

## Attachment 1

### AMENDMENT NO. 1 TO THE MEMORANDUM OF UNDERSTANDING BETWEEN THE MARIN MUNICIPAL WATER DISTRICT AND SERVICE EMPLOYEES INTERNATIONAL UNION SEIU LOCAL 1021

This contract amendment (Amendment No. 1”) is entered into by and between Marin Municipal Water District (“District”) and Service Employees International Union, Local 1021 (“Union”).

For good and valuable consideration the receipt and adequacy of which is hereby acknowledged, the parties hereto agree as follows:

#### Section 1. Recitals:

- A. The District and the Union entered into a memorandum of understand effective November 7, 2023 through June 30, 2027 (“MOU”).
- B. The parties desire to extend the term of the MOU until June 30, 2029 and amend Article 10.1 entitled “General Salary Increase,” Article 10.4 entitled “Benchmark and Equity” and Article 30 entitled “Duration” all as described below.

#### Section 2. Amendments:

- A. Amendment to MOU: This Amendment No. 1 modifies the MOU. Except for the modifications contained herein, all the terms of the MOU shall apply.
- B. Terms:
  - 1. **Article 10. Salaries, Section 10.1 entitled “General Salary Increase” is hereby amended as follows:**

Subsection 4 of Article 10. 1 is hereby deleted and replaced to read as follows:

Effective the first full pay period following July 1, 2026, the District shall provide all classes a four percent (4%) increase in base wages.

A new subsection 6 of Article 10.1 shall be added to read as follows:

Effective the first full pay period following July 1, 2027, the District shall provide all classes a four percent (4.0%) increase in base wages.

A new subsection 7 of Article 10.1 shall be added to read as follows:

Effective the first full pay period following July 1, 2028, the District shall provide all classes with a four percent (4.0%) increase in base wages.

A new subsection 8 of Article 10.1 shall be added as follows:

Equity adjustment for Treatment Plant Operator Trainees, Treatment Plant Operators and Water Treatment Supervisors - Effective the first full pay period following January 28, 2026, the rate of pay for the Treatment Plant Operator classifications will be increased by six percent (6.0%). This equity adjustment is in addition to the general salary increases set forth in Section 10.1. .

A new subsection 9 of Article 10.1 shall be added as follows:

Equity adjustment for Junior Engineers, Assistant Engineers and Associate Engineers - Effective the first full pay period following January 28, 2026, the rate of pay for the Engineer classifications will be increased by six percent (6.0%). This equity adjustment is in addition to the general salary increases set forth in Section 10.1.

2. **Article 10. Salaries, Section 10.4 entitled “Benchmark and Equity” is amended as follows:**

All terms regarding the benchmark and equity study shall remain except for the completion date, which shall be extended to at least six (6) months prior to the June 30, 2029 expiration of this MOU.

3. **Article 30. entitled “Duration” is amended to read as follows:**

This First Amendment to the MOU shall be effective upon adoption by the District Board of Directors, except for those provisions of the MOU which have been assigned other effective dates, and shall remain in full force and effect to and including June 30, 2029.

IN WITNESS WHEREOF, the parties hereto have executed this Amendment No. 1 to the Memorandum of Understanding.

**MARIN MUNICIPAL WATER DISTRICT**

\_\_\_\_\_  
Jed Smith, President  
Board of Directors

Dated: \_\_\_\_\_

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Ben Horenstein  
General Manager

\_\_\_\_\_  
Vikkie Garay  
Human Resources Manager

**SEIU LOCAL 1021**

\_\_\_\_\_  
Aaron Burton, Lead Field Representative  
SEIU Local 1021

Dated: \_\_\_\_\_

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Justin Turnham, Chief Steward

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Suzanne Whelan, Secretary

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Ian Thompson, Membership Coordinator

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Jules Bassermann, Union Steward

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Nicholas Busse, Union Steward

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Daniel Collins-Maida, Union Steward

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Mariette Shin, Union Steward

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Cole Yungert, Union Steward