

**Ross Valley Sanitary District (RVSD) and AFSCME Local 829 Side Letter Agreement**  
**Effective September 29, 2025**

This Side Letter is entered into by and between Ross Valley Sanitary District (RVSD) and AFSCME Local 829 (AFSCME) to modify the Memorandum of Understanding (MOU) between the parties effective July 1, 2024 through June 30, 2029. The purpose of this Side Letter is to adjust the salary range for the Collection System Worker II classification

**Update to Salary Schedule**

The salary schedule memorialized in the MOU effective July 1, 2024 through June 30, 2029 provides that the Collection System Worker II classification is compensated at pay range 46. Effective September 29, 2025, the Collection System Worker II classification will be compensated at the pay range 47 as detailed in the salary schedule below.

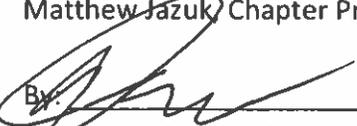
JOB CLASSIFICATION	RANGE	Monthly Base Salary					
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Collection System Worker I	40	\$ 7,031.30	\$ 7,382.87	\$ 7,752.01	\$ 8,139.61	\$ 8,546.59	\$ 8,973.92
Collection System Worker II	47	\$ 8,358.01	\$ 8,775.91	\$ 9,214.71	\$ 9,675.44	\$10,159.21	\$10,667.17
Senior Collection System Worker	53	\$ 9,692.73	\$10,177.37	\$10,686.23	\$11,220.55	\$11,781.57	\$12,370.65
Inspector	56	\$10,438.01	\$10,959.91	\$11,507.91	\$12,083.30	\$12,687.47	\$13,321.84
Operations Supervisor	60	\$11,521.61	\$12,097.69	\$12,702.57	\$13,337.70	\$14,004.59	\$14,704.82

These amendments are effective as of the date above, when signed by all parties.

AFSCME  
 By:   
 Ryan Shannon, AFSCME Business Agent

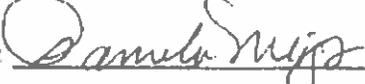
By:   
 Kait Roelofs, AFSCME Business Agent

By:   
 Matthew Jazuk, Chapter President

By:   
 Austin Sanfilippo, Chapter Vice President

By:   
 Rafael Zarco, Member-at-Large

RVSD  
 By:   
 Douglas T. Kelly, President of the Board

By:   
 Pamela Meigs, Secretary of the Board

By:   
 Steve Moore, General Manager