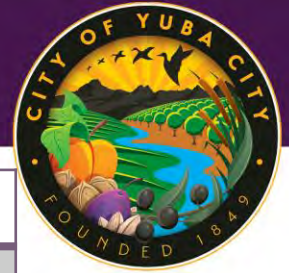




First Level Managers' (FLM) Side Letter

FLM Side Letter



Agreement Terms

Add shift differential for supervisors assigned to an operator shift from 7:00 pm to 7:00 am.

Includes standby pay for the Animal Services Supervisor.

Extends dispatcher education pay to the Communications Center Coordinator.

Addresses required IRS cash out language for administrative leave and compensation time.

Implements new salary schedule for specific utilities supervisors.

Clarifies water distribution certification pay.