18.09 - Group Vision Care Plan

The District will continue to provide Vision Service Plan "C" with $10 deductible for employee and dependents. Premium increases for the duration of this Agreement will be borne by the District.

18.10 - Retiree Vision Insurance

Employees who retire from District service and their eligible dependents will be kept on the active Vision Plan at the same cost as active employees. This benefit will apply only to those employees who will have retired from District service after April 2, 1986. Employees who were hired after April 2, 1984, must have at least ten (10) years of service with the District and be minimum age fifty (50) at retirement in order to receive this retiree vision benefit. Employees hired after April 1, 1988, must have fifteen (15) years of service with the District and be minimum age fifty (50) at retirement in order to receive this retiree vision benefit.

Vision health care coverage for the surviving spouse and eligible dependents of a retiree will be provided by the District, subject to the following qualifications:

1. The surviving spouse must have been married to the employee at least one (1) year prior to the employee’s retirement date, and is in receipt of PERS benefits as an annuitant.

2. Coverage will cease if the survivor remarries.

3. Coverage will not be provided for a survivor who is eligible for coverage under another private plan.

4. The retiree must have been employed by the District at the time of retirement.

5. The survivor must meet the requirements of the insurance carrier.

ARTICLE 19 - WAGES

19.01 - Employees shall receive pay adjustments as shown in Appendix 4, attached hereto, as follows:

<table>
<thead>
<tr>
<th>Date</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>6/23/2003</td>
<td>3%</td>
</tr>
<tr>
<td>6/21/2004</td>
<td>3%</td>
</tr>
<tr>
<td>6/20/2005</td>
<td>3%</td>
</tr>
<tr>
<td>6/19/2006</td>
<td>3%</td>
</tr>
<tr>
<td>6/18/2007</td>
<td>3%</td>
</tr>
</tbody>
</table>

19.02 - Salary increases within the ranges designated in the Alameda County Water District 790 Pay Rate Schedule shall be made at the following intervals:

Step 1 - 6 months
Step 2 - 6 months
Step 3 - 12 months
Step 4 - 12 months
Step 5

Advancement from Step 1 to Step 2 is conditioned upon passage of probation. Advancement to any step is conditioned upon satisfactory performance.

New employees may be placed above Step 1 but no higher than Step 4 on the salary scale. The decision on placement shall be made by the General Manager. Such placement shall be
3. Coverage will not be provided for a survivor who is eligible for coverage under another group health plan.

4. The retiree must have been employed by the District at the time of retirement.

5. The survivor must meet the requirements of the insurance carrier.

Employees hired on or after April 1, 2009, shall not be eligible to participate in the District's retiree vision plan upon their retirement from the District.

ARTICLE 19 - WAGES

19.01 - Employees shall receive pay adjustments as shown in Appendix 4, attached hereto, as follows:

The effective date for the annual COLA will be the first day of the pay period that includes the July 1st workday. The increase beginning with the pay period that includes July 1, 2008 will be 4% annually and will be an additional 4% annually through 2012.

Pay period that includes July 1, 2008  4%
Pay period that includes July 1, 2009  4%
Pay period that includes July 1, 2010  4%
Pay period that includes July 1, 2011  4%
Pay period that includes July 1, 2012  4%

In 2010 through 2012,

If the San Francisco/Oakland Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) is between 6% to 7.5%, the amount greater than 6% but less than 7.5% will be added to the cola increase for that year (Example: if the 2010 April CPI-W is 6.5% the .5% will be added to the 4.0% for a 2010 cola of 4.5%).

19.02 - Salary increases within the ranges designated in the Alameda County Water District Operating Engineers Local 3 Pay Rate Schedule shall be made at the following intervals:

- Step 1
- Step 2 - 6 months
- Step 3 - 6 months
- Step 4 - 12 months
- Step 5 - 12 months

Advancement from Step 1 to Step 2 is conditioned upon passage of probation. Advancement to any step is conditioned upon satisfactory performance.

New employees may be placed above Step 1 but no higher than Step 4 on the salary scale. The decision on placement shall be made by the General Manager. Such placement shall be determined based on criteria developed by management. Such criteria shall be applied consistently to all new employees. In the event an employee is hired at a step other than Step 1, the minimum time intervals are indicated above.

An employee who is promoted to a position in a higher salary range shall be moved to the next higher step in the new range, provided that, if the amount of increase is two and one-half percent (2 1/2%) or less than the previous step, the employee will advance to the next step in the higher range.
18.10 - Retiree Vision Insurance

Employees who retire from service with the District and their eligible dependents will be eligible to enroll in the Vision Plan offered to active employees. The premium cost for coverage shall be the same for active employees. Employees who were hired after April 2, 1984, must have at least ten (10) years of service with the District and be minimum age fifty (50) at retirement in order to receive this retiree vision benefit. Employees hired after April 1, 1988, must have fifteen (15) years of service with the District and be minimum age fifty (50) at retirement in order to receive this retiree vision benefit.

Vision health care coverage for the surviving spouse and eligible dependents of a retiree will be provided by the District, subject to the following qualifications:

1. The surviving spouse must have been married to the employee at least one (1) year prior to the employee's retirement date, and is in receipt of PERS benefits as an annuitant.

2. Coverage will cease if the survivor remarries.

3. Coverage will not be provided for a survivor who is eligible for coverage under another group health plan.

4. The retiree must have been employed by the District at the time of retirement.

5. The survivor must meet the requirements of the insurance carrier.

Employees hired on or after April 1, 2009, shall not be eligible to participate in the District's retiree vision plan upon their retirement from the District.

ARTICLE 19 - WAGES

19.01 - Employees shall receive pay adjustments as follows:

Effective the pay period that begins on December 9, 2013 all classifications pay shall be increased by 2.0%.

- All employees shall receive a payment for the period of June 24, 2013 to December 8, 2013.

- The payment shall be based on 2.0% of an employee’s total wage compensation for the period of June 24, 2013 to December 8, 2013.

The effective date for the annual raise will be the first day of the pay period that includes the July 1st workday.

Effective the pay period that includes July 1, 2014 all classifications pay shall be increased by 2.35%.

Effective the pay period that includes July 1, 2015 all classifications pay shall be increased by 2.5%.

Effective the pay period that includes July 1, 2016 all classifications pay shall be increased by 3.0%.

Effective the pay period that includes July 1, 2017 all classifications pay shall be increased by 3.0%.