. Calculation of Premium Portion

16.3.1. The portion of the premium to be paid shall be calculated as 2% per service year from the date of hire with the District. The date of hire with the District shall be calculated in the same manner as the calculation of time set forth in Health & Safety Code §41265. For those eligible employees hired between 7/1/1993 and 7/1/2009, years of service with a member agency or any air district in California shall be added to District years of service for the purposes of the premium portion calculation.

16.3.2. In no case shall the portion of the premium to be paid exceed the Flexible Benefit amount for a full-time employee as set forth in Section herein.

16.4. Length of Benefit

16.4.1. Such benefit is payable from the date of retirement to five (5) years, or until the date retiree becomes eligible for Medicare, or until the date retiree discontinues the coverage, whichever occurs first.

16.5. For the purposes of Section 16.2.1(b), a “member agency” is defined as a city or county that lies in whole or in part within the boundaries of the District.

17. TUITION AND PROFESSIONAL ORGANIZATION DUES REIMBURSEMENT

17.1. The District agrees to maintain a Tuition and Dues Reimbursement Fund for the employees in the General Unit.

17.2. Reimbursement from the Fund may be used for tuition or professional dues or both so long as the employee does not use the reimbursement for dues of more than two (2) professional organizations.

17.3. Reimbursement is available for each such full-time employee pursuant to “Reimbursement Program” developed and which may be amended by the APCO in coordination with the Labor Management Task Force. Any reimbursement that may exceed the limits of Governing Board Policy 94-1 is subject to the approval of the District’s Governing Board.

17.4. The District agrees to appropriate to the Fund each fiscal year sufficient sums to make available an aggregate amount equal to Five Hundred Dollars (\$500.00) per each full-time employee in the General Unit. The District also agrees that on June 30 of each year, the amount remaining in the Fund will be moved for separate accounting and allowed to accrue each year, without interest, not to exceed \$20,000, and may be available for withdrawal for tuition reimbursement requests in accordance with Standard Practice No. 2-12, as amended.

18. PERSONALIZED PROTECTIVE EQUIPMENT ENHANCEMENT

18.1. Governing Board Policy No. 96-5 “Occupational Illness and Injury Prevention Program” ensures District compliance with providing personal protective equipment for all District employees.

18.2. Employees are eligible to enhance their personalized protective equipment if their position requires it as part of their field work. If it is uncertain whether an employee will be required to wear enhanced personalized protective equipment, no purchase will be made until it is actually needed. Enhanced personalized protective equipment shall be described as safety shoes and safety prescription eyeglasses.

- 18.3. The maximum benefit available per calendar year will be one hundred thirty dollars (\$130.00). Beginning **July 1, 2022** the maximum benefit available will be two hundred fifty dollars (\$250.00). Employees may purchase any kind of enhanced personalized protective equipment, as described above, that will be acceptable at the locations where they will be required to wear them. Employees will be responsible for any amount exceeding \$130.00 (\$250 after July 1, 2022) during the calendar year.
- 18.4. Safety shoes will be replaced when they wear out. New employees whose position require wearing safety shoes will be fitted for safety shoes shortly after they start working for the District. Employees who are in designated job categories will be required to wear safety shoes while on duty in the field.
- 18.5. Safety prescription eyeglasses will be replaced as prescribed by the employee's attending eye care professional.

COMPENSATION

19. WAGES

- 19.1. Effective July 1, 2017, the wage rate for each employee in the General Unit will increase **2.0%** as set forth in Exhibit 1 – Salary Range Table.
- 19.2. Effective July 1, 2018, the wage rate for each employee in the General Unit will increase **2.0%** as set forth in Exhibit 2 – Salary Range Table.
- 19.3. Effective July 1, 2019, the wage rate for each employee in the General Unit will increase **2.0%** as set forth in Exhibit 3 – Salary Range Table.
- 19.4. Effective July 1, 2020, the wage rate for each employee in the General Unit will increase **2.5%** as set forth in Exhibit 4 – Salary Range Table.
- 19.5. Effective July 1, 2021, the wage rate for each employee in the General Unit will increase **2.5%** as set forth in Exhibit 5 – Salary Range Table.
- 19.6. Effective July 1, 2022 the wage rate for each employee in the General Unit will increase **5.0%** as set forth in Exhibit 6 – Salary Range Table.
- 19.7. Effective July 1, 2023 the wage rate for each employee in the General Unit will increase **1.5%** as set forth in Exhibit 7 – Salary Range Table.
- 19.8. Effective July 1, 2024 the wage rate for each employee in the General Unit will increase **1.5%** as set forth in Exhibit 8 – Salary Range Table.

20. SALARY ADJUSTMENT

- 20.1. The performance evaluation shall be made up of a list of duties and standards that reflects the employee's position description and duties. Employees will be evaluated based upon these standards as "unsatisfactory," "meets," and "outstanding." Salary increases will be given for performance evaluations rated or scored 2.0, or higher on a scale of 1 to 3. The maximum salary adjustment available is 2½% of base hourly rate of pay, as set forth in the appropriate Salary Range Table.

21. LONGEVITY AWARD

- 21.1. In pay period one, longevity awards shall be granted to eligible employees in an amount not to exceed 2½% of the annual base pay as calculated in pay period 26 of the prior calendar year subject to:
- 21.1.1. The employee having reached or passed the top step in their respective pay range on July 1 of the previous calendar year; and
- 21.1.2. The employee having received a successfully rated performance evaluation described in Section 20.1.

22. OVERTIME AND NIGHT SHIFT DIFFERENTIAL

- 22.1. It is the policy of the District to avoid overtime and night shift work whenever possible. Overtime work shall be used only to supply essential public services or perform necessary duties during emergencies or where performance of overtime work by regular employees is more economical than adding new employees by creation of new regular or temporary position.
- 22.2. Employees of the District shall obtain authorization for overtime prior to commencement of overtime from the employee's immediate supervisor. Failure to obtain such authorization may result in disciplinary action.
- 22.3. Employees of the District required to work overtime are compensated at time and one-half their regular hourly rate of pay of each and every hour worked in excess of forty (40) hours worked in the seven-day work week.
- 22.4. Employees of the District called or required to work between 10:00 P.M. and 6:00 A.M. may be eligible for night shift differential. Compliance activities, including but not limited to inspections and investigations, and travel commenced by employees prior to 6:00 A.M. and/or terminating after 10:00 P.M. shall not be eligible for the night shift differential unless the employee's immediate supervisor has designated such compliance activities or travel eligible for night shift differential in writing prior to commencement of the work.
- 22.5. Employees of the District eligible for the night shift differential are compensated at time and one-half their regular hourly rate of pay for each and every hour worked between

10:00 P.M. and 6:00 A.M. provided such work is eligible for the night shift differential as set forth above. Any employee who works between 10:00 P.M. and 6:00 A.M. and is eligible for such night shift differential shall be paid for a minimum of four (4) hours of work.

23. COMPENSATORY TIME

- 23.1. An employee may accrue compensatory time in lieu of overtime unless prohibited from doing so by the employee's supervisor. Those employees eligible for compensatory time may accrue such time to a maximum of eighty (80) hours. Compensatory time shall be calculated at one and one-half times the number of hours worked over forty hours during the established work week. Compensatory time must be reported on the employee's time card and submitted to the Administrative Services. Compensatory time used shall also be reported on the employee's time card and submitted to the Administrative Services.
- 23.2. Employees shall be encouraged to use compensatory time as quickly as possible depending on the work load of the assigned department. All compensatory time accrued and not used within the six-month period immediately preceding April and October of each year shall be paid off. The APCO may authorize payment in lieu of compensatory time whenever it is impractical or not in the best interests of the District for the employee to make use of the compensatory time off.

24. ASSIGNMENT TO HIGHER CLASSIFICATION

- 24.1. Upon request from the employee, an employee directed to continuously perform duties in a higher classification shall be entitled to a salary rate increase to the higher classification for the time actually worked in excess of one hundred sixty (160) hours, consecutively, per fiscal year, unless specifically waived by the employee. The employee must demonstrate the ability to perform the duties of the higher-level classification in order to qualify for the salary rate increase, which shall commence only after the 160 consecutive hours have been worked in the higher classification.

LEAVE PROVISIONS

25. SICK LEAVE

25.1. Accrual

- 25.1.1 The accrual rate for sick leave for each full-time employee in the General Unit shall be 3.69 hours per pay period.

25.2. Conversion to Cash

25.2.1. Any employee may elect to convert to cash at the employee's current hourly rate of pay thirty percent (30%) of the unused sick leave each July that was accrued during the preceding fiscal year provided the subject employee leaves a minimum sick leave balance of one hundred sixty (160) hours. Employees must submit a pre-election Agreement to convert sick leave to cash by June 30 of the year before the leave will accrue. For example, an employee must elect by June 30, 2016 to convert 30% of unused sick leave earned from July 1, 2016 through June 30, 2017 to cash in July 2017 if the employee's remaining sick leave balance at the time of conversion will be at least 160 hours.

25.3. Payment Upon Separation

25.3.1. After ten (10) years of continuous service from the date of hire in a regular position, and upon retirement, death, or separation, an employee will be paid for unused sick leave balances according to the following formula:

<u>Sick Leave Balance as of Date of Separation</u>	<u>Cash Payment Percentage of Hours of Sick Leave Balance</u>
480 hours or less	30%
481 to 600 hours	35%
601 to 720 hours	40%
721 to 840 hours	45%
841 to 1,000 hours	50%

25.4. Vacation Conversion Option

25.4.1. Any employee may exchange accrued sick leave hours in excess of eight hundred forty (840) hours for vacation time on the basis of two (2) hours of sick leave for one (1) hour of vacation leave. Any such exchange must be made in forty (40) hour increments of accrued sick leave.

26. VACATION

26.1. The accrual rate for vacation leave and accrual limits for each full-time employee in the General Unit is as follows:

26.1.1. Accrual of 3.08 hours per pay period during the first four (4) years of continuous employment. Employees shall be allowed to accrue a maximum of two hundred (200) hours vacation during the first four (4) years continuous service.

26.1.2. Accrual of 4.62 hours per pay period during the years five (5) through nine (9) of continuous employment. Employees shall be allowed to keep a maximum of two hundred eighty (280) hours vacation during the fifth (5th) through ninth (9th) year of continuous service; and

- 26.1.3. Accrual of 6.15 hours per pay period following the ninth (9th) year through fourteen (14) years of continuous employment. Such employees shall be allowed to keep a maximum of three hundred sixty (360) hours vacation during the ninth (9th) through fourteenth (14th) year of continuous service.
- 26.1.4. Accrual of 6.46 hours per pay period following the fourteenth (14th) year of continuous employment and increasing by 0.3077 hours per pay period each successive year thereafter of continuous employment up to a maximum of 9.23 hours per pay period. Such employees shall be allowed to keep a maximum of three hundred sixty (360) hours vacation following the fourteenth (14th) year of continuous service.
- 26.2. Vacation Cash Out: An employee may cash out vacation time at their base hourly rate. Eligible employees may exercise this option under procedures established by the District, subject to the following:
 - 26.2.1. Future Accruals: An employee must make an irrevocable election during the month of December, specifying the number of hours to be sold back from the next calendar year's vacation time accrual. Such election must be made in increments of not less than 40 hours and may not exceed 160 hours. Once an election is made, the employee must request that the designated number of hours actually be sold back by pay period 25 of the calendar year in which the election is effective, or the hours will automatically be converted into cash in pay period 26.
 - 26.2.2. Existing Accruals: Existing accruals may be cashed out in whole hour increments with a minimum cash-out of 40 hours and will be subject to a 10% penalty.
- 27. HOLIDAY LEAVE CASH OUT**
 - 27.1. An employee may cash out holiday time at their base hourly rate. Eligible employees may exercise this option under procedures established by the District, subject to the following:
 - 27.1.1. Future Accruals: An employee must make an irrevocable election during the month of December, specifying the number of hours to be cashed out from the next calendar year's holiday time accrual. Such election must be made in increments of not less than 9 hours and may not exceed 45 hours. Once an election is made, the employee must request that the designated number of hours actually be cashed out by pay period 25 of the calendar year in which the election is effective, or the hours will automatically be converted into cash in pay period 26.
 - 27.1.2. Existing Accruals: Existing accruals may be cashed out in whole hour increments with a minimum cash out of 9 hours and will be subject to a 10% penalty.

28. CELL PHONE STIPEND

- 28.1. A stipend in the amount of \$125 will be paid annually. Beginning January 1, 2021, a stipend in the amount of \$300 annually to be paid out equally by pay period to employees who choose to use their personal cell phones to conduct any business with the District (including communication with supervisor or co-workers about attendance, etc.). Employees will have to “elect” to receive the stipend and sign a waiver/disclosure that they are permitting District staff to contact them via text or phone and they understand that some of the information on their personal cell phones may be subject to retention and disclosure under the California Public Records Act.
- 28.2. If the employee chooses not to use their personal cell phone to conduct any business with the District, then the District shall provide an assigned cell phone for the employee to use. Such cell phone shall have the capability for business necessities.

29. EMPLOYEE WELLNESS PROGRAM

- 29.1. The District will reimburse up to \$240 per year based on evidence of payment via contract or payroll deduction for membership fees paid. Programs may include gym membership, or participation in a wellness activity including but not limited to a weight loss program, or a smoking cessation program. Program qualification will be subject to justification and approval by the APCO. Reimbursement may be lump sum on evidence of payment or per pay period benefit for recurring contracts.

30. HOLIDAY CLOSURE

- 30.1. District offices will be closed on the following dates without loss of compensation to employees:
- 30.1.1. December 27 and 28, 2017.
 - 30.1.2. December 26 and 27, 2018.
 - 30.1.3. December 23, 26 and 30, 2019.
 - 30.1.4. December 29 and 30, 2020 and “move” Holiday hours for December 25 (Friday) to Monday, December 28.
 - 30.1.5. December 28 and 29, 2021 and “move” Holiday hours for December 24 (Friday) to Monday, December 27.
- 30.2. District offices will be closed on the following dates. Employees will receive compensation for two of the closed working days, as indicated.
- 30.2.1 **December 26 through 30, 22;**
District pays December 27 and 28;

Observe the **December 24** holiday on December 26, Observe the **December 25** holiday on December 29 and observe the **December 31** holiday on December 30.

30.2.2. **December 26 through 29, 2023;**

District pays December 27 and 28;

Observe the **December 24** holiday on December 26 and observe the **December 31** holiday on December 29.

30.2.3. **December 23, 2024 through January 2, 2025;**

District pays December 26 and 27;

Employees will be required to use **3 days of accrued leave** for the closure.

31. BEREAVEMENT LEAVE

- 31.1. When a death occurs in the immediate family, regular employees are entitled up to three (3) days paid (without impact to employee's leave accruals) Bereavement Leave. Bereavement Leave may be used only in the loss of a spouse, domestic partner, children, parents, parents of current spouse, sister, brother, grandparents, stepparents, half-brother, half-sister, sister-in-law, brother-in-law or any individual who may have a true parental relationship to the employee.

32. MANAGEMENT AND EMPLOYEE RIGHTS

32.1. Management Rights

- 32.1.1. In order to insure that the District is able to carry out its functions and responsibilities imposed by law, the District has and will retain the exclusive right to manage and direct the performance of District services and therefore the following matters will not be subject to the meet and confer process but shall be within the exclusive discretion of the District:

- (a) To determine public policy;
- (b) To determine the merits, necessity or organization of any service or activity conducted by the District;
- (c) To determine and change the facilities, methods, means and personnel by which the District operations are to be conducted;
- (d) To expand or diminish services;
- (e) To determine and change the number of locations, relocations and types of operations and the process and materials to be employed in carrying

out all District functions, including but not limited to, the right to subcontract any work or operation;

- (f) To determine the size and composition of the work force, to assign work to employees in accordance with requirements as determined by the District, to establish and change work schedules and assignments, and to determine and change the days and hours when employees shall work;
- (g) To relieve employees from duty because of lack of work or funds or other legitimate reasons;
- (h) To discharge, suspend or otherwise discipline employees in accordance with established personnel rules;
- (i) To determine job classifications;
- (j) To hire, transfer, promote and demote employees;
- (k) To determine policies, procedures and standards for selection, training, and promotion of employees;
- (l) To establish employee performance standards including, but not limited to, quality and quantity standards;
- (m) To maintain the efficiency of District operations;
- (n) To take any and all necessary actions to carry out its missions in emergencies;
- (o) To exercise complete control and discretion over the District's organization and technology of performing its work and services; and
- (p) To establish reasonable work and safety rules and regulations in order to maintain the efficiency and economy desirable in the performance of District services.

32.2. Employee Rights

32.2.1. Except as otherwise provided by law or by these rules and regulations, employees of the District shall have the right to form, join and participate in the activities of an employee organization of their own choosing for the purpose of representation in matters of employer-employee relations. District employees also have the right to refuse to join or participate in the activities of the employee organization and shall have the right to represent themselves individually in their employment relations with the District. No employee shall be interfered with, intimidated, restrained, coerced or discriminated against by

the District or by an employee organization because of his or her exercise of these rights. Notwithstanding the above, nothing herein shall be construed as restricting employee organization rights as specified in Section 3502.5 of the Government Code.

33. POLICY PROHIBITING EMPLOYEE HARASSMENT

33.1. Introduction

33.1.1. The District strongly disapproves of any form of unlawful discrimination against its employees. This includes discriminatory harassment of District employees. It can result in high turnover, absenteeism, low morale, and an uncomfortable work environment. Since Federal and State law prohibit harassment, employee harassment may constitute a criminal offense.

33.1.2. The District strictly prohibits unlawful harassment. This includes harassment on the basis of sex, sexual orientation, race, color, ancestry, religious creed, handicap or disability, medical condition, age (over forty), marital status, or any other protected class under applicable law.

33.2. Application

33.2.1. The policy applies to all phases of the employment relationship, including recruitment, testing, hiring, upgrading, promotion/demotion, transfer, layoff, termination, rates of pay, benefits, and selection for training.

33.2.2. The policy applies to all officers and employees of the District, including, but not limited to, full- and part-time employees, temporary employees, and persons working under contract for the District.

33.3. The full text of this policy is recorded in Rule 7 of the PPP.

34. FULL UNDERSTANDING, MODIFICATION, AND WAIVER

34.1. The parties acknowledge that during the negotiations, which resulted in this Agreement, each had the full right and adequate opportunity to make demands and proposals with respect to any subject or matter within the scope of representation, and that the understandings arrived at after the exercise of that right are set forth in this Agreement. The express provisions of this Agreement, for its duration, therefore, constitute the complete and total contract between the District and the Union with respect to wages, hours, and other terms and conditions of employment. Any prior or existing Agreements between the parties, whether formal or informal, regarding any such matters, are hereby superseded and terminated in their entirety. Therefore, the District and the Union, for the life of this Agreement, each voluntarily waives the right to meet and confer in good

faith with respect to any subject or matter referred to or covered in this Agreement or within the scope of representation.

- 34.2. Notwithstanding the above, the parties may mutually agree to meet and confer on a specific matter.

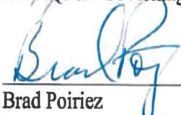
35. DURATION OF AGREEMENT

- 35.1. Except as herein provided, the terms and conditions of this Memorandum of Understanding became effective at 12:01 A.M. on July 1, 2017 and shall expire at 12:00 midnight on June 30, 2025.
- 35.2. If a successor Memorandum of Understanding has not been reached by 12:00 midnight of June 30, 2025, the terms and conditions of this Memorandum of Understanding shall be extended for one (1) year or until a successor Memorandum of Understanding is adopted, whichever occurs sooner.
- 35.3. In the event either party hereto desires to negotiate the provisions of a successor Memorandum of Understanding, such party shall serve upon the other, 90 days (on or about March 7, 2025) prior to the termination date of this Agreement, its written request to commence negotiations and, to the extent reasonably possible, its full and entire written proposal for such successor Memorandum of Understanding. Upon receipt of such written notice and proposal, negotiations shall begin thereafter, no later than 60 days (on or about April 6, 2025) prior to the termination date of this Agreement.

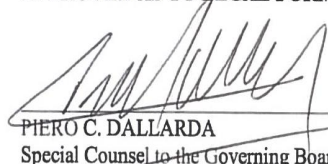
IN WITNESS WHEREOF, the parties having entered into this Agreement have caused their authorized representatives to execute this Memorandum of Understanding on this **24th day of February 2020**.

**MOJAVE DESERT AIR QUALITY
MANAGEMENT DISTRICT**

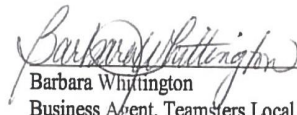

Jeff Williams
MDAQMD Governing Board Chair

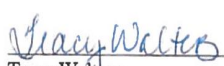

Brad Poiriez
Executive Director/APCO

APPROVED AS TO LEGAL FORM

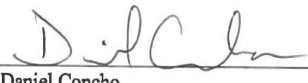

PIERO C. DALLARDA
Special Counsel to the Governing Board

TEAMSTERS LOCAL 1932


Barbara Whittington
Business Agent, Teamsters Local 1932


Tracy Walters
Negotiating Committee


Roseana Navarro Brasington
Negotiating Committee


Daniel Concho
Negotiating Committee

Mojave Desert Air Quality Management District MOU
for Teamsters Local 1932 Members
July 1, 2017 through June 30, 2025

Salary Schedule
Effective July 1, 2017

RANGE	Not attainable as of January 1, 2000															MONTHLY
	1	2	3	4	5	6	7	8	9	5	F	6	G	7	H	
600	14.11	14.46	14.82	15.19	15.57	15.96	16.36	16.77	17.19	17.62	18.06	18.51	18.97	19.45	19.93	2,445 - 2,979
601	14.46	14.82	15.19	15.57	15.96	16.36	16.77	17.19	17.62	18.06	18.51	18.97	19.45	19.94	20.43	2,507 - 3,054
602	14.83	15.20	15.58	15.97	16.36	16.77	17.19	17.62	18.06	18.52	18.98	19.45	19.94	20.44	20.95	2,570 - 3,131
603	15.19	15.57	15.96	16.36	16.77	17.19	17.62	18.06	18.51	18.97	19.44	19.93	20.43	20.94	21.46	2,633 - 3,208
604	15.57	15.96	16.36	16.77	17.19	17.62	18.06	18.51	18.98	19.45	19.94	20.44	20.95	21.47	22.01	2,700 - 3,289
605	15.96	16.36	16.77	17.19	17.62	18.06	18.51	18.97	19.45	19.93	20.43	20.94	21.46	22.00	22.55	2,766 - 3,371
606	16.37	16.77	17.19	17.62	18.06	18.52	18.98	19.45	19.94	20.44	20.95	21.47	22.01	22.56	23.12	2,837 - 3,456
607	16.77	17.19	17.62	18.06	18.51	18.98	19.45	19.94	20.43	20.94	21.47	22.01	22.56	23.12	23.70	2,907 - 3,542
608	17.19	17.62	18.06	18.51	18.97	19.45	19.93	20.43	20.94	21.46	22.00	22.55	23.12	23.69	24.29	2,979 - 3,630
609	17.62	18.06	18.52	18.98	19.45	19.94	20.44	20.95	21.47	22.01	22.56	23.12	23.70	24.30	24.90	3,055 - 3,722
610	18.06	18.51	18.98	19.45	19.94	20.43	20.95	21.47	22.01	22.56	23.12	23.70	24.29	24.90	25.52	3,131 - 3,814
611	18.51	18.97	19.45	19.93	20.43	20.94	21.46	22.00	22.55	23.11	23.69	24.29	24.89	25.51	26.15	3,208 - 3,909
612	18.98	19.45	19.94	20.44	20.95	21.47	22.01	22.56	23.12	23.70	24.29	24.90	25.52	26.16	26.81	3,289 - 4,008
613	19.45	19.93	20.43	20.94	21.46	22.00	22.55	23.11	23.69	24.28	24.89	25.51	26.15	26.81	27.48	3,370 - 4,107
614	19.93	20.43	20.94	21.47	22.00	22.55	23.12	23.70	24.29	24.89	25.52	26.16	26.81	27.48	28.17	3,455 - 4,210
615	20.43	20.94	21.47	22.00	22.55	23.12	23.70	24.29	24.90	25.52	26.16	26.81	27.48	28.17	28.87	3,542 - 4,315
616	20.94	21.47	22.00	22.55	23.12	23.70	24.29	24.89	25.52	26.16	26.81	27.48	28.17	28.87	29.59	3,630 - 4,423
617	21.46	22.00	22.55	23.11	23.69	24.28	24.89	25.51	26.15	26.80	27.48	28.18	28.87	29.59	30.33	3,720 - 4,533
618	22.00	22.55	23.12	23.70	24.29	24.90	25.52	26.16	26.81	27.48	28.17	28.87	29.59	30.33	31.09	3,814 - 4,647
619	22.56	23.12	23.70	24.29	24.90	25.52	26.16	26.81	27.48	28.17	28.87	29.60	30.34	31.09	31.87	3,910 - 4,764
620	23.12	23.70	24.29	24.90	25.52	26.16	26.81	27.48	28.17	28.87	29.59	30.33	31.09	31.87	32.66	4,007 - 4,882
621	23.70	24.29	24.90	25.52	26.16	26.81	27.49	28.17	28.88	29.60	30.34	31.10	31.87	32.67	33.49	4,108 - 5,005
622	24.29	24.90	25.52	26.16	26.82	27.49	28.17	28.88	29.60	30.34	31.10	31.87	32.67	33.49	34.33	4,211 - 5,131
623	24.90	25.52	26.16	26.81	27.48	28.17	28.87	29.59	30.33	31.09	31.87	32.67	33.48	34.32	35.18	4,315 - 5,258
624	25.52	26.16	26.81	27.48	28.17	28.87	29.60	30.34	31.09	31.87	32.67	33.49	34.32	35.18	36.06	4,424 - 5,390
625	26.16	26.81	27.48	28.17	28.87	29.59	30.33	31.09	31.87	32.66	33.48	34.32	35.18	36.06	36.96	4,534 - 5,524
626	26.81	27.48	28.17	28.87	29.59	30.33	31.09	31.87	32.67	33.48	34.32	35.18	36.06	36.96	37.88	4,647 - 5,662
627	27.48	28.16	28.87	29.59	30.33	31.09	31.86	32.66	33.48	34.31	35.17	36.05	36.96	37.88	38.82	4,763 - 5,803
628	28.16	28.87	29.59	30.33	31.09	31.86	32.66	33.48	34.31	35.17	36.05	36.96	37.88	38.82	39.79	4,882 - 5,948
629	28.87	29.59	30.33	31.09	31.87	32.66	33.48	34.32	35.18	36.06	36.96	37.88	38.83	39.80	40.79	5,004 - 6,097
630	29.59	30.33	31.09	31.86	32.66	33.48	34.31	35.17	36.05	36.95	37.88	38.82	39.79	40.79	41.81	5,129 - 6,249
631	30.34	31.10	31.87	32.67	33.49	34.32	35.18	36.06	36.96	37.89	38.84	39.81	40.80	41.82	42.87	5,259 - 6,407
632	31.09	31.86	32.66	33.48	34.31	35.17	36.05	36.95	37.88	38.82	39.79	40.79	41.81	42.85	43.93	5,388 - 6,565
633	31.87	32.66	33.48	34.32	35.18	36.06	36.96	37.88	38.83	39.80	40.79	41.81	42.86	43.93	45.03	5,524 - 6,730
634	32.67	33.49	34.32	35.18	36.06	36.96	37.89	38.83	39.80	40.80	41.82	42.86	43.94	45.03	46.16	5,663 - 6,899
635	33.48	34.32	35.18	36.05	36.96	37.88	38.83	39.80	40.79	41.81	42.86	43.93	45.03	46.15	47.31	5,803 - 7,071
636	34.32	35.18	36.06	36.96	37.89	38.83	39.80	40.80	41.82	42.86	43.94	45.03	46.16	47.31	48.50	5,949 - 7,249
637	35.18	36.06	36.96	37.88	38.83	39.80	40.79	41.81	42.86	43.93	45.03	46.15	47.31	48.49	49.70	6,097 - 7,429
638	36.06	36.96	37.89	38.83	39.80	40.80	41.82	42.86	43.94	45.03	46.16	47.31	48.50	49.71	50.95	6,250 - 7,616
639	36.96	37.88	38.83	39.80	40.79	41.81	42.86	43.93	45.03	46.15	47.31	48.49	49.70	50.94	52.22	6,406 - 7,805
640	37.88	38.83	39.80	40.79	41.81	42.86	43.93	45.03	46.15	47.31	48.49	49.70	50.95	52.22	53.52	6,566 - 8,000
641	38.83	39.80	40.79	41.81	42.86	43.93	45.03	46.15	47.31	48.49	49.70	50.95	52.22	53.52	54.86	6,730 - 8,200
642	39.80	40.79	41.81	42.86	43.93	45.02	46.15	47.30	48.49	49.70	50.94	52.21	53.52	54.86	56.23	6,898 - 8,404
643	40.79	41.81	42.86	43.93	45.03	46.15	47.31	48.49	49.70	50.95	52.22	53.53	54.86	56.24	57.64	7,071 - 8,615
644	41.81	42.86	43.93	45.03	46.15	47.31	48.49	49.70	50.95	52.22	53.53	54.86	56.23	57.64	59.08	7,248 - 8,831
645	42.86	43.94	45.03	46.16	47.31	48.50	49.71	50.95	52.23	53.53	54.87	56.24	57.65	59.09	60.57	7,430 - 9,053
646	43.94	45.03	46.16	47.31	48.50	49.71	50.95	52.23	53.53	54.87	56.24	57.65	59.09	60.57	62.08	7,616 - 9,279
647	45.03	46.15	47.31	48.49	49.70	50.95	52.22	53.52	54.86	56.23	57.64	59.08	60.56	62.07	63.62	7,805 - 9,510
648	46.15	47.31	48.49	49.70	50.94	52.22	53.52	54.86	56.23	57.64	59.08	60.56	62.07	63.62	65.21	8,000 - 9,747
649	47.31	48.49	49.70	50.94	52.22	53.52	54.86	56.23	57.64	59.08	60.56	62.07	63.62	65.21	66.84	8,200 - 9,991
650	48.49	49.71	50.95	52.22	53.53	54.87	56.24	57.65	59.08	60.56	62.08	63.63	65.22	66.85	68.52	8,405 - 10,241
651	49.71	50.95	52.23	53.53	54.87	56.24	57.64	59.09	60.57	62.08	63.63	65.22	66.85	68.53	70.24	8,616 - 10,498
652	50.95	52.22	53.53	54.87	56.24	57.64	59.08	60.56	62.08	63.63	65.22	66.85	68.52	70.23	71.99	8,831 - 10,760
653	52.22	53.52	54.86	56.23	57.64	59.08	60.56	62.07	63.62	65.21	66.84	68.51	70.23	71.98	73.78	9,051 - 11,028
654	53.53	54.87	56.24	57.64	59.09	60.56	62.08	63.63	65.22	66.85	68.52	70.23	71.99	73.79	75.63	9,275 - 11,305
655	54.86	56.23	57.64	59.08	60.56	62.07	63.62	65.21	66.84	68.51	70.23	71.98	73.78	75.63	77.52	9,509 - 11,586
656	56.23	57.64	59.08	60.56	62.07	63.62	65.21	66.84	68.52	70.23	71.98	73.78	75.63	77.52	79.46	9,747 - 11,876
657	57.64	59.08	60.56	62.07	63.62	65.21	66.84	68.51	70.23	71.98	73.78	75.63	77.52	79.45	81.44	9,991 - 12,173
658	59.08	60.56	62.08	63.63	65.22	66.85	68.52	70.23	71.99	73.79	75.63	77.52	79.46	81.45	83.48	10,241 - 12,478
659	60.56	62.08	63.63	65.22	66.85	68.52	70.23	71.99	73.79	75.63	77.52	79.46	81.45	83.48	85.57	10,497 - 12,790
660	62.07	63.62	65.21	66.84	68.51	70.23	71.98	73.78	75.63	77.52	79.46	81.44	83.48	85.56	87.70	10,759 - 13,109
661	63.63	65.22	66.85	68.52	70.24	71.99	73.79	75.64	77.53	79.47	81.45	83.49	85.58	87.72	89.91	11,029 - 13,438
662	65.21	66.84	68.51	70.23	71.98	73.78	75.63	77.52	79.45	81.44	83.48	85.56	87.70	89.90	92.14	11,30

Mojave Desert Air Quality Management District MOU
for Teamsters Local 1932 Members
July 1, 2017 through June 30, 2025

Salary Schedule
Effective July 1, 2018

RANGE	Not attainable as of January 1, 2000																MONTHLY
	1	2	3	4	5	6	7	8	9	5	F	6	G	7	H		
600	14.39	14.75	15.12	15.50	15.88	16.26	16.69	17.11	17.53	17.97	18.42	18.88	19.35	19.84	20.33	2,494 - 3,039	
601	14.75	15.12	15.50	15.88	16.26	16.69	17.11	17.53	17.97	18.42	18.88	19.35	19.84	20.33	20.84	2,557 - 3,115	
602	15.12	15.50	15.89	16.28	16.69	17.11	17.54	17.98	18.42	18.89	19.36	19.84	20.34	20.85	21.37	2,621 - 3,194	
603	15.49	15.88	16.28	16.68	17.10	17.53	17.97	18.42	18.88	19.35	19.83	20.33	20.84	21.36	21.89	2,686 - 3,272	
604	15.89	16.28	16.69	17.11	17.54	17.97	18.42	18.88	19.36	19.84	20.34	20.84	21.37	21.90	22.45	2,754 - 3,355	
605	16.28	16.69	17.10	17.53	17.97	18.42	18.88	19.35	19.83	20.33	20.84	21.36	21.89	22.44	23.00	2,822 - 3,438	
606	16.69	17.11	17.54	17.98	18.43	18.89	19.36	19.84	20.34	20.85	21.37	21.90	22.45	23.01	23.59	2,893 - 3,525	
607	17.11	17.53	17.97	18.42	18.88	19.35	19.84	20.33	20.84	21.36	21.90	22.45	23.01	23.58	24.17	2,965 - 3,613	
608	17.53	17.97	18.42	18.88	19.35	19.83	20.33	20.84	21.36	21.89	22.44	23.00	23.58	24.17	24.77	3,039 - 3,702	
609	17.98	18.43	18.89	19.36	19.84	20.34	20.85	21.37	21.90	22.45	23.01	23.59	24.18	24.78	25.40	3,116 - 3,797	
610	18.42	18.88	19.36	19.84	20.34	20.84	21.36	21.90	22.45	23.01	23.58	24.17	24.78	25.40	26.03	3,193 - 3,891	
611	18.88	19.35	19.83	20.33	20.84	21.36	21.89	22.44	23.00	23.58	24.17	24.77	25.39	26.02	26.68	3,272 - 3,987	
612	19.36	19.84	20.34	20.84	21.37	21.90	22.45	23.01	23.58	24.17	24.78	25.40	26.03	26.68	27.35	3,355 - 4,088	
613	19.83	20.33	20.84	21.36	21.89	22.44	23.00	23.58	24.17	24.77	25.39	26.02	26.67	27.34	28.02	3,438 - 4,189	
614	20.33	20.84	21.36	21.90	22.44	23.00	23.58	24.17	24.77	25.39	26.03	26.68	27.35	28.03	28.73	3,524 - 4,294	
615	20.84	21.36	21.90	22.44	23.01	23.58	24.17	24.77	25.39	26.03	26.68	27.35	28.03	28.73	29.45	3,613 - 4,402	
616	21.36	21.90	22.44	23.00	23.58	24.17	24.77	25.39	26.03	26.68	27.35	28.03	28.73	29.45	30.18	3,703 - 4,511	
617	21.89	22.44	23.00	23.58	24.17	24.77	25.39	26.02	26.67	27.34	28.02	28.73	29.44	30.18	30.93	3,795 - 4,624	
618	22.44	23.01	23.58	24.17	24.77	25.39	26.03	26.68	27.35	28.03	28.73	29.45	30.19	30.94	31.71	3,890 - 4,740	
619	23.01	23.58	24.17	24.78	25.40	26.03	26.68	27.35	28.03	28.73	29.45	30.19	30.94	31.72	32.51	3,988 - 4,859	
620	23.58	24.17	24.77	25.39	26.03	26.68	27.35	28.03	28.73	29.45	30.18	30.94	31.71	32.51	33.32	4,087 - 4,980	
621	24.17	24.78	25.40	26.03	26.68	27.35	28.03	28.74	29.45	30.19	30.95	31.72	32.51	33.32	34.16	4,190 - 5,105	
622	24.78	25.40	26.03	26.68	27.35	28.04	28.74	29.45	30.19	30.95	31.72	32.51	33.33	34.16	35.01	4,295 - 5,233	
623	25.39	26.03	26.68	27.35	28.03	28.73	29.45	30.19	30.94	31.71	32.51	33.32	34.15	35.01	35.88	4,402 - 5,363	
624	26.03	26.68	27.35	28.03	28.73	29.45	30.19	30.94	31.72	32.51	33.32	34.16	35.01	35.88	36.78	4,512 - 5,498	
625	26.68	27.35	28.03	28.73	29.45	30.18	30.94	31.71	32.51	33.32	34.15	35.00	35.88	36.78	37.70	4,624 - 5,634	
626	27.35	28.03	28.73	29.45	30.19	30.94	31.71	32.51	33.32	34.15	35.01	35.88	36.78	37.70	38.64	4,740 - 5,775	
627	28.03	28.73	29.45	30.18	30.94	31.71	32.50	33.31	34.15	35.00	35.88	36.77	37.69	38.63	39.60	4,858 - 5,919	
628	28.73	29.45	30.18	30.94	31.71	32.50	33.31	34.15	35.00	35.88	36.77	37.69	38.63	39.60	40.59	4,979 - 6,067	
629	29.45	30.18	30.94	31.71	32.51	33.32	34.15	35.01	35.88	36.78	37.70	38.64	39.60	40.60	41.61	5,104 - 6,219	
630	30.18	30.94	31.71	32.50	33.31	34.15	35.00	35.88	36.77	37.69	38.63	39.60	40.59	41.60	42.64	5,231 - 6,374	
631	30.94	31.72	32.51	33.32	34.16	35.01	35.89	36.78	37.70	38.65	39.61	40.60	41.62	42.66	43.72	5,364 - 6,535	
632	31.71	32.50	33.31	34.15	35.00	35.88	36.77	37.69	38.63	39.60	40.59	41.60	42.64	43.71	44.80	5,496 - 6,697	
633	32.50	33.32	34.15	35.00	35.88	36.78	37.70	38.64	39.60	40.59	41.61	42.65	43.72	44.81	45.93	5,634 - 6,865	
634	33.32	34.15	35.01	35.88	36.78	37.70	38.64	39.61	40.60	41.61	42.65	43.72	44.81	45.93	47.08	5,776 - 7,037	
635	34.15	35.00	35.88	36.78	37.69	38.64	39.60	40.59	41.61	42.65	43.71	44.81	45.93	47.08	48.25	5,919 - 7,212	
636	35.01	35.88	36.78	37.70	38.64	39.61	40.60	41.61	42.66	43.72	44.81	45.94	47.08	48.26	49.47	6,068 - 7,394	
637	35.88	36.78	37.70	38.64	39.60	40.59	41.61	42.65	43.72	44.81	45.93	47.08	48.25	49.46	50.70	6,219 - 7,577	
638	36.78	37.70	38.64	39.61	40.60	41.61	42.66	43.72	44.81	45.94	47.08	48.26	49.47	50.70	51.97	6,375 - 7,768	
639	37.69	38.64	39.60	40.59	41.61	42.65	43.71	44.81	45.93	47.07	48.25	49.46	50.69	51.96	53.26	6,534 - 7,961	
640	38.64	39.60	40.59	41.61	42.65	43.72	44.81	45.93	47.08	48.25	49.46	50.70	51.96	53.26	54.60	6,697 - 8,160	
641	39.60	40.59	41.61	42.65	43.72	44.81	45.93	47.08	48.25	49.46	50.70	51.96	53.26	54.59	55.96	6,865 - 8,364	
642	40.59	41.61	42.65	43.71	44.81	45.93	47.07	48.25	49.46	50.69	51.96	53.26	54.59	55.96	57.35	7,036 - 8,572	
643	41.61	42.65	43.72	44.81	45.93	47.08	48.25	49.46	50.70	51.97	53.26	54.60	55.96	57.36	58.79	7,212 - 8,788	
644	42.65	43.72	44.81	45.93	47.08	48.25	49.46	50.70	51.96	53.26	54.60	55.96	57.36	58.79	60.26	7,393 - 9,007	
645	43.72	44.81	45.94	47.08	48.26	49.47	50.70	51.97	53.27	54.60	55.97	57.37	58.80	60.27	61.78	7,578 - 9,234	
646	44.81	45.94	47.08	48.26	49.47	50.70	51.97	53.27	54.60	55.97	57.37	58.80	60.27	61.78	63.32	7,768 - 9,464	
647	45.93	47.08	48.25	49.46	50.70	51.96	53.26	54.60	55.96	57.36	58.79	60.26	61.77	63.31	64.90	7,961 - 9,700	
648	47.08	48.25	49.46	50.69	51.96	53.26	54.59	55.96	57.36	58.79	60.26	61.77	63.31	64.89	66.52	8,160 - 9,942	
649	48.25	49.46	50.70	51.96	53.26	54.59	55.96	57.36	58.79	60.26	61.77	63.31	64.89	66.52	68.18	8,364 - 10,191	
650	49.46	50.70	51.97	53.27	54.60	55.96	57.36	58.80	60.27	61.77	63.32	64.90	66.52	68.19	69.89	8,574 - 10,446	
651	50.70	51.97	53.27	54.60	55.97	57.37	58.80	60.27	61.78	63.32	64.91	66.53	68.19	69.90	71.64	8,789 - 10,708	
652	51.97	53.27	54.60	55.96	57.36	58.80	60.27	61.77	63.32	64.90	66.52	68.19	69.89	71.64	73.43	9,008 - 10,975	
653	53.26	54.59	55.96	57.36	58.79	60.26	61.77	63.31	64.89	66.52	68.18	69.88	71.63	73.42	75.26	9,232 - 11,246	
654	54.60	55.96	57.36	58.80	60.27	61.77	63.32	64.90	66.52	68.19	69.89	71.64	73.43	75.27	77.15	9,464 - 11,531	
655	55.96	57.36	58.79	60.26	61.77	63.31	64.89	66.52	68.18	69.88	71.63	73.42	75.26	77.14	79.07	9,699 - 11,818	
656	57.36	58.79	60.26	61.77	63.31	64.90	66.52	68.18	69.89	71.63	73.42	75.26	77.14	79.07	81.05	9,942 - 12,113	
657	58.79	60.26	61.77	63.31	64.89	66.52	68.18	69.88	71.63	73.42	75.26	77.14	79.07	81.04	83.07	10,190 - 12,416	
658	60.27	61.77	63.32	64.90	66.52	68.19	69.89	71.64	73.43	75.26	77.15	79.07	81.05	83.08	85.15	10,446 - 12,728	
659	61.77	63.32	64.90	66.52	68.19	69.89	71.64	73.43	75.26	77.15	79.07	81.05	83.08	85.15	87.28	10,707 - 13,046	
660	63.31	64.89	66.52	68.18	69.88	71.63	73.42	75.26	77.14	79.07	81.04	83.07	85.15	87.28	89.46	10,974 - 13,371	
661	64.90	66.53	68.19	69.89	71.64	73.43	75.27	77.15	79.08	81.06	83.08	85.16	87.29	89.47	91.71	11,250 - 13,707	
662	66.52	68.18	69.88	71.63	73.42	75.26	77.14	79.07	81.04	83.07	85.						

Mojave Desert Air Quality Management District MOU
for Teamsters Local 1932 Members
July 1, 2017 through June 30, 2025

Salary Schedule
Effective 7-1-2019

										Not attainable as of January 1, 2000						MONTHLY
RANGE	1	2	3	4	5	6	7	8	9	5	F	6	G	7	H	
600	14.68	15.04	15.42	15.81	16.20	16.61	17.02	17.45	17.88	18.33	18.79	19.26	19.74	20.23	20.74	2,544 - 3,100
601	15.05	15.42	15.81	16.20	16.61	17.02	17.45	17.88	18.33	18.79	19.26	19.74	20.23	20.74	21.26	2,608 - 3,178
602	15.42	15.81	16.21	16.61	17.03	17.45	17.89	18.34	18.79	19.26	19.74	20.24	20.74	21.26	21.79	2,674 - 3,250
603	15.80	16.20	16.60	17.02	17.44	17.88	18.33	18.79	19.26	19.74	20.23	20.74	21.25	21.79	22.33	2,739 - 3,338
604	16.20	16.61	17.02	17.45	17.89	18.33	18.79	19.26	19.74	20.24	20.74	21.26	21.79	22.34	22.90	2,809 - 3,422
605	16.60	17.02	17.45	17.88	18.33	18.79	19.26	19.74	20.23	20.74	21.26	21.79	22.33	22.89	23.46	2,878 - 3,507
606	17.03	17.45	17.89	18.34	18.79	19.26	19.75	20.24	20.75	21.26	21.80	22.34	22.90	23.47	24.06	2,951 - 3,596
607	17.45	17.89	18.33	18.79	19.26	19.74	20.24	20.74	21.26	21.79	22.34	22.89	23.47	24.05	24.65	3,024 - 3,685
608	17.88	18.33	18.79	19.26	19.74	20.23	20.74	21.26	21.79	22.33	22.89	23.46	24.05	24.65	25.27	3,100 - 3,776
609	18.34	18.79	19.26	19.75	20.24	20.75	21.26	21.80	22.34	22.90	23.47	24.06	24.66	25.28	25.91	3,178 - 3,872
610	18.79	19.26	19.74	20.24	20.74	21.26	21.79	22.34	22.90	23.47	24.05	24.66	25.27	25.90	26.55	3,257 - 3,968
611	19.26	19.74	20.23	20.74	21.26	21.79	22.33	22.89	23.46	24.05	24.65	25.27	25.90	26.55	27.21	3,338 - 4,067
612	19.74	20.24	20.74	21.26	21.79	22.34	22.90	23.47	24.06	24.66	25.27	25.91	26.55	27.22	27.90	3,422 - 4,170
613	20.23	20.74	21.25	21.79	22.33	22.89	23.46	24.05	24.65	25.27	25.90	26.54	27.21	27.89	28.59	3,507 - 4,273
614	20.74	21.26	21.79	22.33	22.89	23.46	24.05	24.65	25.27	25.90	26.55	27.21	27.89	28.59	29.30	3,595 - 4,380
615	21.26	21.79	22.34	22.89	23.47	24.05	24.65	25.27	25.90	26.55	27.21	27.89	28.59	29.31	30.04	3,685 - 4,490
616	21.79	22.33	22.89	23.46	24.05	24.65	25.27	25.90	26.56	27.21	27.89	28.59	29.30	30.04	30.79	3,777 - 4,602
617	22.33	22.89	23.46	24.05	24.65	25.27	25.90	26.54	27.21	27.89	28.59	29.30	30.03	30.78	31.55	3,871 - 4,716
618	22.89	23.47	24.05	24.65	25.27	25.90	26.55	27.21	27.89	28.59	29.31	30.04	30.79	31.56	32.35	3,968 - 4,835
619	23.47	24.05	24.66	25.27	25.90	26.55	27.21	27.90	28.59	29.31	30.04	30.79	31.56	32.35	33.16	4,068 - 4,956
620	24.05	24.65	25.27	25.90	26.55	27.21	27.89	28.59	29.30	30.04	30.79	31.56	32.35	33.16	33.98	4,169 - 5,079
621	24.66	25.27	25.91	26.55	27.22	27.90	28.60	29.31	30.04	30.79	31.56	32.35	33.16	33.99	34.84	4,274 - 5,207
622	25.27	25.91	26.55	27.22	27.90	28.60	29.31	30.04	30.79	31.56	32.35	33.16	33.99	34.84	35.71	4,381 - 5,338
623	25.90	26.55	27.21	27.89	28.59	29.31	30.04	30.79	31.56	32.35	33.16	33.99	34.84	35.71	36.60	4,490 - 5,470
624	26.55	27.22	27.90	28.59	29.31	30.04	30.79	31.56	32.35	33.16	33.99	34.84	35.71	36.60	37.52	4,602 - 5,608
625	27.21	27.89	28.59	29.30	30.04	30.79	31.56	32.35	33.16	33.98	34.83	35.70	36.60	37.51	38.45	4,717 - 5,747
626	27.89	28.59	29.31	30.04	30.79	31.56	32.35	33.16	33.99	34.84	35.71	36.60	37.51	38.45	39.41	4,835 - 5,891
627	28.59	29.30	30.03	30.79	31.55	32.34	33.15	33.98	34.83	35.70	36.59	37.51	38.45	39.41	40.39	4,955 - 6,037
628	29.30	30.03	30.78	31.55	32.34	33.15	33.98	34.83	35.70	36.59	37.51	38.45	39.41	40.39	41.40	5,079 - 6,188
629	30.04	30.79	31.56	32.35	33.16	33.98	34.83	35.71	36.60	37.51	38.45	39.41	40.40	41.41	42.44	5,206 - 6,344
630	30.78	31.55	32.34	33.15	33.98	34.83	35.70	36.59	37.51	38.45	39.41	40.39	41.40	42.44	43.50	5,336 - 6,501
631	31.56	32.35	33.16	33.99	34.84	35.71	36.60	37.52	38.46	39.42	40.40	41.41	42.45	43.51	44.60	5,471 - 6,666
632	32.34	33.15	33.98	34.83	35.70	36.59	37.51	38.45	39.41	40.39	41.40	42.44	43.50	44.59	45.70	5,606 - 6,831
633	33.15	33.98	34.83	35.70	36.60	37.51	38.45	39.41	40.40	41.41	42.44	43.50	44.59	45.70	46.85	5,747 - 7,002
634	33.99	34.84	35.71	36.60	37.52	38.45	39.42	40.40	41.41	42.45	43.51	44.60	45.71	46.85	48.02	5,891 - 7,178
635	34.83	35.70	36.60	37.51	38.45	39.41	40.40	41.41	42.44	43.50	44.59	45.70	46.85	48.02	49.22	6,038 - 7,356
636	35.71	36.60	37.52	38.46	39.42	40.40	41.41	42.45	43.51	44.60	45.71	46.85	48.03	49.23	50.46	6,190 - 7,541
637	36.60	37.51	38.45	39.41	40.40	41.41	42.44	43.50	44.59	45.70	46.85	48.02	49.22	50.45	51.71	6,343 - 7,729
638	37.52	38.46	39.42	40.40	41.41	42.45	43.51	44.60	45.71	46.85	48.03	49.23	50.46	51.72	53.01	6,503 - 7,923
639	38.45	39.41	40.39	41.41	42.44	43.50	44.59	45.70	46.85	48.02	49.22	50.45	51.71	53.00	54.33	6,664 - 8,120
640	39.41	40.40	41.41	42.44	43.50	44.59	45.71	46.85	48.02	49.22	50.45	51.71	53.00	54.33	55.69	6,831 - 8,323
641	40.40	41.41	42.44	43.50	44.59	45.70	46.85	48.02	49.22	50.45	51.71	53.00	54.33	55.69	57.08	7,002 - 8,531
642	41.40	42.44	43.50	44.59	45.70	46.84	48.01	49.22	50.45	51.71	53.00	54.32	55.68	57.07	58.50	7,177 - 8,744
643	42.44	43.50	44.59	45.71	46.85	48.02	49.22	50.45	51.71	53.00	54.33	55.69	57.08	58.51	59.97	7,357 - 8,963
644	43.50	44.59	45.71	46.85	48.02	49.22	50.45	51.71	53.00	54.33	55.69	57.08	58.51	59.97	61.47	7,541 - 9,187
645	44.60	45.71	46.85	48.03	49.23	50.46	51.72	53.01	54.34	55.69	57.09	58.51	59.98	61.48	63.01	7,730 - 9,418
646	45.71	46.85	48.03	49.23	50.46	51.72	53.01	54.34	55.69	57.09	58.51	59.98	61.48	63.01	64.59	7,923 - 9,654
647	46.85	48.02	49.22	50.45	51.71	53.00	54.33	55.69	57.08	58.51	59.97	61.47	63.00	64.58	66.19	8,120 - 9,894
648	48.02	49.22	50.45	51.71	53.00	54.33	55.68	57.08	58.50	59.97	61.47	63.00	64.58	66.19	67.85	8,323 - 10,141
649	49.22	50.45	51.71	53.00	54.33	55.69	57.08	58.50	59.97	61.47	63.00	64.58	66.19	67.85	69.54	8,531 - 10,394
650	50.45	51.71	53.01	54.33	55.69	57.08	58.51	59.97	61.47	63.01	64.58	66.20	67.85	69.55	71.29	8,745 - 10,655
651	51.72	53.01	54.34	55.70	57.09	58.51	59.98	61.48	63.01	64.59	66.20	67.86	69.56	71.29	73.08	8,965 - 10,922
652	53.01	54.33	55.69	57.08	58.51	59.97	61.47	63.01	64.58	66.20	67.85	69.55	71.29	73.07	74.90	9,188 - 11,194
653	54.33	55.69	57.08	58.50	59.97	61.47	63.00	64.58	66.19	67.85	69.54	71.28	73.06	74.89	76.76	9,417 - 11,473
654	55.69	57.08	58.51	59.97	61.47	63.01	64.58	66.20	67.85	69.55	71.29	73.07	74.90	76.77	78.69	9,653 - 11,761
655	57.08	58.50	59.97	61.47	63.00	64.58	66.19	67.85	69.54	71.28	73.06	74.89	76.76	78.68	80.65	9,893 - 12,054
656	58.51	59.97	61.47	63.00	64.58	66.19	67.85	69.54	71.28	73.07	74.89	76.76	78.68	80.65	82.67	10,141 - 12,356
657	59.97	61.47	63.00	64.58	66.19	67.85	69.54	71.28	73.06	74.89	76.76	78.68	80.65	82.66	84.73	10,394 - 12,664
658	61.47	63.01	64.58	66.20	67.85	69.55	71.29	73.07	74.90	76.77	78.69	80.66	82.67	84.74	86.86	10,655 - 12,982
659	63.01	64.58	66.20	67.85	69.55	71.29	73.07	74.90	76.77	78.69	80.66	82.67	84.74	86.86	89.03	10,921 - 13,307
660	64.58	66.19	67.85	69.54	71.28	73.06	74.89	76.76	78.68	80.65	82.67	84.73	86.85	89.02	91.25	11,194 - 13,638
661	66.20	67.86	69.55	71.29	73.07	74.90	76.77	78.69	80.66	82.68	84.74	86.86	89.03	91.26	93.54	11,475 - 13,981
662	67.85	69.54	71.28	73.06	74.89	76.77	78.69	80.66	82.66	84.73	86.85	89.02	91.25	93.53	95.87	11,760 - 14,329
663	69.55	71.28	73.07	74.89	76.77	78.69	80.65	82.67	84.74	86.85	89.03	91.25	93.53	95.87	98.27	12,055 - 14,687
664	71.29	73.07	74.90	76.77	78.69	80.66	82.67	84.74	86.86	89.03	91.26	93.54	95.88	98.27	100.73	12,357 - 15,056
665	73.06	74.89	76.76	78.68	80.65	82.67	84.73	86.85	89.02	91.25	93.53	95.87	98.27	100.72	103.24	12,664

Mojave Desert Air Quality Management District MOU
for Teamsters Local 1932 Members
July 1, 2017 through June 30, 2025

Salary Schedule
Effective 7-1-2020

Not attainable as of January 1, 2000																
RANGE	1	2	3	4	5	6	7	8	9	5	F	6	G	7	H	MONTHLY
600	15.04	15.42	15.81	16.20	16.61	17.02	17.45	17.88	18.33	18.79	19.26	19.74	20.23	20.74	21.26	2,608 - 3,177
601	15.42	15.81	16.20	16.61	17.02	17.45	17.88	18.33	18.79	19.26	19.74	20.23	20.74	21.26	21.79	2,673 - 3,257
602	15.81	16.21	16.61	17.03	17.45	17.89	18.34	18.79	19.26	19.74	20.24	20.74	21.26	21.79	22.34	2,740 - 3,339
603	16.20	16.60	17.02	17.44	17.88	18.33	18.79	19.26	19.74	20.23	20.74	21.25	21.79	22.32	22.89	2,808 - 3,421
604	16.61	17.02	17.45	17.89	18.33	18.79	19.26	19.74	20.24	20.74	21.26	21.79	22.34	22.90	23.47	2,879 - 3,508
605	17.02	17.45	17.88	18.33	18.79	19.26	19.74	20.23	20.74	21.26	21.79	22.33	22.89	23.46	24.05	2,950 - 3,594
606	17.45	17.89	18.34	18.79	19.26	19.75	20.24	20.75	21.26	21.80	22.34	22.90	23.47	24.06	24.66	3,025 - 3,686
607	17.89	18.33	18.79	19.26	19.74	20.24	20.74	21.26	21.79	22.34	22.89	23.47	24.05	24.65	25.27	3,100 - 3,777
608	18.33	18.79	19.26	19.74	20.23	20.74	21.26	21.79	22.33	22.89	23.46	24.05	24.65	25.27	25.90	3,177 - 3,871
609	18.79	19.26	19.75	20.24	20.75	21.26	21.80	22.34	22.90	23.47	24.06	24.66	25.28	25.91	26.56	3,258 - 3,969
610	19.26	19.74	20.24	20.74	21.26	21.79	22.34	22.90	23.47	24.05	24.66	25.27	25.90	26.55	27.22	3,339 - 4,068
611	19.74	20.23	20.74	21.26	21.79	22.33	22.89	23.46	24.05	24.65	25.27	25.90	26.55	27.21	27.89	3,421 - 4,168
612	20.24	20.74	21.26	21.79	22.34	22.90	23.47	24.06	24.66	25.27	25.91	26.55	27.22	27.90	28.59	3,508 - 4,274
613	20.74	21.25	21.79	22.33	22.89	23.46	24.05	24.65	25.27	25.90	26.54	27.21	27.89	28.59	29.30	3,594 - 4,379
614	21.26	21.79	22.33	22.89	23.46	24.05	24.65	25.27	25.90	26.55	27.21	27.89	28.59	29.30	30.04	3,685 - 4,499
615	21.79	22.34	22.89	23.47	24.05	24.65	25.27	25.90	26.55	27.21	27.89	28.59	29.31	30.04	30.79	3,777 - 4,602
616	22.33	22.89	23.46	24.05	24.65	25.27	25.90	26.55	27.21	27.89	28.59	29.30	30.04	30.79	31.56	3,871 - 4,734
617	22.89	23.46	24.05	24.65	25.26	25.90	26.54	27.21	27.89	28.59	29.30	30.03	30.78	31.55	32.34	3,967 - 4,834
618	23.47	24.05	24.65	25.27	25.90	26.55	27.21	27.89	28.59	29.31	30.04	30.79	31.56	32.35	33.16	4,067 - 4,956
619	24.05	24.66	25.27	25.90	26.55	27.21	27.90	28.59	29.31	30.04	30.79	31.56	32.35	33.16	33.99	4,169 - 5,080
620	24.65	25.27	25.90	26.55	27.21	27.89	28.59	29.30	30.04	30.79	31.56	32.35	33.16	33.98	34.83	4,273 - 5,206
621	25.27	25.91	26.55	27.22	27.90	28.60	29.31	30.04	30.79	31.56	32.35	33.16	33.99	34.84	35.71	4,381 - 5,338
622	25.91	26.55	27.22	27.90	28.60	29.31	30.04	30.79	31.56	32.35	33.16	33.99	34.84	35.71	36.61	4,490 - 5,471
623	26.55	27.21	27.89	28.59	29.31	30.04	30.79	31.56	32.35	33.16	33.99	34.84	35.71	36.60	37.51	4,602 - 5,607
624	27.22	27.90	28.59	29.31	30.04	30.79	31.56	32.35	33.16	33.99	34.84	35.71	36.60	37.52	38.46	4,717 - 5,748
625	27.89	28.59	29.30	30.04	30.79	31.56	32.35	33.16	33.98	34.83	35.70	36.60	37.51	38.45	39.41	4,835 - 5,891
626	28.59	29.31	30.04	30.79	31.56	32.35	33.16	33.99	34.84	35.71	36.60	37.51	38.45	39.41	40.40	4,956 - 6,038
627	29.30	30.03	30.79	31.55	32.34	33.15	33.98	34.83	35.70	36.59	37.51	38.45	39.41	40.39	41.40	5,079 - 6,198
628	30.03	30.78	31.55	32.34	33.15	33.98	34.83	35.70	36.59	37.51	38.45	39.41	40.39	41.40	42.44	5,206 - 6,343
629	30.79	31.56	32.35	33.16	33.98	34.83	35.71	36.60	37.51	38.45	39.41	40.40	41.41	42.44	43.50	5,337 - 6,502
630	31.55	32.34	33.15	33.98	34.83	35.70	36.59	37.51	38.45	39.41	40.39	41.40	42.44	43.50	44.58	5,469 - 6,664
631	32.35	33.16	33.99	34.84	35.71	36.60	37.52	38.46	39.42	40.40	41.41	42.45	43.51	44.60	45.71	5,608 - 6,833
632	33.15	33.98	34.83	35.70	36.59	37.51	38.45	39.41	40.39	41.40	42.44	43.50	44.59	45.70	46.84	5,746 - 7,001
633	33.98	34.83	35.70	36.60	37.51	38.45	39.41	40.40	41.41	42.44	43.50	44.59	45.70	46.85	48.02	5,891 - 7,177
634	34.84	35.71	36.60	37.52	38.45	39.42	40.41	41.41	42.45	43.51	44.60	45.71	46.85	48.02	49.23	6,039 - 7,357
635	35.70	36.60	37.51	38.45	39.41	40.40	41.41	42.44	43.50	44.59	45.70	46.85	48.02	49.22	50.45	6,189 - 7,540
636	36.60	37.52	38.46	39.42	40.40	41.41	42.45	43.51	44.60	45.71	46.85	48.03	49.23	50.46	51.72	6,344 - 7,730
637	37.51	38.45	39.41	40.40	41.41	42.44	43.50	44.59	45.70	46.85	48.02	49.22	50.45	51.71	53.00	6,502 - 7,922
638	38.46	39.42	40.40	41.41	42.45	43.51	44.60	45.71	46.85	48.03	49.23	50.46	51.72	53.01	54.34	6,666 - 8,121
639	39.41	40.39	41.40	42.44	43.50	44.59	45.70	46.85	48.02	49.22	50.45	51.71	53.00	54.33	55.68	6,831 - 8,323
640	40.40	41.41	42.44	43.50	44.59	45.71	46.85	48.02	49.22	50.45	51.71	53.00	54.33	55.69	57.08	7,002 - 8,531
641	41.41	42.44	43.50	44.59	45.70	46.85	48.02	49.22	50.45	51.71	53.00	54.33	55.69	57.08	58.51	7,177 - 8,745
642	42.44	43.50	44.59	45.70	46.84	48.01	49.22	50.45	51.71	53.00	54.32	55.68	57.07	58.50	59.96	7,356 - 8,962
643	43.50	44.59	45.71	46.85	48.02	49.22	50.45	51.71	53.00	54.33	55.69	57.08	58.51	59.97	61.47	7,541 - 9,187
644	44.59	45.71	46.85	48.02	49.22	50.45	51.71	53.00	54.33	55.69	57.08	58.51	59.97	61.47	63.01	7,729 - 9,417
645	45.71	46.85	48.03	49.23	50.46	51.72	53.01	54.34	55.69	57.09	58.51	59.98	61.48	63.01	64.59	7,923 - 9,654
646	46.85	48.03	49.23	50.46	51.72	53.01	54.34	55.69	57.09	58.51	59.98	61.48	63.01	64.59	66.20	8,121 - 9,895
647	48.02	49.22	50.45	51.71	53.00	54.33	55.69	57.08	58.51	59.97	61.47	63.00	64.58	66.19	67.85	8,323 - 10,141
648	49.22	50.45	51.71	53.00	54.33	55.68	57.08	58.50	59.97	61.47	63.00	64.58	66.19	67.85	69.54	8,531 - 10,394
649	50.45	51.71	53.00	54.33	55.69	57.08	58.50	59.97	61.47	63.00	64.58	66.19	67.85	69.54	71.28	8,744 - 10,654
650	51.71	53.01	54.34	55.69	57.08	58.51	59.97	61.47	63.01	64.58	66.20	67.85	69.55	71.29	73.07	8,964 - 10,921
651	53.01	54.34	55.70	57.09	58.51	59.98	61.48	63.01	64.59	66.20	67.86	69.56	71.29	73.08	74.90	9,189 - 11,196
652	54.33	55.69	57.08	58.51	59.97	61.47	63.00	64.58	66.19	67.85	69.55	71.29	73.07	74.90	76.77	9,418 - 11,474
653	55.69	57.08	58.50	59.97	61.47	63.00	64.58	66.19	67.85	69.54	71.28	73.06	74.89	76.76	78.69	9,652 - 11,760
654	57.08	58.51	59.97	61.47	63.01	64.58	66.20	67.85	69.55	71.29	73.07	74.90	76.77	78.69	80.66	9,894 - 12,055
655	58.50	59.97	61.47	63.00	64.58	66.19	67.85	69.54	71.28	73.06	74.89	76.76	78.68	80.65	82.66	10,141 - 12,355
656	59.97	61.47	63.00	64.58	66.19	67.85	69.54	71.28	73.07	74.89	76.76	78.68	80.65	82.67	84.73	10,394 - 12,665
657	61.47	63.00	64.58	66.19	67.85	69.54	71.28	73.06	74.89	76.76	78.68	80.65	82.66	84.73	86.85	10,654 - 12,981
658	63.01	64.58	66.20	67.85	69.55	71.29	73.07	74.90	76.77	78.69	80.66	82.67	84.74	86.86	89.03	10,921 - 13,307
659	64.58	66.20	67.85	69.55	71.29	73.07	74.90	76.77	78.69	80.66	82.67	84.74	86.86	89.03	91.25	11,194 - 13,639
660	66.19	67.85	69.54	71.28	73.06	74.89	76.76	78.68	80.65	82.67	84.74	86.86	89.02	91.25	93.53	11,473 - 13,979
661	67.86	69.55	71.29	73.07	74.90	76.77	78.69	80.66	82.68	84.74	86.86	89.03	91.26	93.54	95.88	11,762 - 14,331
662	69.54	71.28	73.06	74.89	76.76	78.68	80.65	82.66	84.73	86.85	89.02	91.25	93			

Mojave Desert Air Quality Management District MOU
for Teamsters Local 1932 Members
July 1, 2017 through June 30, 2025

Salary Schedule
Effective July 1, 2021

RANGE										Not attainable as of January 1, 2020								MONTHLY
	1	2	3	4	5	6	7	8	9	5	F	6	G	7	H			
600	15.42	15.81	16.20	16.61	17.02	17.45	17.88	18.33	18.79	19.26	19.74	20.23	20.74	21.26	21.79	2,673 - 3,257		
601	15.81	16.20	16.61	17.02	17.45	17.88	18.33	18.79	19.26	19.74	20.23	20.74	21.26	21.79	22.34	2,740 - 3,338		
602	16.21	16.61	17.03	17.45	17.89	18.34	18.79	19.26	19.74	20.24	20.74	21.26	21.79	22.34	22.90	2,809 - 3,422		
603	16.60	17.02	17.44	17.88	18.33	18.79	19.26	19.74	20.23	20.74	21.25	21.79	22.33	22.89	23.46	2,878 - 3,507		
604	17.02	17.45	17.89	18.33	18.79	19.26	19.74	20.24	20.74	21.26	21.79	22.34	22.90	23.47	24.05	2,951 - 3,595		
605	17.45	17.88	18.33	18.79	19.26	19.74	20.23	20.74	21.26	21.79	22.33	22.89	23.46	24.05	24.65	3,024 - 3,684		
606	17.89	18.34	18.79	19.26	19.75	20.24	20.75	21.26	21.80	22.34	22.90	23.47	24.06	24.66	25.28	3,101 - 3,778		
607	18.33	18.79	19.26	19.74	20.24	20.74	21.26	21.79	22.34	22.89	23.47	24.05	24.65	25.27	25.90	3,178 - 3,872		
608	18.79	19.26	19.74	20.23	20.74	21.26	21.79	22.33	22.89	23.46	24.05	24.65	25.27	25.90	26.55	3,256 - 3,968		
609	19.26	19.75	20.24	20.75	21.26	21.80	22.34	22.90	23.47	24.06	24.66	25.28	25.91	26.56	27.22	3,339 - 4,069		
610	19.74	20.24	20.74	21.26	21.79	22.34	22.90	23.47	24.05	24.66	25.27	25.90	26.55	27.22	27.90	3,422 - 4,169		
611	20.23	20.74	21.26	21.79	22.33	22.89	23.46	24.05	24.65	25.27	25.90	26.55	27.21	27.89	28.59	3,507 - 4,273		
612	20.74	21.26	21.79	22.34	22.90	23.47	24.06	24.66	25.27	25.91	26.55	27.22	27.90	28.59	29.31	3,595 - 4,381		
613	21.25	21.79	22.33	22.89	23.46	24.05	24.65	25.27	25.90	26.54	27.21	27.89	28.59	29.30	30.03	3,684 - 4,489		
614	21.79	22.33	22.89	23.46	24.05	24.65	25.27	25.90	26.55	27.21	27.89	28.59	29.30	30.04	30.79	3,777 - 4,602		
615	22.34	22.89	23.47	24.05	24.65	25.27	25.90	26.55	27.21	27.89	28.59	29.31	30.04	30.79	31.56	3,871 - 4,717		
616	22.89	23.46	24.05	24.65	25.27	25.90	26.55	27.21	27.89	28.59	29.30	30.04	30.79	31.56	32.35	3,968 - 4,835		
617	23.46	24.05	24.65	25.26	25.90	26.54	27.21	27.89	28.59	29.30	30.03	30.78	31.55	32.34	33.15	4,067 - 4,955		
618	24.05	24.65	25.27	25.90	26.55	27.21	27.89	28.59	29.31	30.04	30.79	31.56	32.35	33.16	33.99	4,169 - 5,080		
619	24.66	25.27	25.90	26.55	27.21	27.90	28.59	29.31	30.04	30.79	31.56	32.35	33.16	33.99	34.84	4,274 - 5,207		
620	25.27	25.90	26.55	27.21	27.89	28.59	29.30	30.04	30.79	31.56	32.35	33.16	33.98	34.83	35.70	4,380 - 5,337		
621	25.91	26.55	27.22	27.90	28.60	29.31	30.04	30.79	31.56	32.35	33.16	33.99	34.84	35.71	36.60	4,490 - 5,471		
622	26.55	27.22	27.90	28.60	29.31	30.04	30.79	31.56	32.35	33.16	33.99	34.84	35.71	36.61	37.52	4,603 - 5,608		
623	27.21	27.89	28.59	29.31	30.04	30.79	31.56	32.35	33.16	33.99	34.84	35.71	36.60	37.51	38.45	4,717 - 5,747		
624	27.90	28.59	29.31	30.04	30.79	31.56	32.35	33.16	33.99	34.84	35.71	36.60	37.52	38.46	39.42	4,835 - 5,891		
625	28.59	29.30	30.04	30.79	31.56	32.35	33.16	33.98	34.83	35.70	36.60	37.51	38.45	39.41	40.40	4,956 - 6,038		
626	29.31	30.04	30.79	31.56	32.35	33.16	33.99	34.84	35.71	36.60	37.51	38.45	39.41	40.40	41.41	5,080 - 6,189		
627	30.03	30.79	31.55	32.34	33.15	33.98	34.83	35.70	36.59	37.51	38.45	39.41	40.39	41.40	42.44	5,206 - 6,343		
628	30.78	31.55	32.34	33.15	33.98	34.83	35.71	36.59	37.51	38.45	39.41	40.39	41.40	42.44	43.50	5,336 - 6,501		
629	31.56	32.35	33.16	33.98	34.83	35.71	36.60	37.51	38.45	39.41	40.40	41.41	42.44	43.50	44.59	5,470 - 6,665		
630	32.34	33.15	33.98	34.83	35.70	36.59	37.51	38.45	39.41	40.39	41.40	42.44	43.50	44.58	45.70	5,606 - 6,830		
631	33.16	33.99	34.84	35.71	36.60	37.52	38.46	39.42	40.40	41.41	42.45	43.51	44.60	45.71	46.86	5,748 - 7,003		
632	33.98	34.83	35.70	36.59	37.51	38.45	39.41	40.39	41.40	42.44	43.50	44.59	45.70	46.84	48.01	5,890 - 7,176		
633	34.83	35.70	36.60	37.51	38.45	39.41	40.40	41.41	42.44	43.50	44.59	45.70	46.85	48.02	49.22	6,038 - 7,356		
634	35.71	36.60	37.52	38.46	39.42	40.40	41.41	42.45	43.51	44.60	45.71	46.85	48.02	49.23	50.46	6,190 - 7,541		
635	36.60	37.51	38.45	39.41	40.40	41.41	42.44	43.50	44.59	45.70	46.85	48.02	49.22	50.45	51.71	6,343 - 7,729		
636	37.52	38.46	39.42	40.41	41.41	42.45	43.51	44.60	45.71	46.85	48.03	49.23	50.46	51.72	53.01	6,503 - 7,923		
637	38.45	39.41	40.40	41.41	42.44	43.50	44.59	45.70	46.85	48.02	49.22	50.45	51.71	53.00	54.33	6,665 - 8,120		
638	39.42	40.40	41.41	42.45	43.51	44.60	45.71	46.85	48.03	49.23	50.46	51.72	53.01	54.34	55.69	6,832 - 8,324		
639	40.39	41.40	42.44	43.50	44.59	45.70	46.85	48.02	49.22	50.45	51.71	53.00	54.33	55.68	57.08	7,002 - 8,531		
640	41.41	42.44	43.50	44.59	45.71	46.85	48.02	49.22	50.45	51.71	53.00	54.33	55.69	57.08	58.51	7,177 - 8,745		
641	42.44	43.50	44.59	45.70	46.85	48.02	49.22	50.45	51.71	53.00	54.33	55.69	57.08	58.51	59.97	7,357 - 8,963		
642	43.50	44.59	45.70	46.84	48.01	49.22	50.45	51.71	53.00	54.32	55.68	57.07	58.50	59.96	61.46	7,540 - 9,187		
643	44.59	45.71	46.85	48.02	49.22	50.45	51.71	53.00	54.33	55.69	57.08	58.51	59.97	61.47	63.01	7,729 - 9,417		
644	45.71	46.85	48.02	49.22	50.45	51.71	53.00	54.33	55.69	57.08	58.51	59.97	61.47	63.01	64.58	7,922 - 9,652		
645	46.85	48.03	49.23	50.46	51.72	53.01	54.34	55.69	57.09	58.51	59.98	61.48	63.01	64.59	66.20	8,121 - 9,895		
646	48.03	49.23	50.46	51.72	53.01	54.34	55.69	57.09	58.51	59.98	61.48	63.01	64.59	66.20	67.86	8,324 - 10,142		
647	49.22	50.45	51.71	53.00	54.33	55.69	57.08	58.51	59.97	61.47	63.00	64.58	66.19	67.85	69.55	8,531 - 10,395		
648	50.45	51.71	53.00	54.33	55.68	57.08	58.50	59.97	61.47	63.00	64.58	66.19	67.85	69.54	71.28	8,744 - 10,654		
649	51.71	53.00	54.33	55.69	57.08	58.50	59.97	61.47	63.00	64.58	66.19	67.85	69.54	71.28	73.06	8,963 - 10,921		
650	53.01	54.33	55.69	57.08	58.51	59.97	61.47	63.01	64.58	66.20	67.85	69.55	71.29	73.07	74.90	9,188 - 11,194		
651	54.34	55.70	57.09	58.51	59.98	61.48	63.01	64.59	66.20	67.86	69.56	71.29	73.08	74.90	76.78	9,416 - 11,475		
652	55.69	57.08	58.51	59.97	61.47	63.01	64.58	66.20	67.85	69.55	71.29	73.07	74.90	76.77	78.69	9,653 - 11,761		
653	57.08	58.50	59.97	61.47	63.00	64.58	66.19	67.85	69.54	71.28	73.06	74.89	76.76	78.68	80.65	9,893 - 12,054		
654	58.51	59.97	61.47	63.01	64.58	66.20	67.85	69.55	71.29	73.07	74.90	76.77	78.69	80.66	82.67	10,142 - 12,357		
655	59.97	61.47	63.00	64.58	66.19	67.85	69.54	71.28	73.06	74.89	76.76	78.68	80.65	82.66	84.73	10,394 - 12,664		
656	61.47	63.00	64.58	66.19	67.85	69.54	71.28	73.07	74.89	76.76	78.68	80.65	82.67	84.73	86.85	10,654 - 12,981		
657	63.00	64.58	66.19	67.85	69.54	71.28	73.06	74.89	76.76	78.68	80.65	82.66	84.73	86.85	89.02	10,920 - 13,305		
658	64.58	66.20	67.85	69.55	71.29	73.07	74.90	76.77	78.69	80.66	82.67	84.74	86.86	89.03	91.25	11,194 - 13,639		
659	66.20	67.85	69.55	71.29	73.07	74.90	76.77	78.69	80.66	82.67	84.74	86.86	89.03	91.25	93.54	11,474 - 13,980		
660	67.85	69.54	71.28	73.06	74.89	76.76	78.68	80.65	82.67	84.73	86.85	89.02	91.25	93.53	95.87	11,760 - 14,329		
661	69.55	71.29	73.07	74.90	76.77	78.69	80.66	82.68	84.74	86.86	89.03	91.26	93.54	95.88	98.28	12,056 - 14,689		
662	71.28	73.06	74.89	76.76	78.68	80.65	82.66	84.73	86.85	89.02	91.25	93.53	95.87	98.26	100.72	12,355 - 15,054		
663	73.07	74.89	76.77	78.69	80.66	82.67	84.74	86.85	89.03	91.25	93.53	95.87	98.27	100.72	103.24	12,665 - 15,431		
664	74.90	76.77	78.69	80.66	82.67	84.74	86.86	89.03	91.26	93.54	95.88	98.27	100.73	103.25	105.83	12,982 - 15,818		
665	76.76	78.68	80.65	82.67	84.73	86.85	89.02	91.25	93.53	95.87	98.26	100.72	103.24	105.82	108.46	13,306 - 16,212		
666	78.68	80.65	82.67	84.74	86.85	89.02	91.25	93.53	95.87	98.27	100.72	103.24	105.82	108.47	111.18	13,639 - 16,617		
667	80.65	82.67	84.74	86.85	89.03	91.25	93.53	95.87	98.27	100.72	103.24	105						

Mojave Desert Air Quality Management District MOU
for Teamsters Local 1932 Members
July 1, 2017 through June 30, 2025

Salary Schedule
Effective 7-1-2022

RANGE										Not attainable as of January 1, 2000								MONTHLY
	1	2	3	4	5	6	7	8	9	5	F	6	G	7	H			
600	16.19	16.60	17.01	17.44	17.87	18.32	18.78	19.25	19.73	20.22	20.73	21.25	21.78	22.32	22.88			2,807 - 3,420
601	16.60	17.01	17.44	17.87	18.32	18.78	19.25	19.73	20.22	20.73	21.25	21.78	22.32	22.88	23.45			2,877 - 3,505
602	17.02	17.44	17.88	18.32	18.78	19.25	19.73	20.23	20.73	21.25	21.78	22.33	22.88	23.46	24.04			2,949 - 3,584
603	17.43	17.87	18.32	18.77	19.24	19.72	20.22	20.72	21.24	21.77	22.32	22.87	23.45	24.03	24.63			3,022 - 3,692
604	17.88	18.32	18.78	19.25	19.73	20.22	20.73	21.25	21.78	22.32	22.88	23.45	24.04	24.64	25.26			3,098 - 3,775
605	18.32	18.78	19.24	19.73	20.22	20.72	21.24	21.77	22.32	22.88	23.45	24.03	24.63	25.25	25.88			3,175 - 3,868
606	18.78	19.25	19.73	20.23	20.73	21.25	21.78	22.33	22.89	23.46	24.04	24.65	25.26	25.89	26.54			3,256 - 3,967
607	19.25	19.73	20.22	20.73	21.25	21.78	22.32	22.88	23.45	24.04	24.64	25.26	25.89	26.53	27.20			3,336 - 4,065
608	19.73	20.22	20.73	21.24	21.77	22.32	22.88	23.45	24.03	24.64	25.25	25.88	26.53	27.19	27.87			3,419 - 4,166
609	20.23	20.73	21.25	21.78	22.33	22.89	23.46	24.04	24.65	25.26	25.89	26.54	27.20	27.88	28.58			3,506 - 4,272
610	20.73	21.25	21.78	22.32	22.88	23.45	24.04	24.64	25.26	25.89	26.54	27.20	27.88	28.58	29.29			3,593 - 4,378
611	21.24	21.77	22.32	22.88	23.45	24.03	24.64	25.25	25.88	26.53	27.19	27.87	28.57	29.28	30.02			3,682 - 4,486
612	21.78	22.32	22.88	23.45	24.04	24.64	25.26	25.89	26.54	27.20	27.88	28.58	29.29	30.02	30.77			3,775 - 4,600
613	22.32	22.88	23.45	24.03	24.63	25.25	25.88	26.53	27.19	27.87	28.57	29.28	30.01	30.77	31.53			3,868 - 4,713
614	22.88	23.45	24.04	24.64	25.26	25.89	26.53	27.20	27.88	28.57	29.29	30.02	30.77	31.54	32.33			3,966 - 4,832
615	23.45	24.04	24.64	25.26	25.89	26.53	27.20	27.88	28.57	29.29	30.02	30.77	31.54	32.33	33.14			4,065 - 4,953
616	24.04	24.64	25.25	25.89	26.53	27.20	27.88	28.57	29.29	30.02	30.77	31.54	32.33	33.14	33.96			4,166 - 5,076
617	24.63	25.25	25.88	26.53	27.19	27.87	28.57	29.28	30.01	30.76	31.53	32.32	33.13	33.96	34.81			4,270 - 5,202
618	25.26	25.89	26.53	27.20	27.88	28.57	29.29	30.02	30.77	31.54	32.33	33.14	33.97	34.81	35.68			4,378 - 5,334
619	25.89	26.54	27.20	27.88	28.58	29.29	30.02	30.77	31.54	32.33	33.14	33.97	34.82	35.69	36.58			4,487 - 5,467
620	26.53	27.20	27.88	28.57	29.29	30.02	30.77	31.54	32.33	33.14	33.96	34.81	35.68	36.58	37.49			4,599 - 5,603
621	27.20	27.88	28.58	29.29	30.03	30.78	31.55	32.33	33.14	33.97	34.82	35.69	36.58	37.50	38.43			4,715 - 5,745
622	27.88	28.58	29.29	30.03	30.78	31.55	32.33	33.14	33.97	34.82	35.69	36.58	37.50	38.44	39.40			4,833 - 5,888
623	28.57	29.29	30.02	30.77	31.54	32.33	33.14	33.97	34.82	35.69	36.58	37.50	38.43	39.39	40.38			4,953 - 6,035
624	29.29	30.02	30.77	31.54	32.33	33.14	33.97	34.82	35.69	36.58	37.50	38.43	39.39	40.38	41.39			5,077 - 6,196
625	30.02	30.77	31.54	32.33	33.14	33.96	34.81	35.68	36.58	37.49	38.43	39.39	40.37	41.38	42.42			5,203 - 6,340
626	30.77	31.54	32.33	33.14	33.97	34.82	35.69	36.58	37.49	38.43	39.39	40.38	41.38	42.42	43.48			5,334 - 6,499
627	31.54	32.33	33.13	33.96	34.81	35.68	36.57	37.49	38.42	39.38	40.37	41.38	42.41	43.47	44.56			5,466 - 6,660
628	32.32	33.13	33.96	34.81	35.68	36.57	37.49	38.42	39.38	40.37	41.38	42.41	43.47	44.56	45.67			5,603 - 6,827
629	33.14	33.96	34.81	35.68	36.58	37.49	38.43	39.39	40.37	41.38	42.42	43.48	44.56	45.68	46.82			5,744 - 6,998
630	33.96	34.81	35.68	36.57	37.49	38.42	39.38	40.37	41.38	42.41	43.47	44.56	45.67	46.81	47.98			5,886 - 7,172
631	34.82	35.69	36.58	37.50	38.43	39.40	40.38	41.39	42.42	43.49	44.57	45.69	46.83	48.00	49.20			6,035 - 7,364
632	35.68	36.57	37.49	38.42	39.38	40.37	41.38	42.41	43.47	44.56	45.67	46.81	47.98	49.18	50.41			6,184 - 7,535
633	36.58	37.49	38.43	39.39	40.37	41.38	42.42	43.48	44.56	45.68	46.82	47.99	49.19	50.42	51.68			6,340 - 7,724
634	37.49	38.43	39.39	40.38	41.39	42.42	43.48	44.57	45.68	46.83	48.00	49.20	50.43	51.69	52.98			6,499 - 7,918
635	38.43	39.39	40.37	41.38	42.41	43.48	44.56	45.68	46.82	47.99	49.19	50.42	51.68	52.97	54.29			6,660 - 8,115
636	39.39	40.38	41.39	42.42	43.48	44.57	45.68	46.83	48.00	49.20	50.43	51.69	52.98	54.30	55.66			6,828 - 8,319
637	40.37	41.38	42.42	43.48	44.56	45.68	46.82	47.99	49.19	50.42	51.68	52.97	54.30	55.65	57.04			6,998 - 8,526
638	41.39	42.42	43.48	44.57	45.68	46.83	48.00	49.20	50.43	51.69	52.98	54.30	55.66	57.05	58.48			7,174 - 8,741
639	42.41	43.47	44.56	45.68	46.82	47.99	49.19	50.42	51.68	52.97	54.29	55.65	57.04	58.47	59.93			7,352 - 8,957
640	43.48	44.56	45.68	46.82	47.99	49.19	50.42	51.68	52.97	54.30	55.65	57.05	58.47	59.93	61.43			7,536 - 9,182
641	44.56	45.68	46.82	47.99	49.19	50.42	51.68	52.97	54.30	55.65	57.05	58.47	59.93	61.43	62.97			7,724 - 9,411
642	45.67	46.82	47.99	49.19	50.42	51.68	52.97	54.29	55.65	57.04	58.47	59.93	61.43	62.96	64.54			7,917 - 9,646
643	46.82	47.99	49.19	50.42	51.68	52.97	54.30	55.65	57.05	58.47	59.93	61.43	62.97	64.54	66.16			8,116 - 9,888
644	47.99	49.19	50.42	51.68	52.97	54.30	55.65	57.05	58.47	59.93	61.43	62.97	64.54	66.16	67.81			8,318 - 10,135
645	49.20	50.43	51.69	52.98	54.30	55.66	57.05	58.48	59.94	61.44	62.98	64.55	66.16	67.82	69.51			8,527 - 10,390
646	50.43	51.69	52.98	54.30	55.66	57.05	58.48	59.94	61.44	62.98	64.55	66.17	67.82	69.51	71.25			8,741 - 10,650
647	51.68	52.97	54.30	55.65	57.05	58.47	59.93	61.43	62.97	64.54	66.16	67.81	69.50	71.24	73.02			8,958 - 10,914
648	52.97	54.29	55.65	57.04	58.47	59.93	61.43	62.96	64.54	66.15	67.81	69.50	71.24	73.02	74.85			9,181 - 11,187
649	54.30	55.65	57.04	58.47	59.93	61.43	62.97	64.54	66.15	67.81	69.50	71.24	73.02	74.85	76.72			9,411 - 11,467
650	55.66	57.05	58.47	59.94	61.43	62.97	64.54	66.16	67.81	69.51	71.25	73.03	74.85	76.72	78.64			9,647 - 11,754
651	57.05	58.48	59.94	61.44	62.98	64.55	66.16	67.82	69.51	71.25	73.03	74.86	76.73	78.65	80.62			9,889 - 12,049
652	58.47	59.94	61.43	62.97	64.55	66.16	67.81	69.51	71.25	73.03	74.85	76.72	78.64	80.61	82.62			10,136 - 12,349
653	59.93	61.43	62.97	64.54	66.15	67.81	69.51	71.24	73.02	74.85	76.72	78.64	80.60	82.62	84.68			10,388 - 12,657
654	61.44	62.97	64.55	66.16	67.81	69.51	71.25	73.03	74.85	76.73	78.64	80.61	82.62	84.69	86.81			10,649 - 12,975
655	62.96	64.54	66.15	67.81	69.50	71.24	73.02	74.84	76.72	78.63	80.60	82.61	84.68	86.80	88.97			10,914 - 13,293
656	64.54	66.15	67.81	69.50	71.24	73.02	74.85	76.72	78.64	80.60	82.62	84.68	86.80	88.97	91.19			11,187 - 13,609
657	66.15	67.81	69.50	71.24	73.02	74.85	76.72	78.63	80.60	82.62	84.68	86.80	88.97	91.19	93.47			11,466 - 13,971
658	67.81	69.51	71.25	73.03	74.85	76.72	78.64	80.61	82.62	84.69	86.81	88.98	91.20	93.48	95.82			11,754 - 14,321
659	69.51	71.25	73.03	74.85	76.72	78.64	80.61	82.62	84.69	86.81	88.98	91.20	93.48	95.82	98.21			12,048 - 14,679
660	71.24	73.02	74.85	76.72	78.64	80.60	82.62	84.68	86.80	88.97	91.19	93.47	95.81	98.20	100.66			12,348 - 15,045
661	73.03	74.86	76.73	78.65	80.61	82.63	84.69	86.81	88.98	91.21	93.49	95.82	98.22	100.67	103.19			12,659 - 15,423
662	74.85	76.72	78.63	80.60	82.62	84.68	86.80	88.97	91.19	93.47	95.81	98.20	100.66	103.18	105.75			1

Mojave Desert Air Quality Management District MOU
for Teamsters Local 1932 Members
July 1, 2017 through June 30, 2025

Salary Schedule
Effective 7-1-2023

RANGE	Not attainable as of January 1, 2000															MONTHLY
	1	2	3	4	5	6	7	8	9	5	F	6	G	7	H	
600	16.43	16.85	17.27	17.70	18.14	18.59	19.06	19.54	20.02	20.52	21.04	21.56	22.10	22.66	23.22	2,849 - 3,471
601	16.85	17.27	17.70	18.14	18.60	19.06	19.54	20.03	20.53	21.04	21.57	22.10	22.66	23.22	23.80	2,920 - 3,558
602	17.27	17.70	18.15	18.60	19.06	19.54	20.03	20.53	21.04	21.57	22.11	22.66	23.23	23.81	24.40	2,994 - 3,647
603	17.70	18.14	18.59	19.06	19.53	20.02	20.52	21.03	21.56	22.10	22.65	23.22	23.80	24.39	25.00	3,067 - 3,737
604	18.14	18.60	19.06	19.54	20.03	20.53	21.04	21.57	22.11	22.66	23.23	23.81	24.40	25.01	25.64	3,145 - 3,832
605	18.59	19.06	19.53	20.02	20.52	21.04	21.56	22.10	22.65	23.22	23.80	24.39	25.00	25.63	26.27	3,223 - 3,926
606	19.06	19.54	20.03	20.53	21.04	21.57	22.11	22.66	23.23	23.81	24.40	25.01	25.64	26.28	26.94	3,305 - 4,026
607	19.54	20.03	20.53	21.04	21.57	22.10	22.66	23.22	23.80	24.40	25.01	25.63	26.28	26.93	27.61	3,386 - 4,126
608	20.02	20.52	21.04	21.56	22.10	22.65	23.22	23.80	24.40	25.01	25.63	26.27	26.93	27.60	28.29	3,471 - 4,229
609	20.53	21.04	21.57	22.11	22.66	23.23	23.81	24.41	25.02	25.64	26.28	26.94	27.61	28.30	29.01	3,559 - 4,336
610	21.04	21.57	22.11	22.66	23.22	23.81	24.40	25.01	25.64	26.28	26.93	27.61	28.30	29.00	29.73	3,647 - 4,444
611	21.56	22.10	22.65	23.22	23.80	24.39	25.00	25.63	26.27	26.93	27.60	28.29	29.00	29.72	30.47	3,737 - 4,554
612	22.11	22.66	23.23	23.81	24.40	25.01	25.64	26.28	26.94	27.61	28.30	29.01	29.73	30.47	31.24	3,832 - 4,669
613	22.65	23.22	23.80	24.39	25.00	25.63	26.27	26.93	27.60	28.29	29.00	29.72	30.46	31.23	32.01	3,926 - 4,784
614	23.22	23.80	24.40	25.01	25.63	26.27	26.93	27.60	28.29	29.00	29.73	30.47	31.23	32.01	32.81	4,025 - 4,904
615	23.80	24.40	25.01	25.63	26.27	26.93	27.61	28.30	29.00	29.73	30.47	31.23	32.01	32.81	33.63	4,126 - 5,027
616	24.40	25.01	25.63	26.27	26.93	27.60	28.29	29.00	29.73	30.47	31.23	32.01	32.81	33.63	34.47	4,229 - 5,153
617	25.00	25.63	26.27	26.93	27.60	28.29	29.00	29.73	30.46	31.23	32.01	32.81	33.63	34.47	35.33	4,334 - 5,281
618	25.63	26.27	26.93	27.60	28.29	29.00	29.73	30.47	31.23	32.01	32.81	33.63	34.47	35.34	36.22	4,443 - 5,414
619	26.28	26.93	27.61	28.30	29.00	29.73	30.47	31.23	32.02	32.82	33.64	34.48	35.34	36.22	37.13	4,555 - 5,549
620	26.93	27.60	28.29	29.00	29.73	30.47	31.23	32.01	32.81	33.63	34.47	35.34	36.22	37.12	38.05	4,668 - 5,687
621	27.61	28.30	29.01	29.73	30.48	31.24	32.02	32.82	33.64	34.48	35.34	36.23	37.13	38.06	39.01	4,786 - 5,831
622	28.30	29.01	29.73	30.48	31.24	32.02	32.82	33.64	34.48	35.34	36.23	37.13	38.06	39.01	39.99	4,905 - 5,977
623	29.00	29.73	30.47	31.23	32.01	32.81	33.63	34.48	35.34	36.22	37.13	38.05	39.01	39.98	40.98	5,027 - 6,125
624	29.73	30.47	31.24	32.02	32.82	33.64	34.48	35.34	36.22	37.13	38.06	39.01	39.98	40.98	42.01	5,153 - 6,279
625	30.47	31.23	32.01	32.81	33.63	34.47	35.34	36.22	37.12	38.05	39.00	39.98	40.98	42.00	43.05	5,281 - 6,435
626	31.23	32.01	32.81	33.63	34.48	35.34	36.22	37.13	38.05	39.01	39.98	40.98	42.01	43.06	44.13	5,414 - 6,596
627	32.01	32.81	33.63	34.47	35.33	36.22	37.12	38.05	39.00	39.97	40.97	42.00	43.05	44.12	45.23	5,548 - 6,760
628	32.81	33.63	34.47	35.33	36.21	37.12	38.05	39.00	39.97	40.97	42.00	43.05	44.12	45.23	46.36	5,687 - 6,929
629	33.63	34.47	35.34	36.22	37.12	38.05	39.00	39.97	40.98	42.00	43.05	44.13	45.23	46.36	47.52	5,830 - 7,103
630	34.47	35.33	36.21	37.12	38.05	39.00	39.97	40.97	42.00	43.05	44.12	45.23	46.36	47.52	48.70	5,975 - 7,280
631	35.34	36.23	37.13	38.06	39.01	39.99	40.99	42.01	43.06	44.14	45.24	46.37	47.53	48.72	49.94	6,126 - 7,464
632	36.21	37.12	38.05	39.00	39.97	40.97	42.00	43.05	44.12	45.23	46.36	47.52	48.70	49.92	51.17	6,277 - 7,648
633	37.12	38.05	39.00	39.98	40.98	42.00	43.05	44.13	45.23	46.36	47.52	48.71	49.93	51.18	52.45	6,435 - 7,840
634	38.06	39.01	39.98	40.98	42.01	43.06	44.13	45.24	46.37	47.53	48.72	49.93	51.18	52.46	53.77	6,597 - 8,037
635	39.00	39.98	40.98	42.00	43.05	44.13	45.23	46.36	47.52	48.71	49.93	51.17	52.45	53.77	55.11	6,760 - 8,237
636	39.98	40.98	42.01	43.06	44.13	45.24	46.37	47.53	48.72	49.93	51.18	52.46	53.77	55.12	56.50	6,931 - 8,454
637	40.98	42.00	43.05	44.13	45.23	46.36	47.52	48.71	49.93	51.18	52.46	53.77	55.11	56.49	57.90	7,103 - 8,654
638	42.01	43.06	44.13	45.24	46.37	47.53	48.72	49.93	51.18	52.46	53.77	55.12	56.50	57.91	59.36	7,281 - 8,872
639	43.05	44.13	45.23	46.36	47.52	48.71	49.93	51.17	52.45	53.76	55.11	56.49	57.90	59.35	60.83	7,462 - 9,092
640	44.13	45.23	46.36	47.52	48.71	49.93	51.18	52.46	53.77	55.11	56.49	57.90	59.35	60.83	62.35	7,649 - 9,320
641	45.23	46.36	47.52	48.71	49.93	51.18	52.46	53.77	55.11	56.49	57.90	59.35	60.83	62.35	63.91	7,840 - 9,553
642	46.36	47.52	48.71	49.92	51.17	52.45	53.76	55.11	56.48	57.90	59.34	60.83	62.35	63.91	65.50	8,036 - 9,796
643	47.52	48.71	49.93	51.18	52.46	53.77	55.11	56.49	57.90	59.35	60.83	62.35	63.91	65.51	67.15	8,237 - 10,031
644	48.71	49.93	51.18	52.46	53.77	55.11	56.49	57.90	59.35	60.83	62.35	63.91	65.51	67.15	68.83	8,443 - 10,287
645	49.93	51.18	52.46	53.77	55.12	56.50	57.91	59.36	60.84	62.36	63.92	65.52	67.16	68.84	70.56	8,655 - 10,546
646	51.18	52.46	53.77	55.12	56.50	57.91	59.36	60.84	62.36	63.92	65.52	67.16	68.84	70.56	72.32	8,872 - 10,809
647	52.46	53.77	55.11	56.49	57.90	59.35	60.83	62.35	63.91	65.51	67.15	68.83	70.55	72.31	74.12	9,092 - 11,078
648	53.76	55.11	56.49	57.90	59.35	60.83	62.35	63.91	65.51	67.14	68.82	70.54	72.31	74.11	75.97	9,319 - 11,355
649	55.11	56.49	57.90	59.35	60.83	62.35	63.91	65.51	67.15	68.82	70.55	72.31	74.12	75.97	77.87	9,552 - 11,639
650	56.49	57.90	59.35	60.84	62.36	63.91	65.51	67.15	68.83	70.55	72.31	74.12	75.97	77.87	79.82	9,792 - 11,930
651	57.91	59.36	60.84	62.36	63.92	65.52	67.16	68.84	70.56	72.32	74.13	75.98	77.88	79.83	81.82	10,038 - 12,230
652	59.35	60.84	62.36	63.92	65.51	67.15	68.83	70.55	72.31	74.12	75.98	77.87	79.82	81.82	83.86	10,288 - 12,534
653	60.83	62.35	63.91	65.51	67.15	68.82	70.54	72.31	74.12	75.97	77.87	79.81	81.81	83.86	85.95	10,544 - 12,847
654	62.36	63.92	65.51	67.15	68.83	70.55	72.32	74.12	75.98	77.88	79.82	81.82	83.86	85.96	88.11	10,809 - 13,169
655	63.91	65.51	67.14	68.82	70.54	72.31	74.11	75.97	77.87	79.81	81.81	83.85	85.95	88.10	90.30	11,078 - 13,497
656	65.51	67.15	68.83	70.55	72.31	74.12	75.97	77.87	79.82	81.81	83.86	85.95	88.10	90.30	92.56	11,355 - 13,835
657	67.14	68.82	70.54	72.31	74.12	75.97	77.87	79.81	81.81	83.85	85.95	88.10	90.30	92.56	94.87	11,638 - 14,180
658	68.83	70.55	72.31	74.12	75.98	77.87	79.82	81.82	83.86	85.96	88.11	90.31	92.57	94.88	97.25	11,930 - 14,536
659	70.55	72.31	74.12	75.98	77.87	79.82	81.82	83.86	85.96	88.11	90.31	92.57	94.88	97.25	99.69	12,229 - 14,900
660	72.31	74.12	75.97	77.87	79.81	81.81	83.86	85.95	88.10	90.30	92.56	94.87	97.25	99.68	102.17	12,533 - 15,271
661	74.13	75.98	77.88	79.83	81.82	83.87	85.96	88.11	90.32	92.57	94.89	97.26	99.69	102.18	104.74	12,849 - 15,655
662	75.97	77.87	79.81	81.81	83.85	85.95	88.10	90.30	92.56	94.87	97.25	99.68	102.17	104.72	107.34	13

Mojave Desert Air Quality Management District MOU
for Teamsters Local 1932 Members
July 1, 2017 through June 30, 2025

Salary Schedule
Effective 7-1-2024

RANGE	Not attainable as of January 1, 2000																MONTHLY
	1	2	3	4	5	6	7	8	9	5	F	6	G	7	H		
600	16.68	17.10	17.53	17.96	18.41	18.87	19.35	19.83	20.32	20.83	21.35	21.89	22.43	23.00	23.57	2,891 - 3,523	
601	17.10	17.53	17.97	18.41	18.87	19.35	19.83	20.33	20.83	21.35	21.89	22.44	23.00	23.57	24.16	2,964 - 3,611	
602	17.53	17.97	18.42	18.88	19.35	19.83	20.33	20.84	21.36	21.89	22.44	23.00	23.58	24.17	24.77	3,039 - 3,702	
603	17.96	18.41	18.87	19.34	19.83	20.32	20.83	21.35	21.88	22.43	22.99	23.57	24.16	24.76	25.38	3,113 - 3,793	
604	18.42	18.88	19.35	19.83	20.33	20.84	21.36	21.89	22.44	23.00	23.57	24.16	24.77	25.39	26.02	3,192 - 3,889	
605	18.87	19.34	19.83	20.32	20.83	21.35	21.88	22.43	22.99	23.57	24.16	24.76	25.38	26.01	26.66	3,271 - 3,985	
606	19.35	19.83	20.33	20.84	21.36	21.89	22.44	23.00	23.58	24.17	24.77	25.39	26.02	26.68	27.34	3,354 - 4,087	
607	19.83	20.33	20.83	21.36	21.89	22.44	23.00	23.57	24.16	24.77	25.38	26.02	26.67	27.34	28.02	3,437 - 4,188	
608	20.32	20.83	21.35	21.89	22.43	22.99	23.57	24.16	24.76	25.38	26.01	26.67	27.33	28.01	28.72	3,523 - 4,292	
609	20.84	21.36	21.89	22.44	23.00	23.58	24.17	24.77	25.39	26.03	26.68	27.34	28.03	28.73	29.45	3,612 - 4,401	
610	21.36	21.89	22.44	23.00	23.57	24.16	24.77	25.39	26.02	26.67	27.34	28.02	28.72	29.44	30.18	3,702 - 4,510	
611	21.88	22.43	22.99	23.57	24.16	24.76	25.38	26.01	26.66	27.33	28.01	28.71	29.43	30.17	30.92	3,793 - 4,622	
612	22.44	23.00	23.57	24.16	24.77	25.39	26.02	26.67	27.34	28.02	28.72	29.44	30.18	30.93	31.71	3,889 - 4,739	
613	22.99	23.57	24.16	24.76	25.38	26.01	26.66	27.33	28.01	28.71	29.43	30.17	30.92	31.69	32.49	3,985 - 4,856	
614	23.57	24.16	24.76	25.38	26.02	26.67	27.33	28.02	28.72	29.44	30.17	30.93	31.70	32.49	33.30	4,086 - 4,978	
615	24.16	24.76	25.38	26.02	26.67	27.34	28.02	28.72	29.44	30.17	30.93	31.70	32.49	33.31	34.14	4,188 - 5,103	
616	24.76	25.38	26.02	26.67	27.33	28.02	28.72	29.44	30.17	30.93	31.70	32.49	33.30	34.14	34.99	4,292 - 5,230	
617	25.38	26.01	26.66	27.33	28.01	28.71	29.43	30.17	30.92	31.69	32.49	33.30	34.13	34.98	35.86	4,399 - 5,360	
618	26.02	26.67	27.34	28.02	28.72	29.44	30.17	30.93	31.70	32.49	33.31	34.14	34.99	35.87	36.76	4,510 - 5,495	
619	26.67	27.34	28.02	28.72	29.44	30.18	30.93	31.70	32.50	33.31	34.14	34.99	35.87	36.77	37.68	4,623 - 5,633	
620	27.33	28.02	28.72	29.44	30.17	30.93	31.70	32.49	33.30	34.14	34.99	35.87	36.76	37.68	38.62	4,738 - 5,773	
621	28.02	28.72	29.44	30.18	30.93	31.71	32.50	33.31	34.14	35.00	35.87	36.77	37.69	38.63	39.60	4,857 - 5,918	
622	28.72	29.44	30.18	30.93	31.71	32.50	33.31	34.14	35.00	35.87	36.77	37.69	38.63	39.60	40.59	4,979 - 6,066	
623	29.44	30.17	30.93	31.70	32.49	33.31	34.14	34.99	35.87	36.76	37.68	38.63	39.59	40.58	41.60	5,103 - 6,217	
624	30.18	30.93	31.70	32.50	33.31	34.14	35.00	35.87	36.77	37.69	38.63	39.59	40.58	41.60	42.64	5,231 - 6,373	
625	30.93	31.70	32.49	33.30	34.14	34.99	35.87	36.76	37.68	38.62	39.59	40.58	41.59	42.63	43.70	5,361 - 6,531	
626	31.70	32.49	33.31	34.14	34.99	35.87	36.76	37.68	38.63	39.59	40.58	41.60	42.64	43.70	44.79	5,495 - 6,695	
627	32.49	33.30	34.13	34.99	35.86	36.76	37.68	38.62	39.58	40.57	41.59	42.63	43.69	44.79	45.91	5,631 - 6,861	
628	33.30	34.13	34.99	35.86	36.76	37.68	38.62	39.58	40.57	41.59	42.63	43.69	44.79	45.91	47.05	5,772 - 7,033	
629	34.14	34.99	35.87	36.76	37.68	38.62	39.59	40.58	41.59	42.63	43.70	44.79	45.91	47.06	48.24	5,917 - 7,210	
630	34.99	35.86	36.76	37.68	38.62	39.58	40.57	41.59	42.63	43.69	44.79	45.91	47.05	48.23	49.43	6,064 - 7,389	
631	35.87	36.77	37.69	38.63	39.60	40.59	41.60	42.64	43.71	44.80	45.92	47.07	48.24	49.45	50.69	6,218 - 7,576	
632	36.76	37.68	38.62	39.58	40.57	41.59	42.63	43.69	44.79	45.91	47.05	48.23	49.44	50.67	51.94	6,371 - 7,763	
633	37.68	38.62	39.59	40.58	41.59	42.63	43.70	44.79	45.91	47.06	48.23	49.44	50.68	51.94	53.24	6,531 - 7,958	
634	38.63	39.59	40.58	41.60	42.64	43.70	44.80	45.92	47.06	48.24	49.45	50.68	51.95	53.25	54.58	6,695 - 8,168	
635	39.59	40.58	41.59	42.63	43.70	44.79	45.91	47.06	48.23	49.44	50.68	51.94	53.24	54.57	55.94	6,862 - 8,360	
636	40.58	41.60	42.64	43.70	44.80	45.92	47.06	48.24	49.45	50.68	51.95	53.25	54.58	55.95	57.34	7,035 - 8,571	
637	41.59	42.63	43.70	44.79	45.91	47.06	48.23	49.44	50.68	51.94	53.24	54.57	55.94	57.34	58.77	7,209 - 8,784	
638	42.64	43.70	44.80	45.92	47.06	48.24	49.45	50.68	51.95	53.25	54.58	55.94	57.34	58.78	60.25	7,391 - 9,005	
639	43.70	44.79	45.91	47.06	48.23	49.44	50.67	51.94	53.24	54.57	55.93	57.33	58.77	60.24	61.74	7,574 - 9,228	
640	44.79	45.91	47.06	48.23	49.44	50.68	51.94	53.24	54.57	55.94	57.34	58.77	60.24	61.74	63.29	7,764 - 9,469	
641	45.91	47.06	48.23	49.44	50.68	51.94	53.24	54.57	55.94	57.34	58.77	60.24	61.74	63.29	64.87	7,958 - 9,696	
642	47.05	48.23	49.44	50.67	51.94	53.24	54.57	55.93	57.33	58.76	60.23	61.74	63.28	64.87	66.49	8,156 - 9,937	
643	48.24	49.44	50.68	51.94	53.24	54.57	55.94	57.34	58.77	60.24	61.75	63.29	64.87	66.49	68.16	8,361 - 10,187	
644	49.44	50.68	51.94	53.24	54.57	55.94	57.34	58.77	60.24	61.75	63.29	64.87	66.49	68.16	69.86	8,570 - 10,441	
645	50.68	51.95	53.25	54.58	55.95	57.34	58.78	60.25	61.75	63.30	64.88	66.50	68.16	69.87	71.61	8,785 - 10,704	
646	51.95	53.25	54.58	55.95	57.34	58.78	60.25	61.75	63.30	64.88	66.50	68.16	69.87	71.61	73.40	9,005 - 10,971	
647	53.24	54.57	55.94	57.34	58.77	60.24	61.74	63.29	64.87	66.49	68.15	69.86	71.61	73.40	75.23	9,229 - 11,244	
648	54.57	55.94	57.33	58.77	60.24	61.74	63.29	64.87	66.49	68.15	69.86	71.60	73.39	75.23	77.11	9,459 - 11,525	
649	55.94	57.33	58.77	60.24	61.74	63.29	64.87	66.49	68.15	69.86	71.60	73.39	75.23	77.11	79.04	9,696 - 11,813	
650	57.34	58.77	60.24	61.75	63.29	64.87	66.50	68.16	69.86	71.61	73.40	75.23	77.11	79.04	81.02	9,939 - 12,109	
651	58.78	60.25	61.75	63.30	64.88	66.50	68.16	69.87	71.62	73.41	75.24	77.12	79.05	81.03	83.05	10,188 - 12,413	
652	60.24	61.75	63.29	64.87	66.50	68.16	69.86	71.61	73.40	75.23	77.11	79.04	81.02	83.04	85.12	10,442 - 12,723	
653	61.74	63.29	64.87	66.49	68.15	69.86	71.60	73.39	75.23	77.11	79.04	81.01	83.04	85.11	87.24	10,702 - 13,039	
654	63.29	64.88	66.50	68.16	69.86	71.61	73.40	75.24	77.12	79.04	81.02	83.05	85.12	87.25	89.43	10,971 - 13,367	
655	64.87	66.49	68.15	69.86	71.60	73.39	75.23	77.11	79.03	81.01	83.04	85.11	87.24	89.42	91.66	11,244 - 13,699	
656	66.49	68.15	69.86	71.60	73.39	75.23	77.11	79.04	81.01	83.04	85.11	87.24	89.42	91.66	93.95	11,525 - 14,042	
657	68.15	69.86	71.60	73.39	75.23	77.11	79.04	81.01	83.04	85.11	87.24	89.42	91.66	93.95	96.30	11,813 - 14,393	
658	69.86	71.61	73.40	75.23	77.11	79.04	81.02	83.04	85.12	87.25	89.43	91.67	93.96	96.31	98.71	12,109 - 14,754	
659	71.61	73.40	75.23	77.12	79.04	81.02	83.04	85.12	87.25	89.43	91.67	93.96	96.31	98.71	101.18	12,412 - 15,123	
660	73.39	75.23	77.11	79.04	81.01	83.04	85.11	87.24	89.42	91.66	93.95	96.30	98.71	101.17	103.70	12,721 - 15,500	
661	75.24	77.12	79.05	81.02	83.05	85.12	87.25	89.43	91.67	93.96	96.31	98.71	101.19	103.72	106.31	13,041 - 15,890	
662	77.11	79.04	81.01	83.04	85.11	87.24	89.42	91.66	93.95	96.30	98.70	101.17	103.70	106.29	108.95	13,365 - 16,284	
663	79.04	81.02	83.04	85.12	87.24	89.43	91.66	93.95	96.30	98.71	101.18	103.71	106.30	108.96	111.68	13,700 - 16,692	
664	81.02	83.05	85.12	87.25	89.43	91.67	93.96	96.31	98.71	101.18	103.71	106.31	108.96	111.69	114.48	14,043 - 17,111	
665	83.04	85.11	87.24	89.42	91.66	93.95	96.30	98.71	101.17	103.70	106.29	108.95	111.68	114.47	117.33	14,393 - 17,377	
666	85.12	87.24	89.43	91.66	93.95	96.30	98.71	101.18	103.71	106.30	108.96	111.68	114.47	117.33	120.27	14,754 - 17,936	
667	87.24	89.43	91.66	93.95	96.30	98.71	101.18	103.71	106.30	108.96	111.68	114.471					

**MINUTES OF THE GOVERNING BOARD
OF THE MOJAVE DESERT AIR QUALITY MANAGEMENT DISTRICT
VICTORVILLE, CALIFORNIA**

AGENDA ITEM #4

DATE: February 24, 2020

RECOMMENDATION: Adopt a Resolution to: 1) Extend the current Memorandum of Understanding ("MOU") with Teamsters Local 1932 ("Teamsters") for employees in the General Unit to June 30, 2025; 2) Authorize conforming changes in terms and conditions, as specified, for exempt employees in the Exempt Compensation Plan ("ECP"); 3) Authorize conforming changes, as specified, in the Personnel Policies and Procedures ("PPP"); and 4) Direct staff actions.

SUMMARY: This action will adopt by Resolution the terms and conditions agreed through negotiations with the Teamsters to extend the existing MOU and incorporate negotiated terms and conditions into an MOU; authorize conforming changes in terms and conditions, as specified, for Exempt Employees in the ECP; authorize conforming changes, as specified, in the PPP; and directs staff actions.

BACKGROUND: On August 13, 2019 Management invited the Teamsters to consider extending the current Memorandum of Understanding (MOU), with its terms and conditions, for an additional three years (through June 30, 2025). The term of the existing MOU is July 1, 2017 through June 30, 2022. The Teamsters agreed to meet and confer regarding the extension. Negotiations began on December 12, 2019. At the subsequent meeting January 15, 2020, a tentative agreement was drafted. On February 3, 2020 the Teamsters acknowledged ratification of the terms of the agreement by its members. The proposed changes generally follow the order as they appear in the MOU and are summarized in Exhibit 1, included.

The personnel management of MDAQMD employees is governed by several documents: Nonexempt employees represented by the Teamsters Local 1932 periodically negotiate the terms and conditions of the Memorandum of Understanding (MOU) between the MDAQMD and the Teamsters Local 1932. Exempt employees are covered by the Exempt Compensation Plan (ECP), the written description of benefits, compensation and special provisions. Finally the MDAQMD Personnel Policies and Procedures (PPP) is the written description of terms and conditions of employment for all employees.

I, Deanne Hernandez
CUSTODIAN OF RECORDS OF MOJAVE DESERT AIR
QUALITY MANAGEMENT DISTRICT, HEREBY CERTIFY
THE FOREGOING TO BE A FULL, TRUE AND CORRECT
COPY OF THE RECORD OF THE ACTION AS THE SAME
APPEARS IN THE OFFICIAL MINUTES OF SAID
GOVERNING BOARD MEETING

MOJAVE DESERT AIR QUALITY MANAGEMENT DISTRICT.

**MINUTES OF THE GOVERNING BOARD
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VICTORVILLE, CALIFORNIA**

AGENDA ITEM #4

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A background discussion and description of the specific changes are included in **Exhibit 1** and a Redline version of the MOU is attached as **Exhibit 2**.

REASON FOR RECOMMENDATION: Governing Board action is necessary to approve an agreement with the Teamsters Local 1932 and to authorize conforming changes to the Exempt Compensation Plan and Personnel Policies & Procedures documents.

REVIEW BY OTHERS: This item was reviewed by Karen Nowak, District Counsel as to legal form and by Brad Poiriez, Executive Director on or about February 10, 2020.

FINANCIAL DATA: This negotiated extension adds three years to the current agreement, ending June 30, 2025. Associated cost adjustments, as noted in Exhibit 1, will be incorporated into relevant budgets for FY 2023, 2024, and 2025.

PRESENTER: Brad Poiriez, Executive Director/APCO.

ACTION OF THE GOVERNING BOARD

APPROVED

Upon Motion by **WILLIAM “BILL” HOLLAND**, seconded by **JIM COX**, as approved by the following roll call vote:

Ayes: **11** **ABEL, COX, CAMARGO, HERNANDEZ, HOLLAND, LEON, LOVINGOOD, PEREZ, RIORDAN, ROWE, WILLIAMS**

Noes:

Absent: **2** **DECONINCK, MINTZ**

Abstain:

DEANNA HERNANDEZ, SENIOR EXECUTIVE ANALYST

BY Deanna Hernandez

Dated: February 24, 2020

Ref. Resolution 20-02, “A RESOLUTION OF THE GOVERNING BOARD OF THE MOJAVE DESERT AIR QUALITY MANAGEMENT DISTRICT TO EXTEND THE CURRENT MEMORANDUM OF UNDERSTANDING (“MOU”) WITH TEAMSTERS LOCAL 1932 FOR REPRESENTED EMPLOYEES IN THE GENERAL UNIT EFFECTIVE JULY 1, 2017 AND EXTENDING THE TERM TO JUNE 30, 2025; AUTHORIZE CONFORMING AMENDMENTS IN THE EXEMPT COMPENSATION PLAN (“ECP”) AND THE PERSONNEL POLICIES & PROCEDURES (“PPP”); AND DIRECT STAFF ACTIONS.”

**MINUTES OF THE GOVERNING BOARD
OF THE MOJAVE DESERT AIR QUALITY MANAGEMENT DISTRICT
VICTORVILLE, CALIFORNIA**

AGENDA ITEM #4

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Exhibit 1
Labor Negotiations

Memorandum of Understanding

District employees in nonexempt positions are represented by Teamsters Local 1932. The term of the exiting MOU is July 1, 2017 through June 30, 2022. Negotiations with the Teamsters led to a tentative agreement to extend the MOU to June 30, 2025. On February 3, 2020 the Teamsters acknowledged ratification of the terms of the agreement by its members. The proposed changes, summarized below, generally follow the order of the MOU.

Proposed Changes

The proposed MOU extends the current MOU which became effective July 1, 2017. But for a few administrative items, the terms of the 2017-2022 MOU remain intact. Various terms were negotiated for the period of the extension, as noted in the summary below. The term of the extension begins July 1, 2022 and expires June 30, 2025. The Teamsters must be notified not later than March 7, 2025 of Management's intent to negotiate a successor agreement.

1. Section 5. The Teamsters proposed to revise the language for **Management-Labor meetings** from monthly to quarterly/as needed, reflecting the current practice.
2. Section 11.1.2. Short Term Disability. The language in the MOU was revised to incorporate a previously approved Side Letter Agreement dated February 14, 2019. This **administrative** item clarified that the short term disability benefit provided employees would be set according to the California Employer Development Department (EDD) and never be less than 55% of an employee's salary. The District provides a third party sick leave benefit and does not participate in California's State Disability Insurance (CSDI) program.
3. Section 15. Retirement. The **shift to reduce the District's "pickup"** of up to 7% of the employee's required contribution began in July 2017. In this proposal Management proposed to accelerate the shift in the first year of the extension (July 1, 2022) and cap the employee's payment of their contribution at 12%. The cost savings to the District are estimated to be \$308,517 for the three years of the extension. The proposal uses the estimated savings to fund wage increases over the three years of the extension (refer to No. 6 below).
4. Section 17.4 Tuition and Professional Organizational Dues Reimbursement. Annually unused funds budgeted for tuition reimbursement are rolled into an accumulative pool. Management proposed to cap the pool at \$20,000 and transfer \$45,000 of the currently accumulated pool from the pool to the General Fund. A portion of this transfer will fund increasing the cell phone stipend during the last year of the existing MOU (refer to No. 9 below).
5. Section 18.3 Personal Protective Equipment Enhancement. The tentative agreement increases the allowance from \$130 per year to \$250 per year, to be implemented July 1,

**MINUTES OF THE GOVERNING BOARD
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VICTORVILLE, CALIFORNIA**

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2022. This is used to fund personal safety equipment for employees, such as safety boots and prescription glasses.
6. Section 19 Wages. The tentative agreement proposes **wage increases** in each of the three years of the extension: **5%** effective July 1, 2022; **1.5%** effective July 1, 2023; and **1.5%** effective July 1, 2024. The cost to the District is estimated to be \$317,129 for the three years of the extension. Shifting the cost of the employee required contribution for retirement, as noted in No. 3 above, will effectively fund these wage increases.
 7. Section 20.1 Salary Adjustment. The language in the MOU was revised to incorporate a previously approved Side Letter Agreement dated August 13, 2019. This is an **administrative** item that recognizes changing the performance evaluation scoring from "1 to 5" to "1 to 3;" which is part of the overall internal revisions to the performance evaluation program.
 8. Section 26.2 Vacation and (new) 27 Holiday Leave Cash Out. This **administratively incorporates** Governing Board Resolution 17-09 adopted June 26, 2017 allowing nonexempt employees to convert to cash accrued leave at any time with pre-election. It also updates the holiday accrual rate to 9 hours as previously stated in the PPP dated September 25, 2017.
 9. Section 28.1 Cell Phone Stipend. The tentative agreement proposes **increasing the cell phone stipend** from \$125 paid one time annually to \$300 per year paid equally by payperiod. In exchange for capping the Tuition Reimbursement pool (No. 4, above), this condition will be implemented July 1, 2021, the final year of the existing MOU.
 10. Section 29 Holiday Closure. Management proposes the **District offices will close during the holiday period** on or about December 23 to January 3 (dates will vary based on the actual calendar days). The District will compensate for two of the business days closed. By observing holidays on business days that are scheduled on weekends or flex days, employees will not be required to use personal accrued time in the first or second year (December 2022 and 2023), but in the third year (December 2024) will be required to use three days of accruals. Management has agreed to work with any new employees with insufficient accruals to avoid undue hardship for such employees.
 11. Section 34. Duration of Agreement. This language **resets the end date** of the Agreement to June 30, 2025 and inserts target dates for notification to either party for future years.
 12. Salary Schedule Effective 7-1-2021. The correct table has been inserted reflecting the 2.5% wage increase as noted in Section 19.

Corresponding and Conforming Changes to the Exempt Compensation Plan (ECP)

Employees in the Exempt Groups are not represented by Teamsters or any other recognized organization and are covered by the ECP. This recommendation includes authorizing similar applicable changes in terms and conditions as those negotiated for employees in the General Unit

**MINUTES OF THE GOVERNING BOARD
OF THE MOJAVE DESERT AIR QUALITY MANAGEMENT DISTRICT
VICTORVILLE, CALIFORNIA**

AGENDA ITEM #4

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for employees in the Exempt Groups. These applicable terms and conditions will be incorporated into the ECP and presented as a separate item during this meeting.

Corresponding and Conforming Changes to the Personnel Policies & Procedures (PPP)

A conforming change to remove duplicative provisions, namely the Holiday accrual rate will be presented as a separate item during this meeting.

RESOLUTION 20-02

A RESOLUTION OF THE GOVERNING BOARD OF THE MOJAVE DESERT AIR QUALITY MANAGEMENT DISTRICT TO EXTEND THE CURRENT MEMORANDUM OF UNDERSTANDING ("MOU") WITH TEAMSTERS LOCAL 1932 FOR REPRESENTED EMPLOYEES IN THE GENERAL UNIT EFFECTIVE JULY 1, 2017 AND EXTENDING THE TERM TO JUNE 30, 2025; AUTHORIZE CONFORMING AMENDMENTS IN THE EXEMPT COMPENSATION PLAN ("ECP") AND THE PERSONNEL POLICIES & PROCEDURES ("PPP"); AND DIRECT STAFF ACTIONS.

On February 24, 2020, on motion by Member HOLLAND, Seconded by Member COX, and carried, the following resolution is adopted:

WHEREAS, the Mojave Desert Air Quality Management District (MDAQMD) was created by statute (1992 Ch. 642; Health & Safety Code §§41200 et seq.) and commenced operations on July 1, 1993 (Health & safety Code §41212); and

WHEREAS, the Governing Board of the MDAQMD has the authority and responsibility to do such acts as may be necessary or proper to execute the powers and duties granted to, and imposed upon the MDAQMD (Health & Safety Code §40702); and

WHEREAS, the Governing Board has the authority and responsibility to employ necessary staff to carry out its powers and duties (Health & Safety Code §41260(a)); and

WHEREAS, on August 25, 1993, the Governing Board adopted Resolution 93-08, Establishing Rules and Regulations Relating to Employer-Employee Relations, also referred to as "Local Rules;"

WHEREAS, on September 26, 2016 the Governing Board by Resolution 16-05 recognized the Teamsters Local 1932 (Teamsters) as the representative employee organization for the MDAQMD employees in the General Unit; and

WHEREAS, on June 12, 2017, by Resolution 17-07, the Governing Board adopted the **Memorandum of Understanding (MOU)** for the period July 1, 2017 through June 30, 2022; and

WHEREAS, on November 27, 2000 the Governing Board adopted the **Exempt Compensation Plan (ECP)** to establish the compensation plan for Exempt Employees and has subsequently amended it with the last amendment adopted August 26, 2019; and

WHEREAS, on March 2, 1995 by Resolution 95-08 the Governing Board adopted the **MDAQMD Personnel Policies & Procedures (PPP)** to govern the employment relationship and to

RESOLUTION 20-02

provide certain terms and conditions of employment for all employees and has subsequently amended it with the last amendment adopted September 25, 2017 by Minute Action; and

WHEREAS, the Executive Director/APCO has negotiated with the Teamsters an extension to the term of the MOU, including "the terms and conditions relating to wages, salaries, benefits and working conditions" (hereinafter referred to as "terms and conditions") for employees in the General Unit for the period July 1, 2017 extended through June 30, 2025; and

WHEREAS, on January 27, 2020, the Governing Board reviewed the proposed terms and conditions for employees in the General Unit and directed the development of a Memorandum of Understanding (MOU) to be placed on the Agenda for deliberation and action by the Governing Board, subject to ratification by the employees of the General Unit; and

WHEREAS, on February 3, 2020 the employees of the General Unit notified Management of the ratification of the proposed terms and conditions; and

WHEREAS, except as provided in the terms and conditions set forth in the MOU for the period July 1, 2017 extended through June 30, 2025, attached hereto as Exhibit 2, all other benefits and terms and conditions of employment for General Unit that exist under the MOU shall remain unchanged; and

WHEREAS, exempt employees are not represented by the Teamsters or any other recognized association and are covered by the ECP; and

WHEREAS, the Executive Director recommends the applicable changes in terms and conditions as those negotiated for employees in the General Unit be applied to the terms and conditions for Exempt Employees; and that these applicable terms and conditions be added to the ECP and approved by the Governing Board in a separate action; and

WHEREAS, the Executive Director recommends applicable changes to the PPP for consistency with the MOU and the ECP, and approved by the Governing Board in a separate action.

NOW, THEREFORE, BE IT RESOLVED, that the Governing Board of the MDAQMD hereby approves and adopts the MOU for the period July 1, 2017 extended through June 30, 2025, for the General Unit, attached hereto as Exhibit A and incorporated herein by reference.

//

RESOLUTION 20-02

BE IT FURTHER RESOLVED, that the Governing Board of the MDAQMD hereby authorizes amendments to the ECP for the Exempt Employees, and PPP for all employees in separate action(s).

BE IT FURTHER RESOLVED, that this resolution shall take effect immediately upon adoption.

PASSED, APPROVED AND ADOPTED by the Governing Board of the Mojave Desert Air Quality Management District by the following vote:

AYES: 11 MEMBER: ABEL, COX, CAMARGO, HERNANDEZ, HOLLAND, LEON,
LOVINGOOD, PEREZ, RIORDAN, ROWE, WILLIAMS

NOES: MEMBER:

ABSENT: 2 MEMBER: DECONINCK, MINTZ

ABSTAIN: MEMBER:

STATE OF CALIFORNIA)
)
) SS:
COUNTY OF SAN BERNARDINO)
)

I, Deanna Hernandez, Senior Executive Analyst of the Mojave Desert Air Quality Management District, hereby certify the foregoing to be a full, true and correct copy of the record of the action as the same appears in the Official Minutes of said Governing Board at its meeting of February 24, 2020.

Deanna Hernandez
Senior Executive Analyst
Mojave Desert Air Quality Management District

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“WEINGARTEN RIGHTS”

An employee who reasonably believes that an investigatory interview could lead to discipline is entitled to ask for union representation. An investigatory interview is a meeting with management at which the employee will be questioned or asked to explain his or her conduct, and which could lead to disciplinary action against the employee. The employee must affirmatively request union representation.