

City of Stockton  
Water Supervisory Unit

<b>SIDELETTER AGREEMENT REGARDING STANDBY PAY PILOT PROGRAM</b>
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The City of Stockton and Operating Engineers, Local Number 3, Water Supervisory Unit hereby agree to implement the following Pilot Program on Standby Pay. The Pilot Program is a recognition of the impact of the higher standby pay negotiated with the Operations and Maintenance Unit and is intended to address the salary compaction created by that increase in standby pay during the term of the 2023-26 Memorandum of Understanding ("MOU") between the City and the Water Supervisory Unit.

The following changes are not intended to modify the terms of the MOU. The Pilot Program will expire, with no further meet and confer required, on June 30, 2026, unless the parties agree to extend the Pilot as part of negotiations over a successor MOU.

**Standby Pay**

1. MOU Section 11.3(b)(1) currently provides:  
"Employees assigned to standby duty shall be paid three dollars (\$3.00) per hour, while assigned to be on standby. An employee shall earn time and one-half (1-1/2) for all actual time worked while on standby duty status only if eligible for overtime as defined in section 11.2 above. An employee shall not continue to receive the "standby" premium during actual time worked, or for any hours paid as overtime or call back. Standby is not considered as time in "paid status because of work performed" for purposes of calculating overtime."
  
2. Effective the first full pay period following execution of this Side letter and continuing until the expiration of the Pilot Program on June 30, 2026, employees in the Water Supervisory bargaining unit who are assigned to standby duty pursuant to MOU Section 11.3 shall be paid four dollars (\$4.00) per hour while assigned to be on standby. Standby pay shall revert to three dollars (\$3.00) per hour effective July 1, 2026.
  
3. All other terms of the MOU, including eligibility and other requirement for standby, shall remain status quo.

As noted above, the Pilot Program is intended to address the Standby Pay only during the term of the 2023-26 MOU. The Pilot Program will expire, with no further meet and

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confer required, on June 30, 2026, unless the parties agree to extend the Pilot as part of negotiations over a successor MOU.

For City:

For Union:

Rosemary Rivas

Darren Semore

Rosemary Rivas

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Date: 5-1-2024

Date: 5-2-2024