

MEMORANDUM OF UNDERSTANDING

between the

RAINBOW MUNICIPAL WATER DISTRICT

and the

RAINBOW

EXEMPT EMPLOYEES

REVISED

April 2011

June 13, 2011 through June 30, 2014

Preamble

This Agreement made and entered into this 28 day of June, 2011, between the Rainbow Municipal Water District, hereinafter referred to as the District, and the Rainbow Exempt Employees, hereinafter referred to as the Exempt Employees.

Article 1 Recognition and Conditions

The District recognizes the Exempt Employees as representative of the unit set forth below. The General Manager agrees to meet and confer with said Exempt Employees on all matters relating to the scope of representation pertaining to the employees of said unit, as authorized by law. The recognized representation shall consist of all Exempt Employees of the District except the General Manager.

The General Manager may terminate Exempt Employee's employment, and hereby terminate this agreement, at any time. It is understood and agreed that Exempt Employees are "at will" employees. As an "at will" employee, Exempt Employee's employment may be terminated at any time and no reason need be given for such termination. In the event of such termination, Exempt Employee shall have no right to a hearing or other review of the reason for the termination by the District and Exempt Employee expressly waives any right to such a hearing or other review which may otherwise be granted by law or which may be applicable to other employees of the District. However, Exempt Employees will be entitled to severance pay as stated in Article 13.

Article 2 Implementation

It is agreed that this Memorandum of Understanding shall not be effective until the District Board of Directors:

1. Acts, by majority vote, formally to approve and adopt said Memorandum of Understanding;
2. Acts to budget the necessary funds required to implement the provisions of the Memorandum of Understanding which require funding;
3. Agrees to work under provisions of existing Memorandum of Understanding until a successor agreement is reached; and
4. Agreement is signed by the designated District Board of Director and ratified by a majority of Exempt Employees.

Article 3 Term

The term of this Memorandum shall commence on the date when the terms and conditions for its effectiveness, as set forth in the article regarding implementation, are fully met. This Memorandum shall expire and otherwise be fully terminated at 12:00 midnight on June 30, 2014, as set forth in Article 2 regarding implementation.

Article 4 Renegotiation

In the event that the Exempt Employees and the General Manager desires to negotiate the provisions of a successor Memorandum of Understanding, said party shall serve upon the other not later than February 15, 2014 its written request to commence negotiations. Upon receipt of such written notice and proposals, meet and confer shall begin no later than March 4, 2014, unless written notice is given by either party and agreed to by the other party prior to February 15, 2014, agreeing to an alternate starting date. Target date for completion of negotiations is June 14, 2014.

Article 5 Non-Discrimination

The District and the Exempt Employees mutually agree that there will be no discrimination against any employee in the application of the terms of this Agreement by reason of race, sex, age, physical or mental disability, religion or any other category protected by applicable federal, state or local law. The District and Exempt Employees agree that the District is permitted to take all actions necessary to comply with all applicable federal, state and local laws and regulations, including but not limited to the Americans with Disabilities Act, and including all new laws and regulations enacted during the term of this Agreement, regardless of any provisions of this Agreement.

Article 6 Compensation

Wages

There will be no Cost of Living Adjustment (COLA) for the duration of this agreement. In exchange for eliminating previously negotiated COLAs (3.2% in July 2011), each exempt employee has the option of participating in a 9/80 alternate work schedule.

In the event of an emergency where Exempt Employees are required to work hours in excess of their normal and expected work time, the General Manager has the authority to compensate the Exempt Employee at a rate not to exceed the work performed. The decision whether to grant additional compensation is at the sole discretion of the General Manager.

Merit Increases

All Exempt Employees shall receive such annual merit increases and salary as may be deemed appropriate by the General Manager, based upon an overall evaluation of satisfactory or better until the employee has reached that classification's top step.

Vehicle Allowance

Existing Exempt Employees currently receiving a \$500 per month vehicle allowance will continue to receive vehicle allowance.

Deferred Compensation Matching Program

The District will provide a matching program of \$100 per pay period per unit employee. The District's contribution would only be required if an employee contributes a like amount or more to the deferred compensation program.

Article 7 Paid Time Off

Accrual Rates

For existing employees hired prior to April 1, 2011, Paid Time Off shall accrue at the rate of 9.23 hours per pay period or 240 hours per year for the first three (3) years of employment, with a maximum limit for accrual of 480 hours. At the start of the fourth year of employment, employees will accrue at the rate of 10.77 hours per pay period or 280 hours per year, with a maximum limit for accrual of 560 hours.

All Exempt Employees may cash out a minimum of 40 hours accrued Paid Time Off in accordance with the rules and regulations set forth in the Employee Handbook.

Employees hired on or after April 1, 2011 who have completed ninety (90) days full time employment shall be granted Paid Time Off accrued on a daily basis as follows:

<i>Period of Service</i>	<i>PTO Hours per Year</i>	<i>Maximum Accrual</i>
<i>0 through 4 years</i>	<i>160 hours</i>	<i>320 hours</i>
<i>5 through 9 years</i>	<i>200 hours</i>	<i>400 hours</i>
<i>10 yrs on</i>	<i>240 hours</i>	<i>480 hours</i>

Note:

- *0 through 4 years means from beginning of employment to the last day of the 4th year.*
- *5 through 9 years means from the first day of the 5th year to the last day of the 9th year.*
- *10 years on means from the first day of the 10th year on.*

Payment at Termination

All Exempt Employees will be paid for any Paid Time Off accrued but not used at the employee's current rate of pay at the time of termination.

Accrued Sick and Vacation Accounts

The District discontinued accrual of Sick and Vacation benefits effective December 31, 2006.

For the period of this MOU contract only, Exempt Employees can cash out their existing vacation and sick leave balances twice each year at their current rate of pay at the time cashed out, once in May and once in November (to be defined by the District) , as follows:

- Employees may cash out up to 100% of the balance of their accrued leave, or;
- Employees must cash out a minimum of 20 hours of leave. If an employee has less than 20 hours accrued, they must cash out the entire balance.

- If cashing out hours lowers an employee's balance to less than 20 hours, they must cash out the entire amount.

Article 8 Jury Duty

Any employee who is called for jury duty will receive up to ten (10) working days of jury duty pay per calendar year, providing the employee submits written proof of actual jury duty service.

The intent of the written proof is to show the employee was actually called in to jury duty and was not merely "on call" for jury duty. Being called in for a jury pool is considered jury duty.

Article 9 Separation from District Employment

Any Exempt Employee who is laid off, resigns, or is otherwise separated from the service of the District, shall be paid for 100% of the accrued sick, vacation and Paid Time Off accounts at the employee's current rate of pay at the time of their separation.

EXECUTIVE LEAVE

Exempt Employees hired on or before June 30, 2009 are granted 60 hours of executive leave per fiscal year; and will accrue these hours if not used, with a 120 hour maximum accrual. Employee shall be paid for 100% of the accrued executive leave at the employee's current rate of pay at the time of their separation.

Exempt Employees hired after June 30, 2009 shall not receive executive leave.

Exempt Employees hired on or before June 30, 2009 may elect to discontinue receiving executive leave and will receive an increase in their salary range equal to approximately 3% (as example, a range 100 would become a range 103). This election must be made between July 1 and July 7, 2009; thereafter the decision will be final.

Article 10 Uniforms

Exempt Employees shall be reimbursed up to \$150.00 per year to purchase ANSI approved safety shoes per fiscal year. Unit employees must submit a receipt of purchase to be eligible for reimbursement, and must have the shoes available for wear during work hours.

Article 11 Health and Welfare Benefits

The District shall pay 100% of employees medical premium and 100% employees and dependents dental and vision insurance premiums.

For all employees hired on or before April 1, 2011, the District will freeze its current contribution rates for dependent medical insurance as follows:

PPO one dependent	\$660.23
PPO family	\$841.98
HMO one dependent	\$476.20
HMO family	\$842.89

If an employee desires to participate in dependent insurance, they will be required to pay any increase in insurance premium rates for the duration of this agreement.

For all employees hired after April 1, 2011 who elect dependent insurance, the District will pay \$250 per month for one (1) dependent and \$440 per month for family for the duration of this agreement.

Upon retirement at age 50 or older and with a minimum of five (5) years of service with the District, the District agrees to assist retired Exempt Employees and their spouses with health and dental insurance plans. Effective the July 1, 2009, the District's contribution for the basic plan or premium plan will be \$300 per month for an employee and \$600.00 per month for an employee and spouse until each reach their respective ages for full Medicare coverage. If the retiree reaches the eligible age first; the premium for the spouse will be \$300.00 per month until reaching the eligible age. The assistance period for either will be for a maximum of ten (10) years. Effective July 1, 2010 the contributions will be \$330.00 and \$660.00. Effective July 1, 2011 the contribution will be \$363.00 and \$726.00.

The District shall pay for Exempt Employees' life, short and long term disability, unemployment, and workers compensation insurance.

The District participates in the California Public Retirement System (PERS) 2.5% @ 55 plan. For all employees hired on or before April 1, 2011, effective July 1, 2011 the District will pay 0% (zero percent) of the 8% of the employee contribution for PERS, and the District will concomitantly increase the employees' rate of pay by 7% (seven percent). The intent is that by July 1, 2011 the employees will be paying their full burden of the employee contribution for the PERS plan, and that the

existing employees hired on or before April 1, 2011 will have a separate salary table that is 7% higher than that of employees hired after April 1, 2011.

All employees hired on or after April 1, 2011 will pay the full employee contribution rate for the PERS plan.

Article 12 Tuition Reimbursement Program

Educational reimbursement shall be a maximum of \$1250 per fiscal year per employee. In the event not all Exempt Employees utilize the maximum tuition reimbursement, the General Manager may allow individual unit employees to receive reimbursement in excess of the \$1250 per fiscal year, providing the following requirements are met:

1. The total amount distributed does not exceed the maximum (number of unit employees X \$1250),
2. The General Manager approves the additional classes.

Exempt Employees are required to submit applications to the District before starting courses for which educational assistance is requested.

The District will reimburse fees for education, training or workshops related to the employee's profession, or required for obtaining contact hours or continuation units for certifications and any educational material costs incurred by Exempt Employees for approved courses of study. Courses must be completed with a "C" grade or higher, a "pass" for courses where a pass/fail grading system is used or a certificate of completion.

Article 13 Severance Pay

If terminated, Exempt Employee shall be entitled to compensation equal to 120 days (8.6 pay periods) of the employee's current base compensation and COBRA continuation coverage during the first 120 days following termination (EAP, medical, dental and vision). The District will also pay Employee the equivalent of 120 days worth of the Employee's group life insurance premium to assist employee in purchasing individual group life insurance following termination of employment.

Employee's right to receive the severance pay set forth above is conditioned upon the Exempt Employee executing a release of claims against the District.

Article 14 Modifications, Waiver

No agreement, alteration, understanding, variation, waiver or modification of any of the terms or provisions contained herein shall in any manner be

binding upon the parties hereto unless made and executed in writing by all parties hereto and, if required, approved and implemented by the District's Board of Directors. The waiver of any breach, term or condition of the Memorandum of Understanding by either part shall not constitute a precedent in the future enforcement of all its terms and provisions.

Article 15 Provisions of Law

This Memorandum of Understanding is subject to all current and future applicable federal, state and local laws. If any part or provision of the Memorandum of Understanding is in conflict or inconsistent with such applicable provisions of federal, state or local laws or regulations, or is otherwise held to be invalid or unenforceable by a tribunal of competent jurisdiction, such applicable law or regulations, and the remainder of the Memorandum of Understanding shall not be affected thereby.

Article 16 District Rights

It is understood and agreed that the District possesses the sole right and authority to operate and direct the Exempt Employees of the District and its various departments in all aspects, including, but not limited to, all rights and authority exercised by the District prior to the execution of this Agreement. These rights include, but are not limited to:

1. The right to determine its mission, policies, and to set forth all standards of service offered to the public;
2. To plan, direct, control and determine the operations or services to be conducted by Exempt Employees of the District;
3. To determine the methods, means, number of personnel needed to carry out the District's mission;
4. To direct the working forces;
5. To hire and assign or to transfer employees within the departments;
6. To promote, suspend, discipline or discharge;
7. To lay off or to relieve employees due to lack of work or funds or for other legitimate reasons;
8. To make, publish and enforce rules and regulations;
9. To introduce new or improved methods, equipment or facilities;

10. To take any and all actions as may be necessary to carry out the mission of the District in situations of civil emergency as may be declared by the President of the Board of Directors or the General Manager; provided that no right enumerated herein shall be exercised or enforced in a manner contrary to or inconsistent with the provisions of this Agreement.

The Board of Directors has the sole authority to determine the purpose and mission of the District and the amount of budget to be adopted thereto.

Article 17 Entire Agreement

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understanding and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement.

Therefore, the District and the Exempt Employees, for the duration of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to, or covered in this Agreement, or with respect to any subject or matter not specifically referred to, or covered in this Agreement, even though such subjects or matters may not have been within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement. This Agreement may only be amended during its term by the parties' mutual agreement in writing.

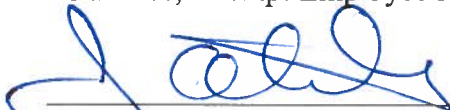
Approved by the Board of Directors of the Rainbow Municipal Water District and the Rainbow Exempt Employees on June 28 2011

RAINBOW EXEMPT EMPLOYEES



Brian Lee, Exempt Employee Negotiator

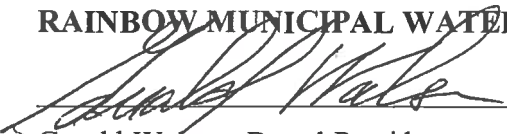
Date: 6/28/11



Juan Atllano, Exempt Employee Negotiator

Date: 6/28/11

RAINBOW MUNICIPAL WATER DISTRICT



Gerald Watson, Board President

Date: 28 June 2011

**RAINBOW MUNICIPAL WATER DISTRICT
SALARY TABLE 7/1/11 - 6/30/14 - HOURLY RATES
EXEMPT EMPLOYEES**

Employees Hired Before April 1, 2011
SCHEDULE A

Salary Range	A	B	C	D	E	F	G	H	I	J	K	L
130	62.7964	64.3663	65.9755	67.6249	69.3155	71.0484	72.8246	74.6452	76.5113	78.4241	80.3847	82.3943
125	59.7705	61.2648	62.7964	64.3663	65.9755	67.6249	69.3155	71.0484	72.8246	74.6452	76.5113	78.4241
120	56.8904	58.3127	59.7705	61.2648	62.7964	64.3663	65.9755	67.6249	69.3155	71.0484	72.8246	74.6452
115	54.1491	55.5028	56.8904	58.3127	59.7705	61.2648	62.7964	64.3663	65.9755	67.6249	69.3155	71.0484
110	51.5399	52.8284	54.1491	55.5028	56.8904	58.3127	59.7705	61.2648	62.7964	64.3663	65.9755	67.6249
105	49.0564	50.2828	51.5399	52.8284	54.1491	55.5028	56.8904	58.3127	59.7705	61.2648	62.7964	64.3663
100	46.6926	47.8599	49.0584	50.2828	51.5399	52.8284	54.1491	55.5028	56.8904	58.3127	59.7705	61.2648
95	44.4427	45.5538	46.6926	47.8599	49.0584	50.2828	51.5399	52.8284	54.1491	55.5028	56.8904	58.3127
90	42.3012	43.3587	44.4427	45.5538	46.6926	47.8599	49.0564	50.2828	51.5399	52.8284	54.1491	55.5028
85	40.2629	41.2695	42.3012	43.3587	44.4427	45.5538	46.6926	47.8599	49.0564	50.2828	51.5399	52.8284
80	38.3228	39.2809	40.2629	41.2695	42.3012	43.3587	44.4427	45.5538	46.6926	47.8599	49.0564	50.2828
75	36.4762	37.3881	38.3228	39.2809	40.2629	41.2695	42.3012	43.3587	44.4427	45.5538	46.6926	47.8599
70	34.7185	35.5865	36.4762	37.3881	38.3228	39.2809	40.2629	41.2695	42.3012	43.3587	44.4427	45.5538
65	33.0456	33.8717	34.7185	35.5865	36.4762	37.3881	38.3228	39.2809	40.2629	41.2695	42.3012	43.3587
60	31.4533	32.2396	33.0456	33.8717	34.7185	35.5865	36.4762	37.3881	38.3228	39.2809	40.2629	41.2695
55	29.9377	30.6861	31.4533	32.2396	33.0456	33.8717	34.7185	35.5865	36.4762	37.3881	38.3228	39.2809
50	28.4952	29.2075	29.9377	30.6861	31.4533	32.2396	33.0456	33.8717	34.7185	35.5865	36.4762	37.3881

RAINBOW MUNICIPAL WATER DISTRICT
SALARY TABLE 7/1/11 - 6/30/14 - MONTHLY RATES
EXEMPT EMPLOYEES

Employees Hired Before April 1, 2011
SCHEDULE A

Salary Range	0 A	0 B	0 C	0 D	0 E	0 F	0 G	0 H	0 I	0 J	0 K	0 L
130	10,884.71	11,156.83	11,435.75	11,721.65	12,014.69	12,315.06	12,622.93	12,938.50	13,261.96	13,593.51	13,933.35	14,281.68
125	10,360.22	10,619.23	10,884.71	11,156.83	11,435.75	11,721.65	12,014.69	12,315.06	12,622.93	12,938.50	13,261.96	13,593.51
120	9,861.00	10,107.53	10,360.22	10,619.23	10,884.71	11,156.83	11,435.75	11,721.65	12,014.69	12,315.06	12,622.93	12,938.50
115	9,385.84	9,620.49	9,861.00	10,107.53	10,360.22	10,619.23	10,884.71	11,156.83	11,435.75	11,721.65	12,014.69	12,315.06
110	8,933.58	9,156.92	9,385.84	9,620.49	9,861.00	10,107.53	10,360.22	10,619.23	10,884.71	11,156.83	11,435.75	11,721.65
105	8,503.11	8,715.69	8,933.58	9,156.92	9,385.84	9,620.49	9,861.00	10,107.53	10,360.22	10,619.23	10,884.71	11,156.83
100	8,093.38	8,295.72	8,503.11	8,715.69	8,933.58	9,156.92	9,385.84	9,620.49	9,861.00	10,107.53	10,360.22	10,619.23
95	7,703.40	7,895.99	8,093.38	8,295.72	8,503.11	8,715.69	8,933.58	9,156.92	9,385.84	9,620.49	9,861.00	10,107.53
90	7,332.21	7,515.51	7,703.40	7,895.99	8,093.38	8,295.72	8,503.11	8,715.69	8,933.58	9,156.92	9,385.84	9,620.49
85	6,978.90	7,153.38	7,332.21	7,515.51	7,703.40	7,895.99	8,093.38	8,295.72	8,503.11	8,715.69	8,933.58	9,156.92
80	6,642.62	6,808.69	6,978.90	7,153.38	7,332.21	7,515.51	7,703.40	7,895.99	8,093.38	8,295.72	8,503.11	8,715.69
75	6,322.54	6,480.60	6,642.62	6,808.69	6,978.90	7,153.38	7,332.21	7,515.51	7,703.40	7,895.99	8,093.38	8,295.72
70	6,017.87	6,168.33	6,322.54	6,480.60	6,642.62	6,808.69	6,978.90	7,153.38	7,332.21	7,515.51	7,703.40	7,895.99
65	5,727.90	5,871.09	6,017.87	6,168.33	6,322.54	6,480.60	6,642.62	6,808.69	6,978.90	7,153.38	7,332.21	7,515.51
60	5,451.91	5,588.20	5,727.90	5,871.09	6,017.87	6,168.33	6,322.54	6,480.60	6,642.62	6,808.69	6,978.90	7,153.38
55	5,189.20	5,318.92	5,451.91	5,588.20	5,727.90	5,871.09	6,017.87	6,168.33	6,322.54	6,480.60	6,642.62	6,808.69
50	4,939.16	5,062.63	5,189.20	5,318.92	5,451.91	5,588.20	5,727.90	5,871.09	6,017.87	6,168.33	6,322.54	6,480.60

RAINBOW MUNICIPAL WATER DISTRICT
SALARY TABLE 7/1/11 - 6/30/14 - ANNUAL RATES

EXEMPT EMPLOYEES

Employees Hired Before April 1, 2011

SCHEDULE A

Salary Range	0 A	0 B	0 C	0 D	0 E	0 F	0 G	0 H	0 I	0 J	0 K	0 L
130	130,616.51	133,881.90	137,229.04	140,659.79	144,176.24	147,780.67	151,475.17	155,262.02	159,143.50	163,122.13	167,200.18	171,380.14
125	124,322.64	127,430.78	130,616.51	133,881.90	137,229.04	140,659.79	144,176.24	147,780.67	151,475.17	155,262.02	159,143.50	163,122.13
120	118,332.03	121,290.42	124,322.64	127,430.78	130,616.51	133,881.90	137,229.04	140,659.79	144,176.24	147,780.67	151,475.17	155,262.02
115	112,630.13	115,445.82	118,332.03	121,290.42	124,322.64	127,430.78	130,616.51	133,881.90	137,229.04	140,659.79	144,176.24	147,780.67
110	107,202.99	109,883.07	112,630.13	115,445.82	118,332.03	121,290.42	124,322.64	127,430.78	130,616.51	133,881.90	137,229.04	140,659.79
105	102,037.31	104,588.22	107,202.99	109,883.07	112,630.13	115,445.82	118,332.03	121,290.42	124,322.64	127,430.78	130,616.51	133,881.90
100	97,120.61	99,548.59	102,037.31	104,588.22	107,202.99	109,883.07	112,630.13	115,445.82	118,332.03	121,290.42	124,322.64	127,430.78
95	92,440.82	94,751.90	97,120.61	99,548.59	102,037.31	104,588.22	107,202.99	109,883.07	112,630.13	115,445.82	118,332.03	121,290.42
90	87,986.50	90,186.10	92,440.82	94,751.90	97,120.61	99,548.59	102,037.31	104,588.22	107,202.99	109,883.07	112,630.13	115,445.82
85	83,746.83	85,840.56	87,986.50	90,186.10	92,440.82	94,751.90	97,120.61	99,548.59	102,037.31	104,588.22	107,202.99	109,883.07
80	79,711.42	81,704.27	83,746.83	85,840.56	87,986.50	90,186.10	92,440.82	94,751.90	97,120.61	99,548.59	102,037.31	104,588.22
75	75,870.50	77,767.25	79,711.42	81,704.27	83,746.83	85,840.56	87,986.50	90,186.10	92,440.82	94,751.90	97,120.61	99,548.59
70	72,214.48	74,019.92	75,870.50	77,767.25	79,711.42	81,704.27	83,746.83	85,840.56	87,986.50	90,186.10	92,440.82	94,751.90
65	68,734.85	70,453.14	72,214.48	74,019.92	75,870.50	77,767.25	79,711.42	81,704.27	83,746.83	85,840.56	87,986.50	90,186.10
60	65,422.86	67,058.37	68,734.85	70,453.14	72,214.48	74,019.92	75,870.50	77,767.25	79,711.42	81,704.27	83,746.83	85,840.56
55	62,270.42	63,827.09	65,422.86	67,058.37	68,734.85	70,453.14	72,214.48	74,019.92	75,870.50	77,767.25	79,711.42	81,704.27
50	59,259.95	60,751.60	62,270.42	63,827.09	65,422.86	67,058.37	68,734.85	70,453.14	72,214.48	74,019.92	75,870.50	77,767.25

**RAINBOW MUNICIPAL WATER DISTRICT
SALARY TABLE 7/1/11 - 6/30/14 - HOURLY RATES
EXEMPT EMPLOYEES**

Employees Hired Before April 1, 2011

SCHEDULE B (In Lieu of Receiving Executive Leave)

Salary Range	2012 A	2012 B	2012 C	2012 D	2012 E	2012 F	2012 G	2012 H	2012 I	2012 J	2012 K	2012 L
133	64.6804	66.2974	67.9548	69.6537	71.3950	73.1799	75.0094	76.8946	78.8067	80.7769	82.7963	84.8662
128	61.5637	63.1028	64.6804	66.2974	67.9548	69.6537	71.3950	73.1799	75.0094	76.8946	78.8067	80.7769
123	58.5972	60.0621	61.5637	63.1028	64.6804	66.2974	67.9548	69.6537	71.3950	73.1799	75.0094	76.8946
118	55.7737	57.1680	58.5972	60.0621	61.5637	63.1028	64.6804	66.2974	67.9548	69.6537	71.3950	73.1799
113	53.0862	54.4134	55.7737	57.1680	58.5972	60.0621	61.5637	63.1028	64.6804	66.2974	67.9548	69.6537
108	50.5282	51.7914	53.0862	54.4134	55.7737	57.1680	58.5972	60.0621	61.5637	63.1028	64.6804	66.2974
103	48.0935	49.2958	50.5282	51.7914	53.0862	54.4134	55.7737	57.1680	58.5972	60.0621	61.5637	63.1028
98	45.7761	46.9205	48.0935	49.2958	50.5282	51.7914	53.0862	54.4134	55.7737	57.1680	58.5972	60.0621
93	43.5703	44.6596	45.7761	46.9205	48.0935	49.2958	50.5282	51.7914	53.0862	54.4134	55.7737	57.1680
88	41.4708	42.5076	43.5703	44.6596	45.7761	46.9205	48.0935	49.2958	50.5282	51.7914	53.0862	54.4134
83	39.4725	40.4593	41.4708	42.5076	43.5703	44.6596	45.7761	46.9205	48.0935	49.2958	50.5282	51.7914
78	37.5705	38.5098	39.4725	40.4593	41.4708	42.5076	43.5703	44.6596	45.7761	46.9205	48.0935	49.2958
73	35.7601	36.6541	37.5705	38.5098	39.4725	40.4593	41.4708	42.5076	43.5703	44.6596	45.7761	46.9205
68	34.0370	34.8879	35.7601	36.6541	37.5705	38.5098	39.4725	40.4593	41.4708	42.5076	43.5703	44.6596
63	32.3969	33.2068	34.0370	34.8879	35.7601	36.6541	37.5705	38.5098	39.4725	40.4593	41.4708	42.5076
58	30.8358	31.6067	32.3969	33.2068	34.0370	34.8879	35.7601	36.6541	37.5705	38.5098	39.4725	40.4593
53	29.3500	30.0837	30.8358	31.6067	32.3969	33.2068	34.0370	34.8879	35.7601	36.6541	37.5705	38.5098

**RAINBOW MUNICIPAL WATER DISTRICT
SALARY TABLE 7/1/11 - 6/30/14 - MONTHLY RATES
EXEMPT EMPLOYEES**

**Employees Hired Before April 1, 2011
SCHEDULE B (In Lieu of Receiving Executive Leave)**

Salary Range	2012 A	2012 B	2012 C	2012 D	2012 E	2012 F	2012 G	2012 H	2012 I	2012 J	2012 K	2012 L
133	11,211.27	11,491.55	11,778.83	12,073.31	12,375.13	12,684.52	13,001.63	13,326.66	13,659.83	14,001.33	14,351.36	14,710.14
128	10,671.04	10,937.82	11,211.27	11,491.55	11,778.83	12,073.31	12,375.13	12,684.52	13,001.63	13,326.66	13,659.83	14,001.33
123	10,156.85	10,410.76	10,671.04	10,937.82	11,211.27	11,491.55	11,778.83	12,073.31	12,375.13	12,684.52	13,001.63	13,326.66
118	9,667.44	9,909.12	10,156.85	10,410.76	10,671.04	10,937.82	11,211.27	11,491.55	11,778.83	12,073.31	12,375.13	12,684.52
113	9,201.61	9,431.66	9,667.44	9,909.12	10,156.85	10,410.76	10,671.04	10,937.82	11,211.27	11,491.55	11,778.83	12,073.31
108	8,758.22	8,977.18	9,201.61	9,431.66	9,667.44	9,909.12	10,156.85	10,410.76	10,671.04	10,937.82	11,211.27	11,491.55
103	8,336.21	8,544.61	8,758.22	8,977.18	9,201.61	9,431.66	9,667.44	9,909.12	10,156.85	10,410.76	10,671.04	10,937.82
98	7,934.52	8,132.89	8,336.21	8,544.61	8,758.22	8,977.18	9,201.61	9,431.66	9,667.44	9,909.12	10,156.85	10,410.76
93	7,552.19	7,741.00	7,934.52	8,132.89	8,336.21	8,544.61	8,758.22	8,977.18	9,201.61	9,431.66	9,667.44	9,909.12
88	7,188.27	7,367.98	7,552.19	7,741.00	7,934.52	8,132.89	8,336.21	8,544.61	8,758.22	8,977.18	9,201.61	9,431.66
83	6,841.90	7,012.95	7,188.27	7,367.98	7,552.19	7,741.00	7,934.52	8,132.89	8,336.21	8,544.61	8,758.22	8,977.18
78	6,512.22	6,675.03	6,841.90	7,012.95	7,188.27	7,367.98	7,552.19	7,741.00	7,934.52	8,132.89	8,336.21	8,544.61
73	6,198.42	6,353.38	6,512.22	6,675.03	6,841.90	7,012.95	7,188.27	7,367.98	7,552.19	7,741.00	7,934.52	8,132.89
68	133.00	6,047.24	6,198.42	6,353.38	6,512.22	6,675.03	6,841.90	7,012.95	7,188.27	7,367.98	7,552.19	7,741.00
63	5,615.46	5,755.85	5,899.75	6,047.24	6,198.42	6,353.38	6,512.22	6,675.03	6,841.90	7,012.95	7,188.27	7,367.98
58	5,344.87	5,478.49	5,615.46	5,755.85	5,899.75	6,047.24	6,198.42	6,353.38	6,512.22	6,675.03	6,841.90	7,012.95
53	5,087.33	5,214.51	5,344.87	5,478.49	5,615.46	5,755.85	5,899.75	6,047.24	6,198.42	6,353.38	6,512.22	6,675.03

RAINBOW MUNICIPAL WATER DISTRICT
SALARY TABLE 7/1/11 - 6/30/14 - ANNUAL RATES
EXEMPT EMPLOYEES

Employees Hired Before April 1, 2011

SCHEDULE B (in Lieu of Receiving Executive Leave)

Salary Range	2012 A	2012 B	2012 C	2012 D	2012 E	2012 F	2012 G	2012 H	2012 I	2012 J	2012 K	2012 L
133	134,535.23	137,898.59	141,345.98	144,879.70	148,501.60	152,214.19	156,019.55	159,919.97	163,917.94	168,015.95	172,216.30	176,521.70
128	128,052.50	131,253.82	134,535.23	137,898.59	141,345.98	144,879.70	148,501.60	152,214.19	156,019.55	159,919.97	163,917.94	168,015.95
123	121,882.18	124,929.17	128,052.50	131,253.82	134,535.23	137,898.59	141,345.98	144,879.70	148,501.60	152,214.19	156,019.55	159,919.97
118	116,009.30	118,909.44	121,882.18	124,929.17	128,052.50	131,253.82	134,535.23	137,898.59	141,345.98	144,879.70	148,501.60	152,214.19
113	110,419.30	113,179.87	116,009.30	118,909.44	121,882.18	124,929.17	128,052.50	131,253.82	134,535.23	137,898.59	141,345.98	144,879.70
108	105,098.66	107,726.11	110,419.30	113,179.87	116,009.30	118,909.44	121,882.18	124,929.17	128,052.50	131,253.82	134,535.23	137,898.59
103	100,034.48	102,535.26	105,098.66	107,726.11	110,419.30	113,179.87	116,009.30	118,909.44	121,882.18	124,929.17	128,052.50	131,253.82
98	95,214.29	97,594.64	100,034.48	102,535.26	105,098.66	107,726.11	110,419.30	113,179.87	116,009.30	118,909.44	121,882.18	124,929.17
93	90,626.22	92,891.97	95,214.29	97,594.64	100,034.48	102,535.26	105,098.66	107,726.11	110,419.30	113,179.87	116,009.30	118,909.44
88	86,259.26	88,415.81	90,626.22	92,891.97	95,214.29	97,594.64	100,034.48	102,535.26	105,098.66	107,726.11	110,419.30	113,179.87
83	82,102.80	84,155.34	86,259.26	88,415.81	90,626.22	92,891.97	95,214.29	97,594.64	100,034.48	102,535.26	105,098.66	107,726.11
78	78,146.64	80,100.38	82,102.80	84,155.34	86,259.26	88,415.81	90,626.22	92,891.97	95,214.29	97,594.64	100,034.48	102,535.26
73	74,381.01	76,240.53	78,146.64	80,100.38	82,102.80	84,155.34	86,259.26	88,415.81	90,626.22	92,891.97	95,214.29	97,594.64
68	70,796.96	72,566.83	74,381.01	76,240.53	78,146.64	80,100.38	82,102.80	84,155.34	86,259.26	88,415.81	90,626.22	92,891.97
63	67,385.55	69,070.14	70,796.96	72,566.83	74,381.01	76,240.53	78,146.64	80,100.38	82,102.80	84,155.34	86,259.26	88,415.81
58	64,138.46	65,741.94	67,385.55	69,070.14	70,796.96	72,566.83	74,381.01	76,240.53	78,146.64	80,100.38	82,102.80	84,155.34
53	61,047.99	62,574.10	64,138.46	65,741.94	67,385.55	69,070.14	70,796.96	72,566.83	74,381.01	76,240.53	78,146.64	80,100.38

RAINBOW MUNICIPAL WATER DISTRICT
SALARY TABLE 4/1/11 - 6/30/14 - HOURLY RATES
EXEMPT EMPLOYEES
Employees Hired After 4/1/11
SCHEDULE C

Salary Range	A	B	C	D	E	F	G	H	I	J	K	L
130	58.6887	60.1559	61.6598	63.2013	64.7813	66.4008	68.0608	69.7623	71.5064	73.2941	75.1265	77.0047
125	55.8608	57.2573	58.6887	60.1559	61.6598	63.2013	64.7813	66.4008	68.0608	69.7623	71.5064	73.2941
120	53.1691	54.4983	55.8608	57.2573	58.6887	60.1559	61.6598	63.2013	64.7813	66.4008	68.0608	69.7623
115	50.6071	51.8723	53.1691	54.4983	55.8608	57.2573	58.6887	60.1559	61.6598	63.2013	64.7813	66.4008
110	48.1686	49.3728	50.6071	51.8723	53.1691	54.4983	55.8608	57.2573	58.6887	60.1559	61.6598	63.2013
105	45.8476	46.9938	48.1686	49.3728	50.6071	51.8723	53.1691	54.4983	55.8608	57.2573	58.6887	60.1559
100	43.6384	44.7294	45.8476	46.9938	48.1686	49.3728	50.6071	51.8723	53.1691	54.4983	55.8608	57.2573
95	41.5356	42.5740	43.6384	44.7294	45.8476	46.9938	48.1686	49.3728	50.6071	51.8723	53.1691	54.4983
90	39.5341	40.5225	41.5356	42.5740	43.6384	44.7294	45.8476	46.9938	48.1686	49.3728	50.6071	51.8723
85	37.6292	38.5699	39.5341	40.5225	41.5356	42.5740	43.6384	44.7294	45.8476	46.9938	48.1686	49.3728
80	35.8160	36.7114	37.6292	38.5699	39.5341	40.5225	41.5356	42.5740	43.6384	44.7294	45.8476	46.9938
75	34.0901	34.9424	35.8160	36.7114	37.6292	38.5699	39.5341	40.5225	41.5356	42.5740	43.6384	44.7294
70	32.4474	33.2586	34.0901	34.9424	35.8160	36.7114	37.6292	38.5699	39.5341	40.5225	41.5356	42.5740
65	30.8839	31.6560	32.4474	33.2586	34.0901	34.9424	35.8160	36.7114	37.6292	38.5699	39.5341	40.5225
60	29.3957	30.1306	30.8839	31.6560	32.4474	33.2586	34.0901	34.9424	35.8160	36.7114	37.6292	38.5699
55	27.9792	28.6787	29.3957	30.1306	30.8839	31.6560	32.4474	33.2586	34.0901	34.9424	35.8160	36.7114
50	26.6310	27.2968	27.9792	28.6787	29.3957	30.1306	30.8839	31.6560	32.4474	33.2586	34.0901	34.9424

RAINBOW MUNICIPAL WATER DISTRICT
SALARY TABLE 4/1/11 - 6/30/14 - MONTHLY RATES
EXEMPT EMPLOYEES
Employees Hired After 4/1/11
SCHEDULE C

Salary Range	0 A	0 B	0 C	0 D	0 E	0 F	0 G	0 H	0 I	0 J	0 K	0 L
130	10,172.71	10,427.02	10,687.70	10,954.89	11,228.76	11,509.47	11,797.21	12,092.13	12,394.44	12,704.31	13,021.93	13,347.48
125	9,682.54	9,924.60	10,172.71	10,427.02	10,687.70	10,954.89	11,228.76	11,509.47	11,797.21	12,092.13	12,394.44	12,704.31
120	9,215.98	9,446.37	9,682.54	9,924.60	10,172.71	10,427.02	10,687.70	10,954.89	11,228.76	11,509.47	11,797.21	12,092.13
115	8,771.90	8,991.20	9,215.98	9,446.37	9,682.54	9,924.60	10,172.71	10,427.02	10,687.70	10,954.89	11,228.76	11,509.47
110	8,349.22	8,557.95	8,771.90	8,991.20	9,215.98	9,446.37	9,682.54	9,924.60	10,172.71	10,427.02	10,687.70	10,954.89
105	7,946.92	8,145.59	8,349.22	8,557.95	8,771.90	8,991.20	9,215.98	9,446.37	9,682.54	9,924.60	10,172.71	10,427.02
100	7,563.99	7,753.10	7,946.92	8,145.59	8,349.22	8,557.95	8,771.90	8,991.20	9,215.98	9,446.37	9,682.54	9,924.60
95	7,199.50	7,379.49	7,563.99	7,753.10	7,946.92	8,145.59	8,349.22	8,557.95	8,771.90	8,991.20	9,215.98	9,446.37
90	6,852.58	7,023.90	7,199.50	7,379.49	7,563.99	7,753.10	7,946.92	8,145.59	8,349.22	8,557.95	8,771.90	8,991.20
85	6,522.39	6,685.45	6,852.58	7,023.90	7,199.50	7,379.49	7,563.99	7,753.10	7,946.92	8,145.59	8,349.22	8,557.95
80	6,208.11	6,363.31	6,522.39	6,685.45	6,852.58	7,023.90	7,199.50	7,379.49	7,563.99	7,753.10	7,946.92	8,145.59
75	5,908.95	6,056.68	6,208.11	6,363.31	6,522.39	6,685.45	6,852.58	7,023.90	7,199.50	7,379.49	7,563.99	7,753.10
70	5,624.22	5,764.82	5,908.95	6,056.68	6,208.11	6,363.31	6,522.39	6,685.45	6,852.58	7,023.90	7,199.50	7,379.49
65	5,353.21	5,487.04	5,624.22	5,764.82	5,908.95	6,056.68	6,208.11	6,363.31	6,522.39	6,685.45	6,852.58	7,023.90
60	5,095.25	5,222.64	5,353.21	5,487.04	5,624.22	5,764.82	5,908.95	6,056.68	6,208.11	6,363.31	6,522.39	6,685.45
55	4,849.73	4,970.97	5,095.25	5,222.64	5,353.21	5,487.04	5,624.22	5,764.82	5,908.95	6,056.68	6,208.11	6,363.31
50	4,616.04	4,731.45	4,849.73	4,970.97	5,095.25	5,222.64	5,353.21	5,487.04	5,624.22	5,764.82	5,908.95	6,056.68

RAINBOW MUNICIPAL WATER DISTRICT
SALARY TABLE 4/1/11 - 6/30-14 - ANNUAL RATES
EXEMPT EMPLOYEES
Employees Hired After 4/1/11
SCHEDULE C

Salary Range	A	B	C	D	E	F	G	H	I	J	K	L
130	122,072.50	125,124.27	128,252.38	131,458.70	134,745.10	138,113.66	141,566.46	145,105.58	148,733.31	152,451.73	156,263.12	160,169.78
125	116,190.46	119,095.18	122,072.50	125,124.27	128,252.38	131,458.70	134,745.10	138,113.66	141,566.46	145,105.58	148,733.31	152,451.73
120	110,591.73	113,356.46	116,190.46	119,095.18	122,072.50	125,124.27	128,252.38	131,458.70	134,745.10	138,113.66	141,566.46	145,105.58
115	105,262.77	107,894.38	110,591.73	113,356.46	116,190.46	119,095.18	122,072.50	125,124.27	128,252.38	131,458.70	134,745.10	138,113.66
110	100,190.69	102,695.42	105,262.77	107,894.38	110,591.73	113,356.46	116,190.46	119,095.18	122,072.50	125,124.27	128,252.38	131,458.70
105	95,363.01	97,747.10	100,190.69	102,695.42	105,262.77	107,894.38	110,591.73	113,356.46	116,190.46	119,095.18	122,072.50	125,124.27
100	90,767.87	93,037.15	95,363.01	97,747.10	100,190.69	102,695.42	105,262.77	107,894.38	110,591.73	113,356.46	116,190.46	119,095.18
95	86,394.05	88,553.92	90,767.87	93,037.15	95,363.01	97,747.10	100,190.69	102,695.42	105,262.77	107,894.38	110,591.73	113,356.46
90	82,230.93	84,286.80	86,394.05	88,553.92	90,767.87	93,037.15	95,363.01	97,747.10	100,190.69	102,695.42	105,262.77	107,894.38
85	78,268.74	80,225.39	82,230.93	84,286.80	86,394.05	88,553.92	90,767.87	93,037.15	95,363.01	97,747.10	100,190.69	102,695.42
80	74,497.28	76,359.71	78,268.74	80,225.39	82,230.93	84,286.80	86,394.05	88,553.92	90,767.87	93,037.15	95,363.01	97,747.10
75	70,907.41	72,680.19	74,497.28	76,359.71	78,268.74	80,225.39	82,230.93	84,286.80	86,394.05	88,553.92	90,767.87	93,037.15
70	67,490.59	69,177.89	70,907.41	72,680.19	74,497.28	76,359.71	78,268.74	80,225.39	82,230.93	84,286.80	86,394.05	88,553.92
65	64,238.51	65,844.48	67,490.59	69,177.89	70,907.41	72,680.19	74,497.28	76,359.71	78,268.74	80,225.39	82,230.93	84,286.80
60	61,143.06	62,671.65	64,238.51	65,844.48	67,490.59	69,177.89	70,907.41	72,680.19	74,497.28	76,359.71	78,268.74	80,225.39
55	58,196.74	59,651.70	61,143.06	62,671.65	64,238.51	65,844.48	67,490.59	69,177.89	70,907.41	72,680.19	74,497.28	76,359.71
50	55,392.48	56,777.34	58,196.74	59,651.70	61,143.06	62,671.65	64,238.51	65,844.48	67,490.59	69,177.89	70,907.41	72,680.19