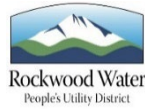


PRESIDENT, Tom Lewis
VICE PRESIDENT, Cori Johnson
GENERAL MANAGER, Kari J. Duncan



TREASURER, Larry Dixon
SECRETARY, Colby Riley

**REGULAR MEETING
ROCKWOOD WATER PEOPLE'S UTILITY DISTRICT
BOARD OF DIRECTORS**

June 25

6:00 p.m.

District Boardroom

Zoom Information:

<https://us02web.zoom.us/j/89193870246?pwd=vW4otXqLkt3vgRwALplMiRaGl8VgDn.1>

Meeting ID: 891 9387 0246

Passcode: 656244

PRELIMINARY AGENDA

1. Approval of Agenda
2. Approval of Consent Agenda - Action
 - a. General Manager's Report - GM Duncan
 - b. Superintendent's Report - DS Crocker
 - c. Customer Service Report - OS Middleton
 - d. Engineer's Report - DE Hudson
 - e. Government Affairs Activities - GAC Clark
 - f. Financial Status – May 31, 2025
3. Approval of Minutes – May 28, 2025 Regular Board Meeting - Action
4. Approval of Bills - SA Zimmerman - Action
5. Public Comment on Non-Agenda Items
6. Suspend Regular Board Meeting and Convene Budget Committee Meeting - Action
 - a. Call to Order - Budget Committee Chair - Hollenbeck - Action
 - b. Approval of Agenda - Action
 - c. Approval of April 23, 2025 Budget Committee Minutes - Action
 - d. Comments from the Budget Committee Chair - Hollenbeck - Discussion
 - e. Comments from the Budget Officer – GM Duncan - Discussion
 - f. Questions from the Budget Committee - Discussion
 - g. Approve the Budget and Recommend it to the Board - Action
 - h. Adjourn Budget Committee Meeting - Action
7. Reconvene Regular Board Meeting
8. Public Hearing FY 2025/2026 Budget
9. Resolution No. RWPUD 24/25-005 Resolution Adopting Budget & Making Appropriations for the Fiscal Year Commencing July 1, 2025 - Action

10. Resolution No. RWPUD 24/25-006 – Resolution Establishing Fees and Charges for the Provision of Water – Action
11. Master Plan Review – DE Hudson
12. Rockwood District Internship – GM Duncan & Director Johnson – Discussion
13. Board of Directors Recruitment Update – GM Duncan
14. Executive Session ORS 192.660 (1)
(d) To conduct deliberations with persons designated by the governing body to carry on labor negotiations
15. Collective Bargaining Agreement 2025-2028 Proposed – GM Duncan - Action
16. For the Good of the Order
17. Next Meeting – July 23, 2025 Regular Board Meeting

Upcoming Topics:

- Cascade Groundwater Alliance Operations Staffing Plan (July)
- Update Authorized Signers (July)
- Cascade Groundwater Alliance Project Update (TBD)

18. Adjournment



Rockwood Water
People's Utility District

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www.rwpud.org

MEMORANDUM

To: Board of Directors

From: Kari Duncan, General Manager

Date: June 18, 2025

Re: June 25th, 2025 Board Meeting

1. Production, project, financial, fiduciary, engineering and government affairs reports have been completed by staff and are provided.
2. The Budget committee will meet at the June Board meeting to make a final budget recommendation to the Board for approval. The Board will review and take action of the proposed Budget and Rate Resolutions for the upcoming Fiscal Year (FY) 2025/2026. There are no changes from the proposed April budget.
3. Management and the Rockwood AFSME Union leadership have held several bargaining meetings this Spring and have come to agreement on a proposed Collective Bargaining Agreement for the Board's Review and action. The packet includes a description of changes to the CBA, notably a schedule change to adopt a 4 day, 10 hour per day work week for the District.
4. PGE Energy Partner Rebate. This year, the District earned a Rebate from PGE for a total of \$11,789.70 for successful participation in the PGE Energy Partner on Demand program. This program provides an incentive for curtailment of power use, in our case reduction in non-essentail water pumping, during specified peak power use times. Jay Breen, our Assistant Superintendent and his team were successful in participating the program and earned the district this significant rebate.
5. Energy Trust of Oregon Rebate: The District staff have applied for an energy trust of Oregon rebate for the installation of high efficiency pumping equipment as part of the Package 3 and 4 Groundwater Projects. We have been notified that we will be eligible for an award of \$184,646 for the Package 4 project, and we are still working through the cost submittal for Package 3 to calculate this award. The funds will be received upon completion of each project and testing of the equipment.

6. FEMA Disaster Relief Funds: In January of 2024 the District experienced a snow and ice storm that resulted in damage to some of the District property, particularly tree damage. The storm damage was eligible for FEMA relief funds, and DS Andy Crocker has been working over the year to apply for this funding. A total of \$24,000 in reimbursement funding was finally received by the District this June. Great job Andy, and thank you for your persistence in this project!
7. The District staff are in the process of applying for additional forgivable loan funds through the State Drinking Water Revolving Loan Fund (SDWRLF), Bipartisan Infrastructure Law (BIL) program. It was indicated that additional funding may be available through this program and the District will apply for additional forgivable loan (grant) funding through this program for the Groundwater Construction Projects. The District anticipates that up to \$3 million in forgivable loan funding may be available through this program, and will apply for a total of up to this amount.
8. I will be taking a vacation from July 3-21. Due to the extended length of time, please plan to reach out to me with any needs prior to July 3, or work with our management team during my absence if you have questions or concerns.



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MEMORANDUM

To: Board of Directors

From: Andy Crocker, District Superintendent

Date: June 13th, 2025

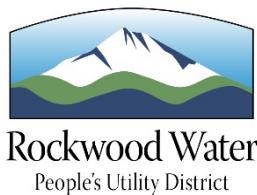
Re: Operations Update

Throughout May, distribution crews focused on installing new water quality sample stations, repairing leaks, and continuing Advanced Metering Infrastructure (AMI) changeouts. A total of 15 sample stations were installed and 9 leaks were repaired. The leaks, identified in the recent leak detection survey, ranged from 1 to 15 Gallons Per Minute (GPM). Collectively, these leaks represented approximately 126,000 gallons per day of water loss equivalent to more than 45 million gallons annually. This represents a significant recovery of water with minimal resource expenditure. Leak detection efforts continued across all District steel pipe, and the survey was completed this week. We are now awaiting the final report to prioritize and schedule additional repairs. Initial feedback suggests fewer leaks were identified in the latter portions of the survey area. Crews completed surface restoration and meter box replacements in Zone 1, and began work in Zone 2 in early May. Several internal distribution tie-ins and piping reconfigurations are still planned for summer or fall, in preparation for the transition to groundwater supply.

Operations staff continue to support the District's groundwater integration efforts. The new 36-inch transmission main has been successfully brought online and is now in use. Extensive effort was necessary flushing the new transmission to our 141st site including additional disinfection and sampling, it is active and in use. With the onset of the summer season, daily water demands have increased to the point that both Gresham and the District are relying on groundwater production to help meet system needs. Operations staff remain fully engaged in the day-to-day maintenance and operation of the water system including ongoing AMI meter installations and troubleshooting, control valve maintenance, meter testing and other routine operations tasks.

Average water demand in May was 7.05 million gallons per day (MGD), an increase from 6.86 MGD in April. Compared to May 2024, this represents a year-over-year increase of 0.25 MGD. As of mid-June, daily demand is averaging around 7.5 MGD, and the District anticipates a continuous increase in usage in the coming weeks as temperatures continue to rise.

FIELD PRODUCTION REPORT FY 2024/2025													
	JULY	AUGUST	SEPT.	OCT.	NOV.	DEC.	JAN.	FEB.	MARCH	APRIL	MAY	JUNE	
ACTIVITY													
Leak Repairs	1	2	2	3	2	1	0	1	1	3	9		
YTD	1	3	5	8	10	11	11	12	13	16	25		
CCF Loss	110	220	220	330	220	110		110	110	330	990		
Emergency repairs	2	2	1	1	2	1	1	0	1	2	1		
YTD	2	4	5	6	8	9	10	10	11	13	14		
CCF Loss	386	386	193	193	386	193	193		193	386	193		
Utility Locates	294	311	284	277	266	289	264	253	231	257	263		
YTD	294	605	889	1166	1434	1723	1987	2240	2471	2728	2991		
AMI Meter Replacements	316	276	42	256	268	97	214	215	247	152	235		
YTD	316	592	634	880	1148	1245	1459	1674	1921	2073	2308		
Water Service Installs	3	22	11	3	3	2	1	1	2	2	6		
YTD	3	25	36	39	42	44	45	46	48	50	56		
Fire Service Installs	1	1	2	1	0	1	1	0	1	0	0		
YTD	1	2	4	5	5	6	7	7	8	8	8		
Fire Hydrant repairs	2	1	2	2	1	2	1	2	2	1	1		
YTD	2	3	5	7	8	10	11	12	14	15	16		
Vault/Backflow inspections	3	0	2	1	2	0	2	2	0	3	2		
YTD	3	3	5	6	8	8	10	12	12	15	17		
Meter Boxes Repl.	12	42	31	38	27	32	41	29	24	18	33		
YTD	12	54	84	122	149	181	222	251	275	293	326		
Emergency calls	5	5	2	1	4	3	6	3	2	2	1		
YTD	5	10	12	13	17	20	26	29	31	33	34		



2061
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MEMORANDUM

To: Board of Directors

From: Cathy Middleton, Office Supervisor

Date: June 2, 2025

Re: May Monthly Customer Service Production Report

We had 6,978 reads this month. Of those, 6,678 were read by the meter readers and 300 were AMI reads.

Of the 7,425 bills that were sent out this month, 1,424 of them were sent via e-mail and 26 were estimated.

We mailed out 922 late notices and e-mailed 338 for a total of 1,260.

Of the 453 door hangers that were hung this month, we turned 131 of them off.

Customer assistance was given to 28 customers and we send 36 customers to collections. The high amount to collections is due to last month not getting them done on time.

There were 29 maintenance orders done. They consisted of the following:

- 25 were to check high usage, verify read, and check if leaking
- 1 was to check/replace meter boxes
- 2 were to turn off/on for repairs
- 1 was to check water pressure

There were 29 billing maintenance orders done. These were for the following:

- Verify high/low reads
- Check for leaks
- Check no reads
- Check usage on closed accounts

There were 2,365 phone calls and 780 walk-ins this month.

If you have any questions about this data, or would like to see other information, please let me know.

Customer Service Production Report FY 2024 - 2025

Function:	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Total
Meter Reads	6,931	6,933	6,875	6,427	6,849	5,971	6,744	7,059	6,960	7,007	6,978		74,734
Estimates	16	35	20	17	23	19	22	31	30	30	26		269
Bills	7,678	7,420	7,751	7,501	7,796	7,371	7,828	7,617	7,556	7,257	7,425		83,200
Late Notices	1,216	1,615	1,225	1,506	1,131	1,596	1,278	1,485	1,146	1,164	1,260		14,622
Door Hangers	487	430	543	417	507	432	485	451	468	395	453		5,068
Turn Offs	57	68	87	86	92	117	104	61	82	96	131		981
Final Reads	87	100	92	99	77	94	85	83	79	93	85		974
New Accts	89	103	86	88	72	75	76	67	77	88	86		907
Bill Assistance	12	12	26	26	17	18	28	25	24	28	19		235
Collection Agency	26	9	19	19	15	14	13	19	9	-	36		179
Leak Adjustments	29	9	20	15	13	7	25	23	22	21	16		200
Phone Calls	2,618	2,501	2,425	2,057	2,014	2,364	2,418	2,470	2,134	2,056	2,365		25,422
Walk Ins	872	716	730	829	690	707	868	621	720	754	780		8,287
Work Orders	43	47	31	46	38	28	36	40	46	38	29		422
Misreads	-	-	1	-	-	-	-	-	-	-	1		2
Found On	1	1	-	-	1	2	-	1	1	1	-		8
Meters Pulled	-	-	-	-	1	-	-	1	-	1	-		3



Rockwood Water
People's Utility District

MEMORANDUM

To: Board of Directors

From: Jeremy Hudson, District Engineer

Date: June 18, 2025

Re: Engineer's Report: June 25, 2025 Board Meeting

Package 2A, the contractor will complete the remaining paving and striping next week. This finalizes the transmission and distribution improvements on this project. A PRV (Pressure Reducing Valve) vault installation and removal of a skid-mounted pump station will be completed later this summer and next spring, in conjunction with Package 3 improvements and the expansion of the Glendoveer Pressure Zone (PZ). This is a Transmission Main (TM) project which moves water between an expanded Glendoveer PZ and Main Zone.

Package 3 is located at our 141st Ave Pump Station (PS) and Reservoir site. The tank structure is complete. Reservoir appurtenances and inlet/outlet piping will be installed over the next month. The schedule has improved for the new reservoir and is expected to be online in late July. The contractor continues the Water Treatment Plant (WTP) excavation and underground piping. The design team and contractor are in coordination with the power company to install a new transformer. Designs include replacing the existing 2.2 Million Gallon (MG) concrete reservoir (in the same location with a 1.9 MG reservoir), a 4.3 Million Gallons per Day (MGD) WTP, Cascade Well 8 improvements, PS upgrades and a larger emergency power generator. Construction will be completed in Q1 of 2026.

Package 4, the contractor continues to install the roofing, skylights and flashing for the WTP. All of the filter vessels were delivered and are being installed this week. Drywall texture and paint are being applied in the office areas. More site piping has been installed, tested and sampled. The contractor is starting on the backwash tank footing. The existing CW4 submersible pump/motor was pulled last week. Package 4 is a 28-32 MGD treatment facility, PS replacement and equipment building replacement. The bulk of construction will be completed by Q3 of 2025.

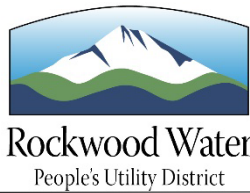
City of Gresham managed GDMP Projects:

Package 2B – a 36" TM, parallel to the existing 30" TM that provides finished groundwater from the Cascade site to the District's Bella Vista and Gresham's Grant Butte reservoirs. The project is substantially complete and in use. This project will be removed from future project updates.

Package 5 – 223rd & Stark Street, the design plans are approaching 60%. This package includes treatment of Cascade Wells (CW) 6A, 6B (the test well) and 10 capacity. Package 5 includes the design of CW10 improvements but not the full construction of this project. The wellhouse building and site improvements will be completed, and Gresham will complete the TM and operational appurtenances later. The design will be ready to advertise for construction in early 2026.

Package 6 – Kirk Park (CW9) wellhouse and TM. Parts for the well pump were faulty and installation of the pump and motor continues to be on hold. Pump installation and startup are tentatively scheduled for September. The CW5 & CW9 TM terminates at the Cascade site and will contribute to the finished water that is pumped to the Bella Vista/Grant Butte reservoirs.

Package 7 – 217th & Yamhill Street (CW10), this is a Gresham-only project. The drilling is complete. Pump testing started last week and will wrap-up this week. Initial results are favorable and in line with the CW6A results. Raw water from this site will be piped to the Package 5 Water Treatment Plant.



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MEMORANDUM

To: Board of Directors

From: Nyla Clark, Government Affairs Coordinator

Date: June 1, 2025

Re: Government Affairs Activities

COMMUNICATION

- GAC Clark and others have been working with Consor and City of Gresham to create a staff training plan. The training will be presented at our June 26 staff meeting.
- GAC Clark has completed our 2025 CCR. A Postcard has been sent to notify customers that it is available.
- Production has started on the Quarter 3 Newsletter. This Newsletter will be sent out in August / September to customers.

OUTREACH

- The District will attend the Juneteenth Event at Vance Park on Thursday, June 19. Rockwood provided conservation kits to customers, information on our Groundwater Project and helped customers sign up for our Payment Assistance Program.

EVENTS, TRAINING & CONFERENCE OPPORTUNITIES

Rockwood Water 100th Anniversary Event:

Thursday, August 28

3:00 PM – 6:00 PM

Rockwood Water District Offices

Join us to celebrate 100 years that Rockwood has been providing drinking water to the area.

We'll have tours of our projects, ice cream and a tile art project that you can participate in.

SDAO Board of Directors and Management Staff

Please visit www.sdao.com/board-and-management-staff-trainings for more information about the 2025 series and Nyla know if you would like to attend any of these classes or conferences.

August 5 – Pendleton	September 16 – Eugene
August 6 – Hood River	September 23 – Astoria
August 20 – Klamath Falls	September 24 – Salem
August 26 – Redmond	



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MEMORANDUM

To: Board of Directors

From: Kari Duncan, General Manager

Date: June 18, 2025

Re: June 25th, 2025 Board Meeting

1. Production, project, financial, fiduciary, engineering and government affairs reports have been completed by staff and are provided.
2. The Budget committee will meet at the June Board meeting to make a final budget recommendation to the Board for approval. The Board will review and take action of the proposed Budget and Rate Resolutions for the upcoming Fiscal Year (FY) 2025/2026. There are no changes from the proposed April budget.
3. Management and the Rockwood AFSME Union leadership have held several bargaining meetings this Spring and have come to agreement on a proposed Collective Bargaining Agreement for the Board's Review and action. The packet includes a description of changes to the CBA, notably a schedule change to adopt a 4 day, 10 hour per day work week for the District.
4. PGE Energy Partner Rebate. This year, the District earned a Rebate from PGE for a total of \$11,789.70 for successful participation in the PGE Energy Partner on Demand program. This program provides an incentive for curtailment of power use, in our case reduction in non-essentail water pumping, during specified peak power use times. Jay Breen, our Assistant Superintendent and his team were successful in participating the program and earned the district this significant rebate.
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7. The District staff are in the process of applying for additional forgivable loan funds through the State Drinking Water Revolving Loan Fund (SDWRLF), Bipartisan Infrastructure Law (BIL) program. It was indicated that additional funding may be available through this program and the District will apply for additional forgivable loan (grant) funding through this program for the Groundwater Construction Projects. The District anticipates that up to \$3 million in forgivable loan funding may be available through this program, and will apply for a total of up to this amount.
8. I will be taking a vacation from July 3-21. Due to the extended length of time, please plan to reach out to me with any needs prior to July 3, or work with our management team during my absence if you have questions or concerns.

FISCAL YEAR 2024-25

MAY, 2025

REVENUES

Category		Budget	May 2025	May 2024	Variance	Year To Date	Projection	Balance of FY 23-24
100.3-01-0101	Beginning Fund Balance	17,166,693						
100.3-10	Water Sales	12,700,657	728,984	641,383	0	12,207,954	13,538,686	1,330,733
100.3-20	Fees & Special Charges	350,000	27,759	22,910	0	312,152	341,059	28,907
100.3-40	Charges for Service	450,000	(5,576)	2,316	(3)	413,579	407,354	(6,225)
100.3-50	Investment Income	200,000	75,955	110,608	(0)	925,337	1,017,139	91,802
100.3-60	Other Income	757,404	63,874	39,548	1	720,327	793,824	73,497
100.3-90	Other Financing Sources	953,500	-	-		40,201	40,201	-
	Total Revenue Budget	32,578,254	890,996	816,766		14,619,549	16,138,263	1,518,714
	Annual Running Revenue (Includes Codes 100.3-10 thru -90)	15,411,561	890,996	816,766	0	14,619,549		

Assumptions: Projections are based on the balance of prior year's actual revenue plus current revenue to date.

EXPENDITURES

		Budget	May 2025	Total To Date	% Expended
5.10-4000	Personnel Services	4,520,400	442,589	3,753,001	83%
5.20-5000	Material & Services	2,615,785	299,083	2,049,432	78%
	Water Purchase	3,925,195	374,235	3,565,613	91%
5.40-4000	Capital Outlay	2,249,500	41,069	1,581,874	70%
5.60-7000	Transfers	2,515,188	-	-	0%
5.70-7000	Contingency	1,830,000	-		
5.90-8000	Unappropriated Balance	14,922,187	-		
	Total Expense Budget	32,578,255	1,156,976	10,949,920	34%
	Annual Running Expense (Includes Codes 5.1 - 5.4)	13,310,880	1,156,976	10,949,920	82%

**ROCKWOOD WATER PEOPLE'S UTILITY DISTRICT
MINUTES, REGULAR MEETING OF THE BOARD
May 28, 2025
Video Conference**

Board members present: Larry Dixon, Tom Lewis, Colby Riley, Cori Johnson.

Staff present: Kari Duncan, General Manager (GM); Andy Crocker, District Superintendent (DS); Jeremy Hudson, District Engineer (DE); Daniel Zimmerman, Senior Accountant (SA); Nyla Clark, Government Affairs Coordinator (GAC); Cathy Middleton, Office Supervisor (OS); Jeremy Hanson, Associate Engineer (AE); Joey Schlosser, Assistant Superintendent (AS).

Guests present: None.

President Tom Lewis called the meeting to order at 6:00 p.m.

APPROVAL OF THE AGENDA

President Lewis asked if there were any changes or additions to the agenda. Moved For the Good of the Order to before ES.

Cori Johnson moved to approve the agenda. Colby Riley seconded the motion. The motion was approved; none opposed.

APPROVAL OF THE CONSENT AGENDA

President Lewis asked if there were any changes or updates to the consent agenda. There were no changes.

Larry Dixon moved to approve the consent agenda. Cori Johnson seconded the motion. The motion was approved; none opposed.

APPROVAL OF MINUTES

President Lewis asked if there were any changes to the minutes. There were no changes.

Colby Riley moved to approve the minutes from the April 23, 2025 regular Board meeting. Cori Johnson seconded the motion. The motion was approved; none opposed.

APPROVAL OF BILLS

President Lewis asked if there were any questions about the bills. The board discussed their questions.

Colby Riley moved to approve the bills as presented. Cori Johnson seconded the motion. The motion was approved; none opposed.

PUBLIC COMMENT

There were no public comments.

100th ANNIVERSARY

GAC Clark provided an overview of the planning for Rockwood's 100th Anniversary. The District will host a public open house August 28 from 3:00 – 6:00 PM to showcase the work of

the groundwater project and our work from the last 100 years. Director Riley and DE Hudson are working on a tile project for the public to participate in.

BOARD RECRUITMENT UPDATE

GM Duncan provided an update on the Board Recruitment process to replace Steve Okazaki's position. An outreach effort will be made with the goal to bring in applicants in June or July for an interview with the board.

SALE OF 185th DRIVE PROPERTY

GM Duncan informs the board that an offer has been accepted on the 185th Drive Property for a total of \$656,667. The pending sale date is August 25, 2025.

FOR THE GOOD OF THE ORDER

GAC Clark reminded the board that on June 21 the District will have their Employee Appreciation Paty at Punch Bowl Social.

Cori Johnson thanks GM Duncan for meeting with her to go over District policies.

DE Hudson shared that Package 2b is officially online! Package 3 Reservoir has a Mid-July test date for being brought online. The Master Plan should be ready for board review next week.

DS Crocker shared that a selection has been made for the Water Worker in Training position and the new employee has officially started.

EXECUTIVE SESSION ORS 192.660 (1)

Colby Riley moved to suspend the regular Board meeting and go into executive session in accordance ORS 192.660 (d) To conduct deliberations with persons designated by the governing body to carry on labor negotiations. **Cori Johnson** seconded the motion. The motion was approved; none opposed.

The Board recessed into executive session at 6:35 p.m.

President Lewis reconvened the Board meeting at 8:13 p.m.

NEXT MEETING

President Lewis reminded everyone the next Board meeting will be Wednesday, June 24, 2025 at 6:00 p.m.

ADJOURNMENT

Colby Riley made a motion to adjourn the meeting. **Larry Dixon** seconded the motion. The motion was approved; none opposed.

The meeting was adjourned at 8:19 p.m.



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MONTHLY FINANCIAL MONITORING CHECKLIST

BOARD OF DIRECTORS MEETING: 6/25/2025

FOR THE PERIOD

June 2025

1. Were books balanced and reconciled (General & Trust)? Yes
If no, why not?
2. Are YTD revenues and expenditures tracking per budget plan? Yes
If no, explain variances or flags.
3. Were all payroll liabilities paid in a timely manner? Yes
If no, explain why not.
4. Were required payroll reports (Federal, State) filed in a timely manner? Yes
If no, explain why not.
5. Were any cases of fraud detected and addressed? No
If yes, explain situation and actions taken and underway.
6. Were any changes made to the internal control system? No
If yes, describe changes.
7. Were all cash and investment accounts reconciled per schedule (LGIP)? Yes
If no, explain why not.



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MEMORANDUM

To: Board of Directors

From: Daniel Zimmerman, Senior Accountant

Date: June 18, 2025

Re: Checklist and Financial Report

Enclosed is the checklist for your review. The total amount of the checks listed for your approval is \$10,744,788.88. Additionally, there were two payroll cycles and one board payroll totaling \$140,499.53. If you have any questions regarding any of the checks listed, please don't hesitate to call Kari or myself anytime.

The cash balances on June 30, 2025 are as follows:

Restricted Cash - \$5,056,489.02

Unrestricted Cash - \$20,734,950.10



Rockwood Water
People's Utility District

Rockwood Water District, OR

Check Report

By Check Number

Date Range: 05/20/2025 - 06/18/2025

Vendor Number	Vendor Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
Bank Code: UMPQUA BANK-UMPQUA BANK						
11394	ACI PAYMENTS, INC	05/22/2025	Regular	0.00	93.70	56483
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
1000138762	Account Number	Account Name	Item Description	Distribution Amount		
	Invoice	05/22/2025	Home Banking Fee - April 2025	0.00	93.70	
	101-100-5205740		GENERAL OFFICE		93.70	
00461	ALLWOOD RECYCLERS, INC.	05/22/2025	Regular	0.00	24.00	56484
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
384446	Account Number	Account Name	Item Description	Distribution Amount		
	Invoice	05/22/2025	Wood Dump	0.00	24.00	
	101-100-5205610		UTILITY OPERATING SUPP...		24.00	
01224	AT&T MOBILITY	05/22/2025	Regular	0.00	2,598.39	56485
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
287288607971X...	Account Number	Account Name	Item Description	Distribution Amount		
	Invoice	05/19/2025	AT&T	0.00	2,598.39	
	101-100-5205210		TELEPHONE		2,042.09	
	101-100-5205210		TELEPHONE		339.74	
	101-100-5205660		TELEMETRY		40.04	
	101-100-5205660		TELEMETRY		68.24	
	101-100-5205660		TELEMETRY		40.04	
	101-100-5205660		TELEMETRY		68.24	
11841	Brix Paving Northwest, Inc	05/22/2025	Regular	0.00	27,730.38	56486
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
25-7771.2	Account Number	Account Name	Item Description	Distribution Amount		
	Invoice	05/22/2025	Paving From Contractor	0.00	6,685.38	
	101-100-5205610		UTILITY OPERATING SUPP...		6,685.38	
25-7771-1	Invoice	05/22/2025	Paving From Contractor	0.00	21,045.00	
	101-100-5205610		UTILITY OPERATING SUPP...		21,045.00	
00054	CESSCO, INC.	05/22/2025	Regular	0.00	659.98	56487
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
00195499-0	Account Number	Account Name	Item Description	Distribution Amount		
	Invoice	05/22/2025	electric pumps	0.00	659.98	
	501-100-5205610		OPERATING SUPPLIES		659.98	
00793	CITY OF GRESHAM	05/22/2025	Regular	0.00	-307.50	56488
00793	CITY OF GRESHAM	05/22/2025	Regular	0.00	307.50	56488
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
INV-62737	Account Number	Account Name	Item Description	Distribution Amount		
	Invoice	05/22/2025	Permit COG 25-005	0.00	307.50	
	101-100-5205610		UTILITY OPERATING SUPP...		307.50	
00637	COMCAST CABLE	05/22/2025	Regular	0.00	289.85	56489
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
INV0010747	Account Number	Account Name	Item Description	Distribution Amount		
	Invoice	05/21/2025	OFFICE INTERNET	0.00	289.85	
	101-100-5205210		TELEPHONE		289.85	
01196	CONNER, HEATHER	05/22/2025	Regular	0.00	92.74	56490

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Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
INV0010728	Invoice	05/22/2025	Ubers/luggage fees Tyler conference	0.00	92.74	
	101-100-5205450	TRAINING & EDUCATION	Ubers/luggage fees Tyler confer...		92.74	
11476	CONSOR	05/22/2025	Regular	0.00	229,246.43	56491
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
N213113OR.00-46	Invoice	05/22/2025	JOB 313 - Construction Management Servi...	0.00	2,812.75	
	601-100-5205120	ENGINEERING SERVICES	JOB 313 - Construction Manage...		2,812.75	
N219742OR.A1-9	Invoice	05/22/2025	Package 2A Construction Management Jo...	0.00	35,308.80	
	601-100-5406035	GROUNDWATER CONSTR...	Package 2A Construction Manag...		35,308.80	
W208178OR.00-...	Invoice	05/22/2025	GDMP - Package 4 - Design	0.00	641.50	
	601-100-5205120	ENGINEERING SERVICES	GDMP - Package 4 - Design - Inv -..		641.50	
W208178OR.A6-...	Invoice	05/22/2025	Package 4 - Construction Management	0.00	190,483.38	
	601-100-5406035	GROUNDWATER CONSTR...	Package 4 - Construction Manag...		190,483.38	
11842	COUGAR CONSTRUCTION	05/22/2025	Regular	0.00	121.89	56492
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
INV0010710	Invoice	05/22/2025	Cougar Construction Hydrant Rental Refu...	0.00	121.89	
	101-100-6302430	CUSTOMER REFUND CLE...	Cougar Construction Hydrant Re...		121.89	
11533	Customer Service Group - American Water Wor	05/22/2025	Regular	0.00	1,110.00	56493
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
04018240	Invoice	05/22/2025	Johnson ACE Registration	0.00	1,110.00	
	101-100-5205720	DIRECTORS' EXPENSE	Johnson ACE Registration		1,110.00	
11823	Eurofins Environment Testing NW, LLC	05/22/2025	Regular	0.00	3,738.80	56494
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
24-32889	Invoice	05/22/2025	Eurofins Sample Analysis	0.00	2,620.80	
	101-100-5205620	WATER SAMPLES/TESTING	Inv# 24--32889		2,620.80	
25-09501	Invoice	05/22/2025	Eurofins Sample Analysis	0.00	1,118.00	
	101-100-5205620	WATER SAMPLES/TESTING	Inv# 25-09501		1,118.00	
00427	GRAINGER	05/22/2025	Regular	0.00	16.68	56495
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
857202329.	Invoice	05/22/2025	impact socket	0.00	16.68	
	101-100-5205610	UTILITY OPERATING SUPP...	impact socket		16.68	
00759	HARBOR FREIGHT TOOLS	05/22/2025	Regular	0.00	76.96	56496
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
BF1CE255	Invoice	05/22/2025	tools for shop use	0.00	76.96	
	101-100-1801630	SHOP EQUIPMENT	tools for shop use		76.96	
11442	HOME DEPOT	05/22/2025	Regular	0.00	99.00	56497
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
6613188	Invoice	05/22/2025	surface cleaner for pressure washer	0.00	99.00	
	101-100-5205520	BLDG/GROUNDS MAINTEN...	surface cleaner for pressure was...		99.00	
11591	JACOBS ENGINEERING GROUP INC.	05/22/2025	Regular	0.00	122,125.68	56498

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Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
D3722300-25SDC	Invoice	05/22/2025	JOB 319 - Pkg 3 - Design Work	0.00	122,125.68	
	601-100-5205120		ENGINEERING SERVICES		122,125.68	
11591	JACOBS ENGINEERING GROUP INC.	05/22/2025	Regular	0.00	-122,125.68	56498
01137	JW UNDERGROUND INC	05/22/2025	Regular	0.00	576.00	56499
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
63252	Invoice	05/22/2025	Dump Fees	0.00	288.00	
	101-100-5205610		UTILITY OPERATING SUPP...		288.00	
63374	Invoice	05/22/2025	Dump Fees	0.00	144.00	
	101-100-5205610		UTILITY OPERATING SUPP...		144.00	
63375	Invoice	05/22/2025	Dump Fees	0.00	144.00	
	101-100-5205610		UTILITY OPERATING SUPP...		144.00	
00753	KNIFE RIVER CORPORATE NW	05/22/2025	Regular	0.00	619.73	56500
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
3260618	Invoice	05/22/2025	Rock	0.00	619.73	
	101-100-5205610		UTILITY OPERATING SUPP...		609.73	
	101-100-5205610		UTILITY OPERATING SUPP...		10.00	
00401	LEWIS, THOMAS W	05/22/2025	Regular	0.00	602.00	56501
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
INV0010733	Invoice	05/22/2025	PNWS Per diem	0.00	602.00	
	101-100-5205720		DIRECTORS' EXPENSE		602.00	
11501	OREGON GOVERNMENT FINANCE OFFICERS AS:	05/22/2025	Regular	0.00	250.00	56502
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
2695	Invoice	05/22/2025	OGFOA Memebership dues	0.00	125.00	
	101-100-5205460		DUES/LICENSES/SUBSCRI...		125.00	
2871	Invoice	05/22/2025	OGFOA Memebership dues	0.00	125.00	
	101-100-5205460		DUES/LICENSES/SUBSCRI...		125.00	
01083	OREGON SECRETARY OF STATE	05/22/2025	Regular	0.00	450.00	56503
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
INV0010712	Invoice	05/22/2025	AUDIT FILING FEE FY23-24	0.00	450.00	
	101-100-5205130		AUDITING		450.00	
00173	PAULY ROGERS & CO., P.C.	05/22/2025	Regular	0.00	25,500.00	56504
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
15165	Invoice	05/22/2025	FY23-24 AUDIT & SINGLE AUDIT WORK	0.00	25,500.00	
	101-100-5205130		AUDITING		25,500.00	
01124	PAVELCOMM INC.	05/22/2025	Regular	0.00	3,086.60	56505
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
304033	Invoice	05/22/2025	Pavelcomm Contracting Services - 6 mont...	0.00	3,086.60	
	101-100-5205110		CONTRACT SERVICES		3,086.60	
00018	PERS	05/22/2025	Regular	0.00	-27,122.96	56506
00018	PERS	05/22/2025	Regular	0.00	27,122.96	56506

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Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
INV0010746	Invoice	05/21/2025	PERS PAYABLE	0.00	27,122.96	
	101-100-6202110	P.E.R.S. PAYABLE	PERS PAYABLE		27,122.96	
00181	PORTLAND GENERAL ELECTRIC	05/22/2025	Regular	0.00	2,899.61	56507
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
INV0010748	Invoice	05/21/2025	ELECTRICITY	0.00	2,899.61	
	101-100-5205670	PUMPING	PUMPING- SE 148TH AV 15FT N...		72.29	
	101-100-5205670	PUMPING	PUMPING - 14801 SE STARK		46.16	
	101-100-5205670	PUMPING	PUMPING - SW COR NW 1ST & ...		313.83	
	101-100-5205670	PUMPING	PUMPING - 2021 NW 1ST & ROY...		1,598.25	
	101-100-5205670	PUMPING	PUMPING - 192ND & DIVISION		37.47	
	101-100-5205670	PUMPING	PUMPING SE 235 AV		831.61	
01174	PURCHASE POWER	05/22/2025	Regular	0.00	200.00	56508
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
INV0010719	Invoice	05/22/2025	Postage for machine	0.00	200.00	
	101-100-5205330	POSTAGE	Postage for machine		200.00	
00189	QUILL CORPORATION	05/22/2025	Regular	0.00	440.09	56509
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
44056481	Invoice	05/22/2025	OFFICE SUPPLIES	0.00	248.31	
	101-100-5205320	OFFICE SUPPLIES	DOOR HANGERS		248.31	
44064977	Invoice	05/22/2025	OFFICE SUPPLIES	0.00	164.19	
	101-100-5205320	OFFICE SUPPLIES	WHITE OUT		6.99	
	101-100-5205320	OFFICE SUPPLIES	PILOT G2 .38 BLACK PENS		39.98	
	101-100-5205320	OFFICE SUPPLIES	SKINNY HIGHLIGHTERS		11.19	
	101-100-5205320	OFFICE SUPPLIES	FEBREZE		6.89	
	101-100-5205320	OFFICE SUPPLIES	TYPEWRITTER RIBBON R5110		64.77	
	101-100-5205320	OFFICE SUPPLIES	TYPEWRITTER CORRECTIONS TA...		15.99	
	101-100-5205320	OFFICE SUPPLIES	AVERY WHITE LABELS		8.69	
	101-100-5205320	OFFICE SUPPLIES	PUFFS TISSUE		9.69	
44082387	Invoice	05/22/2025	OFFICE SUPPLIES	0.00	27.59	
	101-100-5205320	OFFICE SUPPLIES	DOOR HANGERS		27.59	
11396	ROTSCHY	05/22/2025	Regular	0.00	2,641,862.64	56510
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
ROT-JOB320-13	Invoice	05/22/2025	Package 4 Construction Rotschy Job 320	0.00	2,641,862.64	
	601-100-5406035	GROUNDWATER CONSTR...	Package 4 Construction Rotschy ...		2,641,862.64	
11396	ROTSCHY	05/22/2025	Regular	0.00	-2,641,862.64	56510
11498	RYAN LINDSTROM	05/22/2025	Regular	0.00	207.00	56511
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
INV0010741	Invoice	05/22/2025	Safety boots reimbursement	0.00	207.00	
	101-100-5205440	SAFETY GEAR & EQUIPM...	Safety boots reimbursement		207.00	
10731	SCHLOSSER, JOSEPH	05/22/2025	Regular	0.00	58.32	56512
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
INV0010732	Invoice	05/22/2025	PNWS airport parking/Lyft costs	0.00	58.32	
	101-100-5205450	TRAINING & EDUCATION	PNWS airport parking/Lyft costs		58.32	
00733	UMPQUA BANK	05/22/2025	Regular	0.00	595.96	56513

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Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
INV0010713	Invoice	05/22/2025	Bank Analysis Fee April 2025	0.00	595.96	
	101-100-5205740	GENERAL OFFICE	Bank Analysis Fee April 2025		595.96	
00733	UMPQUA BANK	05/22/2025	Regular	0.00	-595.96	56513
11441	DEPARTMENT OF JUSTICE	05/29/2025	Regular	0.00	323.53	56514
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
INV0010762	Invoice	05/30/2025	ID # 21DR17205	0.00	323.53	
	101-100-6202102	EMPLOYEE DRAW PAYAB...	ID # 21DR17205		323.53	
00014	OREGON AFSCME	05/29/2025	Regular	0.00	489.09	56515
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
INV0010766	Invoice	05/30/2025	Union Dues	0.00	489.09	
	101-100-6202140	UNION DUES PAYABLE	Union Dues		489.09	
00054	CESSCO, INC.	05/29/2025	Regular	0.00	4,879.95	56516
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
00185408-0	Invoice	05/29/2025	hydraulic chain saw	0.00	4,879.95	
	101-100-5205570	SMALL EQUIPMENT/TOO...	hydraulic chain saw		4,879.95	
11823	Eurofins Environment Testing NW, LLC	05/29/2025	Regular	0.00	1,784.00	56517
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
25-12312	Invoice	05/29/2025	Transition Samples 4/25	0.00	936.00	
	101-100-5205620	WATER SAMPLES/TESTING	Transition Samples 4/25		936.00	
PFC0007-ROC09	Invoice	05/29/2025	UCMR5 Inv#PFC0007-ROC09	0.00	848.00	
	101-100-5205620	WATER SAMPLES/TESTING	UCMR5 Inv#PFC0007-ROC09		848.00	
00427	GRAINGER	05/29/2025	Regular	0.00	941.48	56518
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
9513766296	Invoice	05/29/2025	dewater pump hose's	0.00	745.06	
	501-100-5205610	OPERATING SUPPLIES	dewater pump hose's		745.06	
9514183202	Invoice	05/29/2025	20oz Glass Cleaner and tools	0.00	98.16	
	101-100-5205570	SMALL EQUIPMENT/TOO...	Ball Peen Hammer 24oz		52.30	
	101-100-5205570	SMALL EQUIPMENT/TOO...	Milwaukee Tape Measure		45.86	
9514183210	Invoice	05/29/2025	20oz Glass Cleaner and tools	0.00	39.94	
	101-100-5205570	SMALL EQUIPMENT/TOO...	Ball Peen Hammer 16oz		39.94	
9514183210b	Invoice	05/29/2025	20oz Glass Cleaner and tools	0.00	58.32	
	101-100-5205610	UTILITY OPERATING SUPP...	20oz glass cleaner		58.32	
00813	GSI WATER SOLUTIONS, INC	05/29/2025	Regular	0.00	2,029.30	56519
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
00134.0015-13	Invoice	05/29/2025	Annual water level measurements	0.00	2,029.30	
	101-100-5205110	CONTRACT SERVICES	Annual water level measuremen...		2,029.30	
00085	H.D. FOWLER COMPANY	05/29/2025	Regular	0.00	1,500.14	56520
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
I7016583	Invoice	05/29/2025	Work Order 717 Parts	0.00	1,500.14	
	101-100-5406020	NEW SERVICES	2" Service Parts		1,500.14	
01137	JW UNDERGROUND INC	05/29/2025	Regular	0.00	512.00	56521

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Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
63506	Invoice	05/29/2025	Dirt Dump	0.00	144.00	
	101-100-5205610		UTILITY OPERATING SUPP...		144.00	
63507	Invoice	05/29/2025	Dirt Dump	0.00	144.00	
	101-100-5205610		UTILITY OPERATING SUPP...		144.00	
63508	Invoice	05/29/2025	Dirt Dump	0.00	80.00	
	101-100-5205610		UTILITY OPERATING SUPP...		80.00	
63509	Invoice	05/29/2025	Dirt Dump	0.00	144.00	
	101-100-5205610		UTILITY OPERATING SUPP...		144.00	
00753	KNIFE RIVER CORPORATE NW	05/29/2025	Regular	0.00	904.87	56522
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
3262811	Invoice	05/29/2025	Rock	0.00	315.27	
	101-100-5205610		UTILITY OPERATING SUPP...		5.00	
	101-100-5205610		UTILITY OPERATING SUPP...		310.27	
3262812	Invoice	05/29/2025	Rock	0.00	290.89	
	101-100-5205610		UTILITY OPERATING SUPP...		5.00	
	101-100-5205610		UTILITY OPERATING SUPP...		285.89	
3263566	Invoice	05/29/2025	Rock	0.00	298.71	
	101-100-5205610		UTILITY OPERATING SUPP...		293.71	
	101-100-5205610		UTILITY OPERATING SUPP...		5.00	
00139	NORTHWEST NATURAL GAS COMPANY	05/29/2025	Regular	0.00	559.52	56523
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
INV0010750	Invoice	05/28/2025	OFFICE HEAT	0.00	559.52	
	101-100-5205230		HEATING/ELECTRICITY		559.52	
01057	OXARC, INC	05/29/2025	Regular	0.00	77.00	56524
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
0032338224	Invoice	05/29/2025	propane / co2	0.00	77.00	
	101-100-5205560		GAS/LUBRICANTS & DISP...		77.00	
00172	PARR LUMBER COMPANY	05/29/2025	Regular	0.00	310.52	56525
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
442671	Invoice	05/29/2025	Concrete Bags	0.00	270.60	
	101-100-5205610		UTILITY OPERATING SUPP...		270.60	
442672	Invoice	05/29/2025	Concrete Bags	0.00	39.92	
	101-100-5205610		UTILITY OPERATING SUPP...		4.92	
	101-100-5205610		UTILITY OPERATING SUPP...		35.00	
00026	ROCKWOOD WATER PUD PETTY CASH	05/29/2025	Regular	0.00	131.17	56526
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
INV0010795	Invoice	05/29/2025	MAY PETTY CASH	0.00	131.17	
	101-100-5104600		ON CALL DUTY		56.40	
	101-100-5205110		CONTRACT SERVICES		43.78	
	101-100-5205450		TRAINING & EDUCATION		30.99	
00213	TWINCO CUTTING & CORING, INC.	05/29/2025	Regular	0.00	887.00	56527
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
25845	Invoice	05/29/2025	Saw Cutting for 181st Pipe Install	0.00	887.00	
	101-100-5205610		UTILITY OPERATING SUPP...		887.00	

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Vendor Number	Vendor Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
01265	TYLER TECHNOLOGIES, INC	05/29/2025	Regular	0.00	416.60	56528
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
Account Number	Account Name	Item Description	Distribution Amount			
025-510822	Invoice	05/29/2025	Cash drawer/scanner/printer hardware an...	0.00	416.60	
	101-100-5205460		DUES/LICENSES/SUBSCRI...		416.60	
11614	USAbLe Life	05/29/2025	Regular	0.00	2,399.92	56529
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
Account Number	Account Name	Item Description	Distribution Amount			
INV0010751	Invoice	05/28/2025	EMPLOYEE LIFE INSURANCE	0.00	2,399.92	
	101-100-6202109		DISABILITY/LIFE PAYABLE		2,399.92	
00461	ALLWOOD RECYCLERS, INC.	06/05/2025	Regular	0.00	32.00	56530
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
Account Number	Account Name	Item Description	Distribution Amount			
389072	Invoice	06/05/2025	Brush Dump	0.00	32.00	
	101-100-5205610		UTILITY OPERATING SUPP...		32.00	
11624	AS&P Billing Services Corp.	06/05/2025	Regular	0.00	645.75	56531
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
Account Number	Account Name	Item Description	Distribution Amount			
133989	Invoice	06/05/2025	Janitorial Service June 2025	0.00	645.75	
	101-100-5205110		CONTRACT SERVICES		645.75	
00054	CESSCO, INC.	06/05/2025	Regular	0.00	103.74	56532
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
Account Number	Account Name	Item Description	Distribution Amount			
001100000-0	Invoice	06/05/2025	pull cords for rammers	0.00	103.74	
	101-100-5205530		SHOP EQUIPMENT MAINT		103.74	
00001	CHAVES CONSULTING, INC.	06/05/2025	Regular	0.00	5,605.32	56533
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
Account Number	Account Name	Item Description	Distribution Amount			
215097	Invoice	06/05/2025	Bill Printing & Mailing - May 2025	0.00	5,061.18	
	101-100-5205110		CONTRACT SERVICES		3,825.78	
	101-100-5205110		CONTRACT SERVICES		1,235.40	
215190	Invoice	06/05/2025	Backflow Letters & Postage	0.00	544.14	
	101-100-5205110		CONTRACT SERVICES		239.50	
	101-100-5205330		POSTAGE		304.64	
00066	CONSOLIDATED SUPPLY COMPANY	06/05/2025	Regular	0.00	8,678.69	56534
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
Account Number	Account Name	Item Description	Distribution Amount			
S012164533.002	Invoice	06/05/2025	4" O Ring For LG Tap Machine	0.00	29.30	
	101-100-5205610		UTILITY OPERATING SUPP...		29.30	
S012436396.001	Invoice	06/05/2025	100 11"x18" Grey Polymer Lid (36/37)	0.00	5,947.50	
	101-100-5205610		UTILITY OPERATING SUPP...		5,947.50	
S012436674.001	Invoice	06/05/2025	45 6" Mega Lug Kit	0.00	2,701.89	
	101-100-5205610		UTILITY OPERATING SUPP...		2,701.89	
11844	DEBRA SHERRILL	06/05/2025	Regular	0.00	121.51	56535
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
Account Number	Account Name	Item Description	Distribution Amount			
INV0010840	Invoice	06/04/2025	CUSTOMER REFUND OVERPAY	0.00	121.51	
	101-100-6302430		CUSTOMER REFUND CLE...		121.51	
11823	Eurofins Environment Testing NW, LLC	06/05/2025	Regular	0.00	2,936.00	56536

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Vendor Number	Vendor Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
25-013788	Invoice	06/05/2025	2025 2nd QTR DBPs Inv 25-13788	0.00	2,936.00	
	101-100-5205620		WATER SAMPLES/TESTING 2025 2nd QTR DBPs Inv 25-13788		2,936.00	
00251	EVERON	06/05/2025	Regular	0.00	135.93	56537
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
INV0010820	Invoice	06/05/2025	Alarm Monitoring June 2025	0.00	135.93	
	101-100-5205520		BLDG/GROUNDS MAINTENANCE Alarm Monitoring June 2025		135.93	
11678	GoTo Communications Inc	06/05/2025	Regular	0.00	392.05	56538
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
IN7103913879	Invoice	06/05/2025	Goto Phone Bill	0.00	392.05	
	101-100-5205210		TELEPHONE Goto Phone Bill		392.05	
11659	JACK'S OVERHEAD DOOR INC.	06/05/2025	Regular	0.00	4,120.00	56539
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
88264	Invoice	06/05/2025	garage door labor final bill	0.00	4,120.00	
	101-100-5205520		BLDG/GROUNDS MAINTENANCE garage door labor final bill		4,120.00	
01137	JW UNDERGROUND INC	06/05/2025	Regular	0.00	576.00	56540
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
63598	Invoice	06/05/2025	Dirt Dump	0.00	144.00	
	101-100-5205610		UTILITY OPERATING SUPP... Dirt Dump		144.00	
63599	Invoice	06/05/2025	Dirt Dump	0.00	144.00	
	101-100-5205610		UTILITY OPERATING SUPP... Dirt Dump		144.00	
63600	Invoice	06/05/2025	Dirt Dump for Leaks	0.00	288.00	
	101-100-5205610		UTILITY OPERATING SUPP... Dirt Dump		288.00	
00753	KNIFE RIVER CORPORATE NW	06/05/2025	Regular	0.00	327.92	56541
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
3266331	Invoice	06/05/2025	Rock	0.00	327.92	
	101-100-5205610		UTILITY OPERATING SUPP... Service Fee		5.00	
	101-100-5205610		UTILITY OPERATING SUPP... Rock		322.92	
00604	LOWE'S	06/05/2025	Regular	0.00	265.74	56542
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
972526	Invoice	06/05/2025	Glass Cleaner and trash bags	0.00	80.69	
	101-100-5205610		UTILITY OPERATING SUPP... 32oz Glass Cleaner		2.83	
	101-100-5205610		UTILITY OPERATING SUPP... 32 gallon trash bags		77.86	
975819	Invoice	06/05/2025	Items for New Service Truck	0.00	52.24	
	101-100-5205570		SMALL EQUIPMENT/TOOL... Screwdrivers		18.96	
	101-100-5205610		UTILITY OPERATING SUPP... 2x12x8 Lumber		21.96	
	101-100-5205610		UTILITY OPERATING SUPP... 1" X 6' Foam Insulation		11.32	
979250	Invoice	06/05/2025	Operations items misc. projects	0.00	7.49	
	101-100-5205630		RESERVOIR MAINTENANCE Hose bib - Cleveland PS		7.49	
981603	Invoice	06/05/2025	Disinfectant & Degreaser Spray	0.00	18.96	
	101-100-5205610		UTILITY OPERATING SUPP... Degreaser Spray		8.53	
	101-100-5205610		UTILITY OPERATING SUPP... 128 oz Disinfectant		10.43	
983958	Invoice	06/05/2025	Operations items misc. projects	0.00	94.98	
	101-100-5205570		SMALL EQUIPMENT/TOOL... Borescope w/ monitor - 141st PS		94.98	
984291	Invoice	06/05/2025	Operations items misc. projects	0.00	11.38	

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Vendor Number	Vendor Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
	101-100-5205630	RESERVOIR MAINTENANCE	Plantings - Cleveland PS		11.38	
00126	MOEN MACHINERY COMPANY	06/05/2025	Regular	0.00	82.10	56543
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number		Account Name		Distribution Amount	
GRE-1049425	Invoice	06/05/2025	spark plugs chain saw chain	0.00	82.10	
	101-100-5205530		SHOP EQUIPMENT MAINT		82.10	
01047	OGLETREE, DEAKINS, NASH, SMOAK	06/05/2025	Regular	0.00	196.20	56544
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number		Account Name		Distribution Amount	
91611497	Invoice	06/05/2025	Legal Services May 2025	0.00	196.20	
	101-100-5205140		LEGAL SERVICES		196.20	
00940	O'REILLY AUTO PARTS	06/05/2025	Regular	0.00	515.01	56545
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number		Account Name		Distribution Amount	
2514-214023	Invoice	06/05/2025	wiper blade stock and rear brakes on rw46	0.00	251.13	
	101-100-5205540		VEHICLE MAINTENANCE		251.13	
2514-215433	Invoice	06/05/2025	diesel engine oil	0.00	263.88	
	101-100-5205560		GAS/LUBRICANTS & DISP...		263.88	
00135	Point S Tire & Auto Service	06/05/2025	Regular	0.00	1,261.00	56546
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number		Account Name		Distribution Amount	
2608483	Invoice	06/05/2025	rw46 tires and tpms sensors	0.00	1,261.00	
	101-100-5205550		TIRES		1,261.00	
11382	PREMIER TRUCK GROUP	06/05/2025	Regular	0.00	534.92	56547
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number		Account Name		Distribution Amount	
819285425	Invoice	06/05/2025	rw49 serp belt and tire repair kit	0.00	106.35	
	101-100-5205540		VEHICLE MAINTENANCE		106.35	
819286100	Invoice	06/05/2025	heavy truck filters	0.00	446.97	
	101-100-5205540		VEHICLE MAINTENANCE		446.97	
CM0000336	Credit Memo	06/05/2025	Overpay Credit emailed on 4-7-25	0.00	-18.40	
	101-100-5205540		VEHICLE MAINTENANCE		-18.40	
00194	S & B INC.	06/05/2025	Regular	0.00	435,582.34	56548
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number		Account Name		Distribution Amount	
26615D	Invoice	06/05/2025	Package 4 - I&C Materials and Software	0.00	435,582.34	
	601-100-5406035		GROUNDWATER CONSTR...		435,582.34	
11520	SANDY RIVER MARKETING, INC	06/05/2025	Regular	0.00	28.00	56549
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number		Account Name		Distribution Amount	
46961	Invoice	06/05/2025	Vest Printing	0.00	28.00	
	101-100-5205440		SAFETY GEAR & EQUIPM...		28.00	
00721	SPECIAL DISTRICTS INSURANCE SERVICES	06/05/2025	Regular	0.00	31,828.00	56550
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number		Account Name		Distribution Amount	
INV0010841	Invoice	06/04/2025	EMPLOYEE HEALTH/DENTAL	0.00	31,828.00	
	101-100-6202108		SDAO INS PAYABLE		31,828.00	
01167	ULINE	06/05/2025	Regular	0.00	1,683.25	56551

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Vendor Number	Vendor Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
193397487	Invoice	06/05/2025	Office Supplies, Nitrile Gloves, Rags	0.00	1,683.25	
	101-100-5205320		OFFICE SUPPLIES		72.80	
	101-100-5205320		OFFICE SUPPLIES		284.59	
	101-100-5205440		SAFETY GEAR & EQUIPM...		187.52	
	101-100-5205440		SAFETY GEAR & EQUIPM...		330.91	
	101-100-5205610		UTILITY OPERATING SUPP...		450.04	
	101-100-5205610		UTILITY OPERATING SUPP...		136.78	
	101-100-5205610		UTILITY OPERATING SUPP...		75.01	
	101-100-5205610		UTILITY OPERATING SUPP...		145.60	
11845	VASILE BECK	06/05/2025	Regular	0.00	509.01	56552
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
INV0010842	Invoice	06/04/2025	CUSTOMER REFUND OVERPAY CLOSED AC...	0.00	509.01	
	101-100-6302430		CUSTOMER REFUND CLE...		509.01	
11441	DEPARTMENT OF JUSTICE	06/12/2025	Regular	0.00	323.53	56554
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
INV0010908	Invoice	06/13/2025	ID # 21DR17205	0.00	323.53	
	101-100-6202102		EMPLOYEE DRAW PAYAB...		323.53	
00014	OREGON AFSCME	06/12/2025	Regular	0.00	489.09	56555
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
INV0010906	Invoice	06/13/2025	UNION DUES	0.00	489.09	
	101-100-6202140		UNION DUES PAYABLE		489.09	
00025	A & A DRILLING SERVICE, INC.	06/12/2025	Regular	0.00	1,275.00	56556
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
53252	Invoice	06/12/2025	1300x4 Tap Saddle For Richland Learning	0.00	1,275.00	
	101-100-5406020		NEW SERVICES		1,275.00	
00231	ADVENTIST HEALTH OCCUPATIONAL MEDICINE	06/12/2025	Regular	0.00	31.00	56557
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
102939	Invoice	06/12/2025	CDL Collection MG	0.00	31.00	
	101-100-5205110		CONTRACT SERVICES		31.00	
11667	ALLON ELECTRIC LLC	06/12/2025	Regular	0.00	4,733.82	56558
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
18863b	Invoice	06/12/2025	Completed installation well #9	0.00	4,733.82	
	601-100-5406035		GROUNDWATER CONSTR...		4,733.82	
00981	CENTURYLINK	06/12/2025	Regular	0.00	45.30	56559
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
INV0010851	Invoice	06/11/2025	SE 148TH TELEMETRY	0.00	45.30	
	101-100-5205220		SEWER/STORM WATER		45.30	
00637	COMCAST CABLE	06/12/2025	Regular	0.00	130.80	56560
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
INV0010847	Invoice	06/11/2025	148TH & DIVISION INTERNET	0.00	130.80	
	101-100-5205660		TELEMETRY		130.80	
11808	COMMUNITY SAFETY SERVICES INC	06/12/2025	Regular	0.00	1,060.00	56561

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Vendor Number	Vendor Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
23129	Invoice	06/12/2025	Security Service - Night Patrol & Cam Moni...	0.00	1,060.00	
	101-100-5205110		CONTRACT SERVICES		1,060.00	
00066	CONSOLIDATED SUPPLY COMPANY	06/12/2025	Regular	0.00	2,218.87	56562
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
S012436720.001	Invoice	06/12/2025	Parts for 24-039 Richmond Learning	0.00	2,218.87	
	101-100-5406020		NEW SERVICES		860.11	
	101-100-5406020		NEW SERVICES		109.21	
	101-100-5406020		NEW SERVICES		713.88	
	101-100-5406020		NEW SERVICES		354.24	
	101-100-5406020		NEW SERVICES		181.43	
11476	CONSOR	06/12/2025	Regular	0.00	278,581.19	56563
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
INV0010846	Invoice	06/11/2025	GDMP - Package 4 - Design	0.00	1,680.00	
	601-100-5205120		ENGINEERING SERVICES		1,680.00	
N219742OR.A1-10	Invoice	06/12/2025	Package 2A Construction Management Jo...	0.00	33,782.25	
	601-100-5406035		GROUNDWATER CONSTR...		33,782.25	
N23113OR.00-47	Invoice	06/12/2025	JOB 313 - Construction Management Servi...	0.00	10,125.45	
	601-100-5205120		ENGINEERING SERVICES		10,125.45	
W208178OR.A6-...	Invoice	06/12/2025	Package 4 - Construction Management	0.00	232,993.49	
	601-100-5406035		GROUNDWATER CONSTR...		232,993.49	
01147	CRYSTAL GREENS LANDSCAPING INC	06/12/2025	Regular	0.00	1,890.00	56564
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
481472	Invoice	06/12/2025	Landscaping Service - June 2025	0.00	592.00	
	101-100-5205520		BLDG/GROUNDS MAINTEN...		592.00	
481473	Invoice	06/12/2025	Landscaping Service - June 2025	0.00	600.00	
	101-100-5205520		BLDG/GROUNDS MAINTEN...		600.00	
481474	Invoice	06/12/2025	Landscaping Service - June 2025	0.00	698.00	
	101-100-5205520		BLDG/GROUNDS MAINTEN...		698.00	
00427	GRAINGER	06/12/2025	Regular	0.00	218.00	56565
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
9528815617	Invoice	06/12/2025	Torch Head for Propane Bottles	0.00	71.32	
	101-100-5205610		UTILITY OPERATING SUPP...		71.32	
9532186179	Invoice	06/12/2025	Crane anchors for reservoir 2	0.00	89.59	
	501-100-5205630		RESERVOIR MAINTENANCE		89.59	
9534166963	Invoice	06/12/2025	grease zerk kit	0.00	57.09	
	101-100-5205540		VEHICLE MAINTENANCE		57.09	
00975	HDR ENGINEERING, INC	06/12/2025	Regular	0.00	652.50	56566
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
1200727198	Invoice	06/12/2025	2025 Water Rate Study	0.00	652.50	
	101-100-5205120		TECHNICAL & CONSULTI...		652.50	
01036	JACOBSON, BENJAMIN	06/12/2025	Regular	0.00	59.52	56567

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Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
INV0010883	Invoice	06/12/2025	trailer wiring supply	0.00	59.52	
	101-100-5205530	SHOP EQUIPMENT MAINT	trailer wiring supply		59.52	
01137	JW UNDERGROUND INC	06/12/2025	Regular	0.00	576.00	56568
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
63601	Invoice	06/12/2025	Dirt Dump	0.00	144.00	
	101-100-5205610	UTILITY OPERATING SUPP...	Dirt Dump		144.00	
63725	Invoice	06/12/2025	Dirt Dump	0.00	288.00	
	101-100-5406020	NEW SERVICES	Dirt Dump W/O 946, 947, 948		288.00	
63726	Invoice	06/12/2025	Dirt Dump W/O 925/ 926	0.00	144.00	
	101-100-5406020	NEW SERVICES	Dirt Dump		144.00	
00015	KAISER PERMANENTE	06/12/2025	Regular	0.00	16,642.62	56569
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
0018944532	Invoice	06/12/2025	Employee Med/Dent Insurance	0.00	16,642.62	
	101-100-6202107	KAISER INS PAYABLE	Employee Med/Dent Insurance		16,642.62	
00753	KNIFE RIVER CORPORATE NW	06/12/2025	Regular	0.00	1,272.81	56570
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
3267672	Invoice	06/12/2025	Rock	0.00	311.82	
	101-100-5406020	NEW SERVICES	Service Fee		5.00	
	101-100-5406020	NEW SERVICES	Rock for W/O 946, 947, 948		306.82	
3267673	Invoice	06/12/2025	Rock	0.00	297.56	
	101-100-5406020	NEW SERVICES	Rock for W/O 946, 947, 948		292.56	
	101-100-5406020	NEW SERVICES	Service Fee		5.00	
3268792	Invoice	06/12/2025	Rock W/O 925/ 926	0.00	327.69	
	101-100-5406020	NEW SERVICES	Service Fee		5.00	
	101-100-5406020	NEW SERVICES	Rock		322.69	
3270711	Invoice	06/12/2025	Rock	0.00	335.74	
	101-100-5205610	UTILITY OPERATING SUPP...	Service Fee		5.00	
	101-100-5205610	UTILITY OPERATING SUPP...	Rock		330.74	
00126	MOEN MACHINERY COMPANY	06/12/2025	Regular	0.00	41.70	56571
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
GRE-181934	Invoice	06/12/2025	weed eater line	0.00	41.70	
	101-100-5205610	UTILITY OPERATING SUPP...	weed eater line		41.70	
01125	NORTHSTAR CHEMICAL INC	06/12/2025	Regular	0.00	13,489.56	56572
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
312301	Invoice	06/12/2025	12.5% Low Salt Sodium Hypochlorite	0.00	13,489.56	
	501-100-5205610	OPERATING SUPPLIES	12.5% Low Salt Sodium Hypochl...		13,489.56	
11744	OPEN DOOR LABS	06/12/2025	Regular	0.00	38.82	56573
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
INV0010852	Invoice	06/11/2025	CUSTOMER CLOSED ACCOUNT REFUND	0.00	38.82	
	101-100-6302430	CUSTOMER REFUND CLE...	CUSTOMER CLOSED ACCOUNT R...		38.82	
00940	O'REILLY AUTO PARTS	06/12/2025	Regular	0.00	13.49	56574

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Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
2514-215781	Invoice	06/12/2025	rtv silicon	0.00	13.49	
	101-100-5205540		VEHICLE MAINTENANCE		13.49	
01264	ORRICK, HERRINGTON & SUTCLIFFE LLP	06/12/2025	Regular	0.00	9,064.80	56575
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
2281464	Invoice	06/12/2025	2025 WIFIA LOAN	0.00	9,064.80	
	601-100-5205110		CONTRACT SERVICES		9,064.80	
01124	PAVELCOMM INC.	06/12/2025	Regular	0.00	2,178.00	56576
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
304079	Invoice	06/12/2025	Pavelcomm - MFA Qutoe	0.00	2,178.00	
	101-100-5205110		CONTRACT SERVICES		2,178.00	
00443	POLLARD WATER	06/12/2025	Regular	0.00	578.75	56577
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
WP070763	Invoice	06/12/2025	Wrenches for Repair	0.00	578.75	
	101-100-5205570		Bands/Megalugs			
	101-100-5205570		SMALL EQUIPMENT/TOO...		101.18	
	101-100-5205570		SMALL EQUIPMENT/TOO...		321.54	
	101-100-5205570		SMALL EQUIPMENT/TOO...		156.03	
00181	PORTLAND GENERAL ELECTRIC	06/12/2025	Regular	0.00	22,626.64	56578
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
INV0010858	Invoice	06/11/2025	ELECTRICITY	0.00	22,626.64	
	101-100-5205230		HEATING/ELECTRICITY		1,139.98	
	501-100-5205670		PUMPING		2,694.53	
	501-100-5205670		PUMPING		6,881.59	
	501-100-5205670		PUMPING		11,562.75	
	501-100-5205670		PUMPING		347.79	
00184	PORTLAND WATER BUREAU	06/12/2025	Regular	0.00	374,235.16	56579
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
INV0010878	Invoice	05/31/2025	Wholesale Water Purchase - May 2025	0.00	374,235.16	
	101-100-5205010		WATER PURCHASES		374,235.16	
00070	PORTLAND, CITY OF	06/12/2025	Regular	0.00	7,332.20	56580
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
10506690-a	Invoice	06/12/2025	Project 25-014 - 15229 E Burnside - COP P...	0.00	879.40	
	101-100-5406020		NEW SERVICES		439.70	
	101-100-5406020		NEW SERVICES		439.70	
10506690-b	Invoice	06/12/2025	Package 3 PBOT Street Opening Permit	0.00	6,452.80	
	601-100-5406035		GROUNDWATER CONSTR...		6,452.80	
11382	PREMIER TRUCK GROUP	06/12/2025	Regular	0.00	160.89	56581
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
819287023	Invoice	06/12/2025	rw54 battery replacment	0.00	160.89	
	101-100-5205540		VEHICLE MAINTENANCE		160.89	
00189	QUILL CORPORATION	06/12/2025	Regular	0.00	27.50	56582

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Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
44271928	Invoice	06/12/2025	PEANUTBUTTER SNICKERS/VENDING	0.00	27.50	
	101-100-5205320		OFFICE SUPPLIES		27.50	
00073	STAR OIL CO.	06/12/2025	Regular	0.00	1,831.18	56583
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
0024518-IN	Invoice	06/12/2025	gas/diesel	0.00	1,831.18	
	101-100-5205560		GAS/LUBRICANTS & DISP...		1,831.18	
00767	SUPERIOR TIRE SERVICE	06/12/2025	Regular	0.00	549.36	56584
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
120380872	Invoice	06/12/2025	rw12 front tires	0.00	549.36	
	101-100-5205550		TIRES		549.36	
01214	TACOMA SCREW PRODUCTS, INC	06/12/2025	Regular	0.00	79.92	56585
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
190203733-00	Invoice	06/12/2025	T wrench set shop	0.00	79.92	
	101-100-5205570		SMALL EQUIPMENT/TOO...		79.92	
00504	TRUCKPRO LLC SIX STATES	06/12/2025	Regular	0.00	5.58	56586
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
289-0059911	Invoice	06/12/2025	rw33 reflector	0.00	5.58	
	101-100-5205540		VEHICLE MAINTENANCE		5.58	
01167	ULINE	06/12/2025	Regular	0.00	2,006.34	56587
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
193836734	Invoice	06/12/2025	Davit Crane Reservoir 2	0.00	2,006.34	
	501-100-5205630		RESERVOIR MAINTENANCE		2,006.34	
00221	WASTE MANAGEMENT, INC	06/12/2025	Regular	0.00	303.01	56588
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
1592934-1574-5	Invoice	06/11/2025	OFFICE GARBAGE SERVICE	0.00	303.01	
	101-100-5205520		BLDG/GROUNDS MAINTEN...		303.01	
01254	ZIPLY FIBER	06/12/2025	Regular	0.00	495.41	56589
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
INV0010845	Invoice	06/11/2025	Ziply Fiber	0.00	495.41	
	101-100-5205210		TELEPHONE		262.98	
	101-100-5205210		TELEPHONE		224.23	
	101-100-5205660		TELEMETRY		8.20	
11394	ACI PAYMENTS, INC	06/18/2025	Regular	0.00	88.60	56592
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
1000140336	Invoice	06/18/2025	Home Banking Fee - May 2025	0.00	88.60	
	101-100-5205740		GENERAL OFFICE		88.60	
01080	ALLEGIANCE BENEFIT PLAN	06/18/2025	Regular	0.00	100.00	56593
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
INV0010934	Invoice	06/18/2025	Sec 125 Plan Fee	0.00	100.00	
	101-100-5205460		DUES/LICENSES/SUBSCRI...		100.00	

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Vendor Number	Vendor Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
11839	CMG Oregon	06/18/2025	Regular	0.00	9,945.60	56594
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
Account Number	Account Name	Item Description	Distribution Amount			
27746	Invoice	06/18/2025	CCR Mailing and Postage	0.00	9,945.60	
	101-100-5205625		WATER QUALITY & NOTIC... CCR Mailing and Postage		9,945.60	
00637	COMCAST CABLE	06/18/2025	Regular	0.00	425.65	56595
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
Account Number	Account Name	Item Description	Distribution Amount			
INV0010930	Invoice	06/18/2025	INTERNET	0.00	425.65	
	101-100-5205210		TELEPHONE		289.85	
	101-100-5205660		TELEMETRY		135.80	
01185	CORE & MAIN LP	06/18/2025	Regular	0.00	3,857.00	56596
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
Account Number	Account Name	Item Description	Distribution Amount			
W952696	Invoice	06/18/2025	1.5" & 2" Badtune Registers AMI	0.00	3,857.00	
	101-100-5205610		UTILITY OPERATING SUPP... 1.5" Badtune Register Only		1,928.50	
	101-100-5205610		UTILITY OPERATING SUPP... 2" Badtune Register Only		1,928.50	
11823	Eurofins Environment Testing NW, LLC	06/18/2025	Regular	0.00	936.00	56597
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
Account Number	Account Name	Item Description	Distribution Amount			
25-16660	Invoice	06/18/2025	June 2025 CGA Transition Samples	0.00	936.00	
	101-100-5205620		WATER SAMPLES/TESTING Inv#25-16660 June 2025 CGA Tr...		936.00	
00747	GENERAL PACIFIC, INC	06/18/2025	Regular	0.00	4,728.00	56598
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
Account Number	Account Name	Item Description	Distribution Amount			
1520257	Invoice	06/18/2025	EJ Storz Adapters	0.00	4,728.00	
	101-100-5205610		UTILITY OPERATING SUPP... EJIW HYDRANT STORZ ADAPTOR		4,728.00	
01097	GRESHAM FORD	06/18/2025	Regular	0.00	89.89	56599
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
Account Number	Account Name	Item Description	Distribution Amount			
5178936	Invoice	06/18/2025	rw51 door latch repair	0.00	89.89	
	101-100-5205540		VEHICLE MAINTENANCE rw51 door latch repair		89.89	
00813	GSI WATER SOLUTIONS, INC	06/18/2025	Regular	0.00	3,062.75	56600
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
Account Number	Account Name	Item Description	Distribution Amount			
00134.023-1	Invoice	06/18/2025	Water Rights Services, Permit G-18850	0.00	1,395.00	
	601-100-5205110		CONTRACT SERVICES Water Rights Services, Permit G-...		1,395.00	
00134.023-2	Invoice	06/18/2025	Water Rights Services, Permit G-18850	0.00	1,667.75	
	601-100-5205110		CONTRACT SERVICES Water Rights Services, Permit G-...		1,667.75	
01137	JW UNDERGROUND INC	06/18/2025	Regular	0.00	144.00	56601
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
Account Number	Account Name	Item Description	Distribution Amount			
63852	Invoice	06/18/2025	Dirt Dump	0.00	144.00	
	101-100-5205610		UTILITY OPERATING SUPP... Dirt Dump		144.00	
00753	KNIFE RIVER CORPORATE NW	06/18/2025	Regular	0.00	324.47	56602
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
Account Number	Account Name	Item Description	Distribution Amount			
3272498	Invoice	06/18/2025	Rock	0.00	324.47	
	101-100-5205610		UTILITY OPERATING SUPP... Rock		319.47	
	101-100-5205610		UTILITY OPERATING SUPP... Service Fee		5.00	
00236	NORTHERN SAFETY CO., INC.	06/18/2025	Regular	0.00	130.34	56603

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Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
906944554	Invoice	06/18/2025	Mason Hip Boots	0.00	130.34	
	101-100-5205440		SAFETY GEAR & EQUIPM...		130.34	
01021	OHA-DRINKING WATER SERVICES	06/18/2025	Regular	0.00	4,125.00	56604
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
INV0010932	Invoice	06/18/2025	OHA DWS Master Plan 2025 Review	0.00	4,125.00	
	101-100-5406010		WATER SYSTEM		4,125.00	
01007	OREGON WATER RESOURCES DEPARTMENT	06/18/2025	Regular	0.00	2,250.00	56605
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
INV0010944	Invoice	06/18/2025	PERMIT G-18850	0.00	2,250.00	
	601-100-5205110		CONTRACT SERVICES		2,250.00	
01007	OREGON WATER RESOURCES DEPARTMENT	06/18/2025	Regular	0.00	125.00	56606
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
INV0010945	Invoice	06/18/2025	Reimbursement Authority Application,Pe...	0.00	125.00	
	601-100-5205110		CONTRACT SERVICES		125.00	
00976	PETERSON	06/18/2025	Regular	0.00	589.61	56607
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
SW290103067	Invoice	06/18/2025	generator troubleshoot	0.00	589.61	
	101-100-5205520		BLDG/GROUNDS MAINTEN...		589.61	
00225	PORTER W. YETT COMPANY	06/18/2025	Regular	0.00	793.80	56608
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
31823a	Invoice	06/18/2025	Asphalt W/O 925, 926	0.00	180.90	
	101-100-5406020		NEW SERVICES		180.90	
31823b	Invoice	06/18/2025	Asphalt for W/O 946, 947, 948	0.00	612.90	
	101-100-5406020		NEW SERVICES		612.90	
00181	PORTLAND GENERAL ELECTRIC	06/18/2025	Regular	0.00	2,669.76	56609
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
INV0010942	Invoice	06/18/2025	ELECTRICITY	0.00	2,669.76	
	101-100-5205670		PUMPING		280.30	
	101-100-5205670		PUMPING		487.80	
	101-100-5205670		PUMPING		268.04	
	101-100-5205670		PUMPING		1,595.39	
	101-100-5205670		PUMPING		38.23	
00593	REYNOLDS SCHOOL DISTRICT #7	06/18/2025	Regular	0.00	116.39	56610
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
20251750	Invoice	06/18/2025	Bus for Children's Clean Water Festival	0.00	116.39	
	101-100-5205410		CONSERVATION		116.39	
01202	RILEY, COLBY	06/18/2025	Regular	0.00	143.76	56611
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
INV0010950	Invoice	06/18/2025	AWWA-ACE - Reimbursable Expenses - CR	0.00	143.76	
	101-100-5205720		DIRECTORS' EXPENSE		143.76	
11846	VICKY JOHNSON	06/18/2025	Regular	0.00	54.17	56612

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Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
INV0010931	Invoice	06/18/2025	CUSTOMER REFUND OVERPAY	0.00	54.17	
	101-100-6302430		CUSTOMER REFUND CLE...		54.17	
01254	ZIPLY FIBER	06/18/2025	Regular	0.00	495.41	56613
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
INV0010941	Invoice	06/18/2025	148th TELEMETRY	0.00	495.41	
	101-100-5205660		TELEMETRY		495.41	
11581	MISSIONSQUARE	05/30/2025	Bank Draft	0.00	1,286.65	DFT0002316
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
INV0010757	Invoice	05/30/2025	Deferred Compensation	0.00	1,286.65	
	101-100-6202150		DEFERRED COMP PAYABLE		1,286.65	
00016	NATIONWIDE RETIREMENT SOLUTION	05/30/2025	Bank Draft	0.00	731.20	DFT0002319
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
INV0010760	Invoice	05/30/2025	457 Deferred Comp	0.00	731.20	
	101-100-6202150		DEFERRED COMP PAYABLE		731.20	
10253	INTERNAL REVENUE SERVICE	05/30/2025	Bank Draft	0.00	10,022.47	DFT0002324
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
INV0010770	Invoice	05/30/2025	FED TAX WITHHOLDING	0.00	10,022.47	
	101-100-6202220		FEDERAL TAX PAYABLE		10,022.47	
00017	OREGON DEPARTMENT OF REVENUE	05/30/2025	Bank Draft	0.00	6,123.15	DFT0002325
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
INV0010771	Invoice	05/30/2025	STATE INCOME TAX	0.00	6,123.15	
	101-100-6202230		STATE TAX PAYABLE		6,123.15	
10253	INTERNAL REVENUE SERVICE	05/30/2025	Bank Draft	0.00	12,277.68	DFT0002326
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
INV0010772	Invoice	05/30/2025	SOCIAL SECURITY TAX	0.00	12,277.68	
	101-100-6202210		SOCIAL SECURITY PAYABLE		12,277.68	
10253	INTERNAL REVENUE SERVICE	05/30/2025	Bank Draft	0.00	2,871.36	DFT0002327
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
INV0010774	Invoice	05/30/2025	MEDICARE TAX	0.00	2,871.36	
	101-100-6202210		SOCIAL SECURITY PAYABLE		2,871.36	
00793	CITY OF GRESHAM	05/29/2025	Bank Draft	0.00	307.50	DFT0002330
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
INV-62737	Invoice	05/22/2025	Permit COG 25-005	0.00	307.50	
	101-100-5205610		UTILITY OPERATING SUPP...		307.50	
11769	EMERY & SONS CONSTRUCTION GROUP, LLC	05/29/2025	Bank Draft	0.00	850,709.52	DFT0002331
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
E&S-Job319-10	Invoice	05/29/2025	Package 3 - Construction Job# 319	0.00	850,709.52	
	601-100-5406035		GROUNDWATER CONSTR...		850,709.52	
00018	PERS	05/29/2025	Bank Draft	0.00	27,122.96	DFT0002332

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Date Range: 05/20/2025 - 06/18/2025

Vendor Number	Vendor Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
INV0010746	Invoice	05/21/2025	PERS PAYABLE	0.00	27,122.96	
	101-100-6202110		P.E.R.S. PAYABLE		27,122.96	
11396	ROTSCHY	05/29/2025	Bank Draft	0.00	2,641,862.64	DFT0002333
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
ROT-JOB320-13	Invoice	05/22/2025	Package 4 Construction Rotschy Job 320	0.00	2,641,862.64	
	601-100-5406035		GROUNDWATER CONSTR...		2,641,862.64	
			Package 4 Construction Rotschy ...			
00733	UMPQUA BANK	05/29/2025	Bank Draft	0.00	595.96	DFT0002334
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
INV0010713	Invoice	05/22/2025	Bank Analysis Fee April 2025	0.00	595.96	
	101-100-5205740		GENERAL OFFICE		595.96	
			Bank Analysis Fee April 2025			
10253	INTERNAL REVENUE SERVICE	05/29/2025	Bank Draft	0.00	30.64	DFT0002335
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
INV0010800	Invoice	05/29/2025	Board payroll tax	0.00	30.64	
	101-100-6202210		SOCIAL SECURITY PAYABLE		30.64	
			Board payroll tax			
11591	JACOBS ENGINEERING GROUP INC.	05/29/2025	Bank Draft	0.00	122,125.68	DFT0002336
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
D3722300-25SDC	Invoice	05/22/2025	JOB 319 - Pkg 3 - Design Work	0.00	122,125.68	
	601-100-5205120		ENGINEERING SERVICES		122,125.68	
			JOB 319 - Pkg 3 - Construction ...			
00793	CITY OF GRESHAM	06/05/2025	Bank Draft	0.00	307.50	DFT0002340
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
ROW-25-0273	Invoice	06/05/2025	Project 25-014 - 15229 E Burnside - COG P...	0.00	307.50	
	101-100-5406020		NEW SERVICES		153.75	
	101-100-5406020		NEW SERVICES		153.75	
			WO 925			
			WO 926			
00793	CITY OF GRESHAM	06/05/2025	Bank Draft	0.00	307.50	DFT0002341
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
ROW-25-02864	Invoice	06/05/2025	Project 24-046 - 3202 NW Division - COG P...	0.00	307.50	
	101-100-5406020		NEW SERVICES		102.50	
	101-100-5406020		NEW SERVICES		102.50	
	101-100-5406020		NEW SERVICES		102.50	
			WO 948			
			WO 946			
			WO 947			
00069	US BANK	06/05/2025	Bank Draft	0.00	1,145,875.00	DFT0002342
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
2880273	Invoice	06/05/2025	Bond Payment Series 2021	0.00	1,145,875.00	
	401-100-5507050		PAYMENTS ON FINANCING		855,000.00	
	401-100-5507070		INTEREST EXPENSE		290,875.00	
			Bond Payment Series 2021 - Prin...			
			Bond Payment Series 2021 - Inte...			
00070	PORTLAND, CITY OF	06/05/2025	Bank Draft	0.00	518.00	DFT0002343
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
5156587	Invoice	06/05/2025	Project 25-014 - 15229 E Burnside - TSUP ...	0.00	518.00	
	101-100-5406020		NEW SERVICES		259.00	
	101-100-5406020		NEW SERVICES		259.00	
			WO 926			
			WO 925			
11581	MISSIONSQUARE	06/13/2025	Bank Draft	0.00	1,286.65	DFT0002358

Check Report

Date Range: 05/20/2025 - 06/18/2025

Vendor Number	Vendor Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
INV0010901	Invoice	06/13/2025	Deferred Compensation	0.00	1,286.65	
	101-100-6202150	DEFERRED COMP PAYABLE	Deferred Compensation		1,286.65	
00016	NATIONWIDE RETIREMENT SOLUTION	06/13/2025	Bank Draft	0.00	606.20	DFT0002361
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
INV0010904	Invoice	06/13/2025	457 Deferred Comp	0.00	606.20	
	101-100-6202150	DEFERRED COMP PAYABLE	457 Deferred Comp		606.20	
01211	HRA VEBA PLAN CONTRIBUTIONS	06/13/2025	Bank Draft	0.00	1,355.00	DFT0002362
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
INV0010910	Invoice	06/13/2025	HRA VEBA	0.00	1,355.00	
	101-100-6202160	HRA VEBA PAYABLE	HRA VEBA		1,355.00	
10253	INTERNAL REVENUE SERVICE	06/13/2025	Bank Draft	0.00	9,819.51	DFT0002368
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
INV0010924	Invoice	06/13/2025	FED TAX WITHHOLDING	0.00	9,819.51	
	101-100-6202220	FEDERAL TAX PAYABLE	FED TAX WITHHOLDING		9,819.51	
00017	OREGON DEPARTMENT OF REVENUE	06/13/2025	Bank Draft	0.00	6,015.88	DFT0002369
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
INV0010925	Invoice	06/13/2025	STATE INCOME TAX	0.00	6,015.88	
	101-100-6202230	STATE TAX PAYABLE	STATE INCOME TAX		6,015.88	
10253	INTERNAL REVENUE SERVICE	06/13/2025	Bank Draft	0.00	11,730.16	DFT0002370
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
INV0010926	Invoice	06/13/2025	SOCIAL SECURITY TAX	0.00	11,730.16	
	101-100-6202210	SOCIAL SECURITY PAYABLE	SOCIAL SECURITY TAX		11,730.16	
10253	INTERNAL REVENUE SERVICE	06/13/2025	Bank Draft	0.00	2,743.36	DFT0002371
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
INV0010928	Invoice	06/13/2025	MEDICARE TAX	0.00	2,743.36	
	101-100-6202210	SOCIAL SECURITY PAYABLE	MEDICARE TAX		2,743.36	
11381	Global Payments Integrated	06/12/2025	Bank Draft	0.00	36,380.98	DFT0002372
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
INV0010877	Invoice	06/12/2025	Online Card Payment Fee - May 2025	0.00	36,380.98	
	101-100-5205740	GENERAL OFFICE	Online Card Payment Fee - May ...		36,380.98	
11381	Global Payments Integrated	06/12/2025	Bank Draft	0.00	3,697.92	DFT0002373
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
INV0010876	Invoice	06/12/2025	Counter Card Payment Fee - May 2025	0.00	3,697.92	
	101-100-5205740	GENERAL OFFICE	Counter Card Payment Fee - May..		3,697.92	
00181	PORTLAND GENERAL ELECTRIC	06/12/2025	Bank Draft	0.00	1,272.40	DFT0002374
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
M3937901	Invoice	06/12/2025	Package 3 - PGE Line Extension Fee	0.00	1,272.40	
	601-100-5406035	GROUNDWATER CONSTR...	Package 3 - PGE Line Extension F...		1,272.40	
00018	PERS	06/12/2025	Bank Draft	0.00	27,172.82	DFT0002375

Check Report

Date Range: 05/20/2025 - 06/18/2025

Vendor Number	Vendor Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
INV0010855	Invoice	06/11/2025	PERS PAYABLE	0.00	27,172.82	
	101-100-6202110	P.E.R.S. PAYABLE	PERS PAYABLE		27,172.82	
11591	JACOBS ENGINEERING GROUP INC.	06/12/2025	Bank Draft	0.00	78,058.46	DFT0002376
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
D3722300-26SDC	Invoice	06/12/2025	JOB 319 - Pkg 3 - Design Work	0.00	78,058.46	
	601-100-5205120	ENGINEERING SERVICES	JOB 319 - Pkg 3 - Construction ...		78,058.46	
11426	ENVIRONMENTAL PROTECTION AGENCY	06/18/2025	Bank Draft	0.00	376,579.00	DFT0002377
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
N20168OR-6-15-...	Invoice	06/18/2025	WIFIA - Series 2022 - Interest Only	0.00	376,579.00	
	401-100-5507070	INTEREST EXPENSE	WIFIA - Series 2022 - Interest On...		376,579.00	
11396	ROTSCHY	06/18/2025	Bank Draft	0.00	3,312,582.00	DFT0002378
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
ROT-JOB320-14	Invoice	06/18/2025	Package 4 Construction Rotschy Job 320	0.00	3,312,582.00	
	601-100-5406035	GROUNDWATER CONSTR...	Package 4 Construction Rotschy ...		3,312,582.00	
00733	UMPQUA BANK	06/18/2025	Bank Draft	0.00	389.27	DFT0002379
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
INV0010946	Invoice	06/18/2025	Bank Analysis Fee May 2025	0.00	389.27	
	101-100-5205740	GENERAL OFFICE	Bank Analysis Fee May 2025		389.27	
00069	US BANK	06/18/2025	Bank Draft	0.00	456,475.58	DFT0002380
Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount	
	Account Number	Account Name	Item Description	Distribution Amount		
2878649	Invoice	06/18/2025	Bond Payment - 2024 Series - Interest Only	0.00	456,475.58	
	401-100-5507070	INTEREST EXPENSE	Bond Payment - 2024 Series - In...		456,475.58	

Bank Code UMPQUA BANK Summary

Payment Type	Payable Count	Payment Count	Discount	Payment
Regular Checks	176	128	0.00	4,387,563.02
Manual Checks	0	0	0.00	0.00
Voided Checks	0	5	0.00	-2,792,014.74
Bank Drafts	33	33	0.00	9,149,240.60
EFT's	0	0	0.00	0.00
	209	166	0.00	10,744,788.88

All Bank Codes Check Summary

Payment Type	Payable Count	Payment Count	Discount	Payment
Regular Checks	176	128	0.00	4,387,563.02
Manual Checks	0	0	0.00	0.00
Voided Checks	0	5	0.00	-2,792,014.74
Bank Drafts	33	33	0.00	9,149,240.60
EFT's	0	0	0.00	0.00
	209	166	0.00	10,744,788.88

Fund Summary

Fund	Name	Period	Amount
999	POOLED CASH	5/2025	3,995,001.65
999	POOLED CASH	6/2025	6,749,787.23
			10,744,788.88



Rockwood Water District, OR

Rockwood Water
People's Utility District

Detail vs Budget Report Account Summary

Date Range: 05/01/2025 - 05/31/2025

Account	Name	Encumbrances	Fiscal Budget	Beginning Balance	Total Activity	Ending Balance	Budget Remaining	% Remaining
101 - GENERAL FUND								
Revenue								
101-100-3010101	BEGINNING FUND BALANCE	0.00	-17,166,693.00	0.00	0.00	0.00	-17,166,693.00	-100.00%
101-100-3101100	WATER SALES	0.00	-12,700,657.00	-11,478,469.26	-728,983.81	-12,207,453.07	-493,203.93	-3.88%
101-100-3202100	BACKFLOW CHARGES	0.00	-40,000.00	-36,899.64	-2,057.20	-38,956.84	-1,043.16	-2.61%
101-100-3202200	SET-UP FEES	0.00	-20,000.00	-20,777.52	-2,080.00	-22,857.52	2,857.52	14.29%
101-100-3202300	LATE FEES	0.00	-290,000.00	-226,715.33	-23,621.92	-250,337.25	-39,662.75	-13.68%
101-100-3404100	SERVICE INSTALLATIONS	0.00	-250,000.00	-261,526.02	5,720.29	-255,805.73	5,805.73	2.32%
101-100-3404200	SUB-DIVISION PROJECTS	0.00	-50,000.00	-31,626.85	0.00	-31,626.85	-18,373.15	-36.75%
101-100-3404300	OTHER SERVICE INCOME	0.00	-150,000.00	-126,001.99	-144.16	-126,146.15	-23,853.85	-15.90%
101-100-3505100	INTEREST INCOME	0.00	-200,000.00	-849,381.42	-75,955.41	-925,336.83	725,336.83	362.67%
101-100-3606100	SCRAP METAL SALES	0.00	-7,500.00	-17,159.27	-1,663.20	-18,822.47	11,322.47	150.97%
101-100-3606600	OTHER MISC INCOME	0.00	-40,000.00	-30,822.25	-24,859.25	-55,681.50	15,681.50	39.20%
101-100-3606800	GRESHAM UTILITY TAX	0.00	-476,253.00	-417,283.64	-9,796.85	-427,080.49	-49,172.51	-10.32%
101-100-3606900	PORTLAND UTILITY TAX	0.00	-218,043.00	-178,170.21	-27,552.55	-205,722.76	-12,320.24	-5.65%
101-100-3607000	FAIRVIEW UTILITY TAX	0.00	-15,608.00	-12,993.40	-1.80	-12,995.20	-2,612.80	-16.74%
101-100-3909200	INTERFUND TRANSFERS	0.00	-435,000.00	0.00	0.00	0.00	-435,000.00	-100.00%
101-100-3909300	FIXED ASSET DISPOSITION	0.00	-500,000.00	-23,451.00	0.00	-23,451.00	-476,549.00	-95.31%
101-100-3909500	OTHER GOVERNMENT AGENCIES	0.00	-18,500.00	-16,750.00	0.00	-16,750.00	-1,750.00	-9.46%
Revenue Totals:		0.00	-32,578,254.00	-13,728,027.80	-890,995.86	-14,619,023.66	-17,959,230.34	-55.13%
Expense								
101-100-5104450	SALARIES/WAGES	0.00	2,698,600.00	1,961,865.78	276,731.49	2,238,597.27	460,002.73	17.05%
101-100-5104500	OFFICE OVERTIME	0.00	1,000.00	0.00	0.00	0.00	1,000.00	100.00%
101-100-5104550	FIELD OVERTIME	0.00	20,000.00	11,183.06	2,398.26	13,581.32	6,418.68	32.09%
101-100-5104600	ON CALL DUTY	-79.80	75,000.00	57,204.04	8,335.99	65,540.03	9,539.77	12.72%
101-100-5104610	WATER CERTIFICATIONS	0.00	16,000.00	12,689.42	1,764.34	14,453.76	1,546.24	9.66%
101-100-5104620	EMPLOYEE BONUS	0.00	1,000.00	0.00	0.00	0.00	1,000.00	100.00%
101-100-5104630	MARKET BASED WAGE ADJUST	0.00	15,000.00	0.00	0.00	0.00	15,000.00	100.00%
101-100-5104800	SOCIAL SECURITY	0.00	163,000.00	123,619.17	17,797.72	141,416.89	21,583.11	13.24%
101-100-5104810	MEDICARE	0.00	38,000.00	29,074.83	4,162.36	33,237.19	4,762.81	12.53%
101-100-5104820	UNEMPLOYMENT INSURANCE	0.00	2,500.00	1,640.66	252.47	1,893.13	606.87	24.27%
101-100-5104830	TRI-MET	0.00	21,300.00	16,787.77	2,376.45	19,164.22	2,135.78	10.03%
101-100-5104840	WORKERS COMPENSATION	0.00	26,500.00	29,052.14	1.45	29,053.59	-2,553.59	-9.64%
101-100-5104900	EMPLOYEE'S RETIREMENT	0.00	767,000.00	556,956.21	81,923.67	638,879.88	128,120.12	16.70%
101-100-5104920	EMPLOYEE INSURANCE EXPENS	0.00	665,000.00	509,577.31	45,677.07	555,254.38	109,745.62	16.50%
101-100-5104930	PAID LEAVE OREGON	0.00	10,500.00	752.30	1,167.41	1,919.71	8,580.29	81.72%
101-100-5205010	WATER PURCHASES	0.00	3,925,195.00	3,191,377.49	374,235.16	3,565,612.65	359,582.35	9.16%

Detail vs Budget Report
Date Range: 05/01/2025 - 05/31/2025

Account	Name	Encumbrances	Fiscal Budget	Beginning Balance	Total Activity	Ending Balance	Budget Remaining	% Remaining
101-100-5205110	CONTRACT SERVICES	-11,121.10	170,675.00	130,296.42	16,876.15	147,172.57	34,623.53	20.29%
101-100-5205120	TECHNICAL & CONSULTING	0.00	30,000.00	7,925.00	0.00	7,925.00	22,075.00	73.58%
101-100-5205130	AUDITING	0.00	24,500.00	0.00	25,950.00	25,950.00	-1,450.00	-5.92%
101-100-5205140	LEGAL SERVICES	0.00	100,000.00	7,156.45	0.00	7,156.45	92,843.55	92.84%
101-100-5205210	TELEPHONE	-392.05	46,480.00	33,190.89	3,560.85	36,751.74	10,120.31	21.77%
101-100-5205220	SEWER/STORM WATER	0.00	15,000.00	13,815.69	3,033.13	16,848.82	-1,848.82	-12.33%
101-100-5205230	HEATING/ELECTRICITY	0.00	25,000.00	23,590.32	1,681.01	25,271.33	-271.33	-1.09%
101-100-5205310	ENGINEERING SUPPLIES	0.00	1,500.00	72.85	0.00	72.85	1,427.15	95.14%
101-100-5205320	OFFICE SUPPLIES	8,577.80	36,500.00	30,839.70	3,673.62	34,513.32	-6,591.12	-18.06%
101-100-5205330	POSTAGE	442.89	49,850.00	38,379.44	3,503.27	41,882.71	7,524.40	15.09%
101-100-5205410	CONSERVATION	-23.69	50,350.00	12,566.05	14,179.53	26,745.58	23,628.11	46.93%
101-100-5205420	ELECTIONS/LEGAL ADVERTISE	-507.06	3,000.00	1,094.76	716.69	1,811.45	1,695.61	56.52%
101-100-5205430	INSURANCE-GENERAL	0.00	139,000.00	115,270.84	13,133.16	128,404.00	10,596.00	7.62%
101-100-5205440	SAFETY GEAR & EQUIPMENT	-242.96	20,000.00	16,597.88	1,961.88	18,559.76	1,683.20	8.42%
101-100-5205450	TRAINING & EDUCATION	7,103.58	46,000.00	33,259.98	888.01	34,147.99	4,748.43	10.32%
101-100-5205460	DUES/LICENSES/SUBSCRIPTNS	316.00	103,000.00	85,763.80	2,820.47	88,584.27	14,099.73	13.69%
101-100-5205470	OFFICE EQUIPMENT	-68.59	2,000.00	1,739.00	68.59	1,807.59	261.00	13.05%
101-100-5205510	COMPUTER/OFFICE EQUIPMENT	33.82	10,000.00	7,298.27	116.00	7,414.27	2,551.91	25.52%
101-100-5205520	BLDG/GROUNDS MAINTENANCE	-9,430.08	86,000.00	82,992.99	12,017.23	95,010.22	419.86	0.49%
101-100-5205530	SHOP EQUIPMENT MAINT	59.99	10,000.00	7,877.19	95.79	7,972.98	1,967.03	19.67%
101-100-5205540	VEHICLE MAINTENANCE	749.76	35,000.00	39,573.92	893.99	40,467.91	-6,217.67	-17.76%
101-100-5205550	TIRES	0.00	10,000.00	8,748.30	0.00	8,748.30	1,251.70	12.52%
101-100-5205560	GAS/LUBRICANTS & DISPOSAL	-18.98	45,000.00	35,093.98	2,594.02	37,688.00	7,330.98	16.29%
101-100-5205570	SMALL EQUIPMENT/TOOLS	91.33	20,000.00	13,011.45	5,787.13	18,798.58	1,110.09	5.55%
101-100-5205610	UTILITY OPERATING SUPPLY	-7,101.74	300,000.00	40,485.83	118,555.53	159,041.36	148,060.38	49.35%
101-100-5205620	WATER SAMPLES/TESTING	2,000.00	54,000.00	31,896.93	9,072.80	40,969.73	11,030.27	20.43%
101-100-5205625	WATER QUALITY & NOTICES	0.00	9,500.00	0.00	0.00	0.00	9,500.00	100.00%
101-100-5205630	RESERVOIR MAINTENANCE	-118.50	30,000.00	5,544.68	2,416.12	7,960.80	22,157.70	73.86%
101-100-5205640	METER MAINTENANCE	-140.00	5,000.00	9,262.48	140.00	9,402.48	-4,262.48	-85.25%
101-100-5205650	HYDRANT MAINTENANCE	0.00	5,000.00	969.68	0.00	969.68	4,030.32	80.61%
101-100-5205660	TELEMETRY	0.00	15,200.00	6,230.23	536.66	6,766.89	8,433.11	55.48%
101-100-5205670	PUMPING	0.00	75,000.00	37,548.10	2,899.61	40,447.71	34,552.29	46.07%
101-100-5205710	BOARD MEETING FEES	0.00	4,000.00	3,300.00	200.00	3,500.00	500.00	12.50%
101-100-5205720	DIRECTORS' EXPENSE	-1,530.55	24,000.00	7,361.66	5,003.82	12,365.48	13,165.07	54.85%
101-100-5205730	MANAGER'S EXPENSE	1,093.05	10,000.00	13,458.77	377.33	13,836.10	-4,929.15	-49.29%
101-100-5205740	GENERAL OFFICE	0.00	181,500.00	273,138.51	42,409.19	315,547.70	-134,047.70	-73.86%
101-100-5205760	BAD DEBT EXPENSE	-121.51	40,000.00	585.27	121.51	706.78	39,414.73	98.54%
101-100-5205770	GRESHAM UTILITY TAX	0.00	480,833.00	355,775.96	0.00	355,775.96	125,057.04	26.01%
101-100-5205780	PORTLAND UTILITY TAX	0.00	220,140.00	175,311.20	0.00	175,311.20	44,828.80	20.36%
101-100-5205790	FAIRVIEW UTILITY TAX	0.00	15,757.00	10,521.27	0.00	10,521.27	5,235.73	33.23%
101-100-5205800	CUSTOMER ASSISTANCE	0.00	60,000.00	29,385.00	3,800.00	33,185.00	26,815.00	44.69%
101-100-5205820	TAXES & ASSESSMENTS	0.00	7,000.00	6,415.54	0.00	6,415.54	584.46	8.35%
101-100-5406010	WATER SYSTEM	0.00	1,025,000.00	968,789.48	39,568.75	1,008,358.23	16,641.77	1.62%
101-100-5406020	NEW SERVICES	4,006.13	65,000.00	72,743.91	1,500.14	74,244.05	-13,250.18	-20.38%

Detail vs Budget Report

Date Range: 05/01/2025 - 05/31/2025

Account	Name	Encumbrances	Fiscal Budget	Beginning Balance	Total Activity	Ending Balance	Budget Remaining	% Remaining
101-100-5406030	METER UPGRADES	0.00	1,000.00	0.00	0.00	0.00	1,000.00	100.00%
101-100-5406110	METER EQUIPMENT	0.00	56,000.00	35,424.00	0.00	35,424.00	20,576.00	36.74%
101-100-5406120	SHOP EQUIPMENT	0.00	8,000.00	214.98	0.00	214.98	7,785.02	97.31%
101-100-5406130	AUTOMOTIVE EQUIPMENT	0.00	497,000.00	426,797.95	0.00	426,797.95	70,202.05	14.13%
101-100-5406140	COMPUTER/OFFICE EQUIP	0.00	17,500.00	0.00	0.00	0.00	17,500.00	100.00%
101-100-5406210	BUILDINGS	0.00	80,000.00	36,834.94	0.00	36,834.94	43,165.06	53.96%
101-100-5406220	LAND	0.00	500,000.00	0.00	0.00	0.00	500,000.00	100.00%
101-100-5607110	TRANSFER TO OTHER FUND	0.00	2,515,188.00	0.00	0.00	0.00	2,515,188.00	100.00%
101-100-5707210	CONTINGENCY	0.00	1,630,000.00	0.00	0.00	0.00	1,630,000.00	100.00%
Expense Totals:		-6,422.26	17,456,068.00	9,795,931.72	1,156,975.82	10,952,907.54	6,509,582.72	37.29%
101 - GENERAL FUND Totals:		-6,422.26	-15,122,186.00	-3,932,096.08	265,979.96	-3,666,116.12	-11,449,647.62	
201 - SDC FUND-REIMBURSEMENT								
Revenue								
201-100-3010101	BEGINNING FUND BALANCE	0.00	-658,315.00	0.00	0.00	0.00	-658,315.00	-100.00%
201-100-3404500	SYSTEM DEVELOPMENT FEES	0.00	-250,000.00	-237,635.86	-20,163.22	-257,799.08	7,799.08	3.12%
201-100-3505100	INTEREST INCOME	0.00	-10,000.00	-97,405.35	-9,349.27	-106,754.62	96,754.62	967.55%
Revenue Totals:		0.00	-918,315.00	-335,041.21	-29,512.49	-364,553.70	-553,761.30	-60.30%
Expense								
201-100-5607110	TRANSFER TO OTHER FUND	0.00	300,000.00	0.00	0.00	0.00	300,000.00	100.00%
Expense Totals:		0.00	300,000.00	0.00	0.00	0.00	300,000.00	100.00%
201 - SDC FUND-REIMBURSEMENT Totals:		0.00	-618,315.00	-335,041.21	-29,512.49	-364,553.70	-253,761.30	
202 - SDC FUND-IMPROVEMENT								
Revenue								
202-100-3010101	BEGINNING FUND BALANCE	0.00	-418,370.00	0.00	0.00	0.00	-418,370.00	-100.00%
202-100-3404500	SYSTEM DEVELOPMENT FEES	0.00	-80,000.00	-70,982.14	-6,022.78	-77,004.92	-2,995.08	-3.74%
202-100-3505100	INTEREST INCOME	0.00	-1,200.00	-19,780.94	-1,924.41	-21,705.35	20,505.35	1,708.78%
Revenue Totals:		0.00	-499,570.00	-90,763.08	-7,947.19	-98,710.27	-400,859.73	-80.24%
202 - SDC FUND-IMPROVEMENT Totals:		0.00	-499,570.00	-90,763.08	-7,947.19	-98,710.27	-400,859.73	-80.24%
401 - DEBT SERVICE FUND								
Revenue								
401-100-3909200	INTERFUND TRANSFERS	0.00	-2,115,188.00	0.00	0.00	0.00	-2,115,188.00	-100.00%
Revenue Totals:		0.00	-2,115,188.00	0.00	0.00	0.00	-2,115,188.00	-100.00%
Expense								
401-100-5507050	PAYMENTS ON FINANCING	0.00	1,436,350.00	0.00	0.00	0.00	1,436,350.00	100.00%
401-100-5507070	INTEREST EXPENSE	0.00	678,838.00	544,376.32	0.00	544,376.32	134,461.68	19.81%
Expense Totals:		0.00	2,115,188.00	544,376.32	0.00	544,376.32	1,570,811.68	74.26%
401 - DEBT SERVICE FUND Totals:		0.00	0.00	544,376.32	0.00	544,376.32	-544,376.32	
501 - GROUND WATER PRODUCTION								
Revenue								
501-100-3010101	BEGINNING FUND BALANCE	0.00	-44,728.00	0.00	0.00	0.00	-44,728.00	-100.00%

Detail vs Budget Report

Date Range: 05/01/2025 - 05/31/2025

Account	Name	Encumbrances	Fiscal Budget	Beginning Balance	Total Activity	Ending Balance	Budget Remaining	% Remaining
501-100-3909200	INTERFUND TRANSFERS	0.00	-400,000.00	0.00	0.00	0.00	-400,000.00	-100.00%
501-100-3909400	CITY OF GRESHAM	0.00	-500,000.00	-500,000.00	0.00	-500,000.00	0.00	0.00%
Revenue Totals:		0.00	-944,728.00	-500,000.00	0.00	-500,000.00	-444,728.00	-47.07%
Expense								
501-100-5205530	EQUIPMENT MAINTENANCE	-8,071.15	274,500.00	28,503.38	8,071.15	36,574.53	245,996.62	89.62%
501-100-5205610	OPERATING SUPPLIES	13,489.56	43,000.00	24,174.44	1,405.04	25,579.48	3,930.96	9.14%
501-100-5205615	WELLHEAD PROTECTION	0.00	70,000.00	70,000.00	0.00	70,000.00	0.00	0.00%
501-100-5205620	TESTING	0.00	9,000.00	8,297.99	0.00	8,297.99	702.01	7.80%
501-100-5205630	RESERVOIR MAINTENANCE	0.00	5,000.00	3,890.98	0.00	3,890.98	1,109.02	22.18%
501-100-5205670	PUMPING	0.00	400,000.00	250,991.72	7,457.84	258,449.56	141,550.44	35.39%
501-100-5607110	TRANSFER TO OTHER FUND	0.00	65,000.00	0.00	0.00	0.00	65,000.00	100.00%
Expense Totals:		5,418.41	866,500.00	385,858.51	16,934.03	402,792.54	458,289.05	52.89%
501 - GROUND WATER PRODUCTION Totals:		5,418.41	-78,228.00	-114,141.49	16,934.03	-97,207.46	13,561.05	
601 - GW CONSTRUCTION FUND								
Revenue								
601-100-3010101	BEGINNING FUND BALANCE	0.00	-9,651,239.00	0.00	0.00	0.00	-9,651,239.00	-100.00%
601-100-3909400	FINANCING PROCEEDS	0.00	-15,000,000.00	-6,482,310.80	-2,577,112.44	-9,059,423.24	-5,940,576.76	-39.60%
601-100-3909600	BOND PROCEEDS	0.00	-14,339,811.00	-21,262,370.32	0.00	-21,262,370.32	6,922,559.32	48.28%
601-100-3909650	WIFIA LOAN PROCEEDS	0.00	-34,656,000.00	-16,925,394.15	0.00	-16,925,394.15	-17,730,605.85	-51.16%
Revenue Totals:		0.00	-73,647,050.00	-44,670,075.27	-2,577,112.44	-47,247,187.71	-26,399,862.29	-35.85%
Expense								
601-100-5205110	CONTRACT SERVICES	0.00	240,000.00	333,794.95	0.00	333,794.95	-93,794.95	-39.08%
601-100-5205120	ENGINEERING SERVICES	-125,579.93	13,735,386.00	3,942,833.89	125,579.93	4,068,413.82	9,792,552.11	71.29%
601-100-5406035	GROUNDWATER CONSTRUCTION	-6,880,630.25	49,390,740.00	29,508,185.42	7,096,737.88	36,604,923.30	19,666,446.95	39.82%
601-100-5607110	TRANSFER TO OTHER FUND	0.00	140,000.00	0.00	0.00	0.00	140,000.00	100.00%
Expense Totals:		-7,006,210.18	63,506,126.00	33,784,814.26	7,222,317.81	41,007,132.07	29,505,204.11	46.46%
601 - GW CONSTRUCTION FUND Totals:		-7,006,210.18	-10,140,924.00	-10,885,261.01	4,645,205.37	-6,240,055.64	3,105,341.82	
Report Total:		-7,007,214.03	-26,459,223.00	-14,812,926.55	4,890,659.68	-9,922,266.87	-9,529,742.10	

Fund Summary

Fund	Encumbrances	Fiscal Budget	Beginning Balance	Total Activity	Ending Balance	Budget Remaining	% Remaining
101 - GENERAL FUND	-6,422.26	-15,122,186.00	-3,932,096.08	265,979.96	-3,666,116.12	-11,449,647.62	
201 - SDC FUND-REIMBURSEMENT	0.00	-618,315.00	-335,041.21	-29,512.49	-364,553.70	-253,761.30	
202 - SDC FUND-IMPROVEMENT	0.00	-499,570.00	-90,763.08	-7,947.19	-98,710.27	-400,859.73	-80.24%
401 - DEBT SERVICE FUND	0.00	0.00	544,376.32	0.00	544,376.32	-544,376.32	
501 - GROUND WATER PRODUCTION	5,418.41	-78,228.00	-114,141.49	16,934.03	-97,207.46	13,561.05	
601 - GW CONSTRUCTION FUND	-7,006,210.18	-10,140,924.00	-10,885,261.01	4,645,205.37	-6,240,055.64	3,105,341.82	
Report Total:	-7,007,214.03	-26,459,223.00	-14,812,926.55	4,890,659.68	-9,922,266.87	-9,529,742.10	

**ROCKWOOD WATER PEOPLE'S UTILITY DISTRICT
MINUTES, BUDGET COMMITTEE MEETING
APRIL 23, 2025**

Budget Committee members present: Larry Dixon, Christine Hollenbeck, Cori Johnson, Tom Lewis, Steve Okazaki, Colby Riley, Eric Cole, Catherine Nicewood, Chris Young, John Bildsoe.

Staff present: Kari Duncan, General Manager (GM); Andy Crocker, District Superintendent (DS); Cathy Middleton, Office Supervisor (OS); Jeremy Hudson, District Engineer (DE); Daniel Zimmerman, Senior Accountant (SA); Nyla Clark, Government Affairs Coordinator (GAC); Jeremy Hanson, Associate Engineer (AE); Joey Schlosser, Assistant Superintendent (AS); Jay Breen, Assistant Superintendent – Operations (ASO).

Guests present: None.

CALL TO ORDER BY PRESIDENT OF THE BOARD

Tom Lewis, President of the Board of Directors, called the Budget Committee meeting to order at 7:17 p.m.

APPROVAL OF AGENDA

President Lewis asked if there were any changes or additions to the agenda. There were no changes.

Colby Riley moved to approve the agenda. Cori Johnson seconded the motion. The motion was approved; none opposed.

ELECT BUDGET COMMITTEE OFFICERS

Nominations were opened for Chair, Vice Chair, and Secretary of the Budget Committee. Discussion ensued.

Eric Cole moved to approve a slate of Christine Hollenbeck for Chair, Catherine Nicewood for Vice Chair, and Chris Young for Secretary of the Budget Committee. Christine Hollenbeck seconded the motion. The nominations were approved; none opposed.

PRESIDENT OF THE BOARD DEFERS TO BUDGET COMMITTEE CHAIR

Board President, Lewis deferred to Budget Committee Chair, **Christine Hollenbeck**.

BUDGET COMMITTEE CHAIR DEFERS TO BUDGET OFFICER

Chair Hollenbeck then deferred to Budget Officer, **GM Duncan**, to deliver the Budget Message.

BUDGET OFFICER DELIVERS BUDGET MESSAGE - GM DUNCAN

GM Duncan delivered the budget message.

PUBLIC COMMENT

There was no public comment.

OVERVIEW OF BUDGET PACKET CONTENTS - BUDGET OFFICER, GM DUNCAN

GM Duncan gave a PowerPoint presentation outlining the budget drivers and areas of consideration for Fiscal Year (FY) 2025/2026.

DISCUSSION AND APPROVAL OF BUDGET ITEMS

GM Duncan answered questions and the group discussed the budget items.

Colby Riley moved to approve and recommend to the Board of Directors the proposed budget as discussed. Tom Lewis seconded the motion. The motion was approved; none opposed.

SCHEDULE NEXT BUDGET COMMITTEE MEETING (IF NECESSARY)

Chair Hollenbeck announced the May 14, 2025 Budget Committee meeting is not necessary and the next Budget Committee meeting will be during the June 25, 2025 Board of Directors' regular Board meeting to present the budget.

ADJOURNMENT

Tom Lewis moved to adjourn the meeting. Chris Young seconded the motion. The motion was approved; none opposed.

The meeting was adjourned at 9:31 p.m.

Respectfully submitted,

Chris Young
Budget Committee Secretary

**RESOLUTION ADOPTING BUDGET & MAKING APPROPRIATIONS
FOR THE FISCAL YEAR COMMENCING JULY 1, 2025
OF
ROCKWOOD WATER PEOPLE'S UTILITY DISTRICT
MULTNOMAH COUNTY, OREGON**

NOW, THEREFORE, IT IS HEREBY

RESOLVED, the Rockwood Water People's Utility District Board of Directors hereby adopts the Budget as approved by the Board of Directors of Rockwood Water on June 25, 2025. The Budget document is now on file in the office of Rockwood Water PUD, a copy of which said Budget is attached hereto and by this reference made a part hereof, and,

FURTHER RESOLVED, that the Board of Directors of Rockwood Water People's Utility District hereby appropriates the following amounts for expenditure within the fund and for the purposes shown:

GENERAL FUND

Personal Services	4,506,442
Material & Services	7,965,304
Capital Outlay	2,159,000
Transfer to Other Fund(s)	4,454,126
Contingency	1,870,000
Total Appropriations	19,429,872
Ending Fund Balance	16,307,922
Total Requirements	35,737,794

SDC FUND - REIMBURSEMENT

Transfer to General Fund	300,000
Total Appropriations	300,000
Ending Fund Balance	618,616
Total Requirements	918,616

SDC FUND - IMPROVEMENT

Transfer to General Fund	0
Total Appropriations	0
Ending Fund Balance	586,411
Total Requirements	586,411

DEBT RESERVE FUND

Reserve Required	0
Total Appropriations	0
Ending Fund Balance	0
Total Requirements	0

DEBT SERVICE FUND

Payment on Financing	3,454,126
Total Appropriations	3,454,126
Ending Fund Balance	0
Total Requirements	3,454,126

GROUNDWATER PRODUCTION FUND

Material & Services	1,025,000
Transfers	150,000
Total Appropriations	1,175,000
Ending Fund Balance	578,605
Total Requirements	1,753,605

GROUNDWATER CONSTRUCTION FUND

Material & Services	22,698,550
Transfers	0
Total Appropriations	22,698,550
Ending Fund Balance	947,814
Total Requirements	23,646,364

ADOPTED BY THE BOARD OF DIRECTORS JUNE 25, 2025

Tom Lewis, President
Rockwood Water People's Utility District

Larry Dixon, Treasurer
Rockwood Water People's Utility District

ROCKWOOD WATER PEOPLE'S UTILITY DISTRICT
RESOLUTION NO. RWPUD 24/25-006

A Resolution Establishing Fees and Charges for
the Provision of Water; Declaring Effective Date;
and Other Matters Relating Thereto

WHEREAS, at the regular meeting held by the Board of Directors of the Rockwood Water People's Utility District on June 25, 2025, for the purpose of considering an increase in the rates and related charges to be paid for the purchase of water from the District; and

WHEREAS, the Board considered the issue at a duly noticed and called regular meeting and provided opportunity for public comment; and

WHEREAS, pursuant to ORS 261.465, the recommendations of the Administrative Staff of the District and the testimony heard, received and considered by the Board, the Board of Directors finds that:

1. The District provides its water supply for distribution within the District from the City of Portland, Oregon, as well as its own sources; and
2. The Board of Directors accepts and approves the recommendation of its Administrative Staff that the rates and charges should be adjusted in accordance with the staff written recommendation; and
3. It is necessary to adopt the rates for water purchased from the District and related rates and charges in accordance with the Schedule of Rates set forth on Exhibit A, attached hereto and incorporated by reference, in order to provide funds to cover the cost of operating the District, expand the District's groundwater supply, and to account for water purchased from the City of Portland by the District; and being fully advised,

BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE ROCKWOOD WATER PEOPLE'S UTILITY DISTRICT THAT:

Section 1: For billing statements generated on or after July 1, 2025, the rates and charges shown in Exhibit A, attached hereto and by this reference, incorporated herein, shall be adopted by the District, and charged to its users.

Section 2: The Secretary of the District be, and hereby is, authorized and instructed to post a copy of this Resolution in a public and conspicuous place at the office of the District.

INTRODUCED AND ADOPTED THIS 25th day of June 2025.

ROCKWOOD WATER PEOPLES' UTILITY DISTRICT

By: _____
Tom Lewis, President

By: _____
Colby Riley, Secretary

CHARGES AND FEES
EFFECTIVE JULY 1, 2024 ~~2025~~

Late Notice	\$10.00
48-Hour Door Hanger	20.00
Turn Meter Off for Nonpayment	30.40
Turn Meter on weekdays (4:30 p.m. - 5:00 p.m.)	15.00
Pull Meter/Reinstall	69.16 \$72.27
Move in/Found on Meter	34.58 \$36.14
Broken Curb Stop	138.25 \$144.47
Dishonored Payment	34.58 \$36.14
Cut off at Main	Time and Materials
Broken Lock	30.39 \$33.35
Inspection (turn off/on)	34.58 \$36.14
Repeat Service Calls	34.58 \$36.14
Nonemergency turn on outside of normal working hours	124.45 \$130.05
Backflow Fee	1.48 \$1.55/month
Meter Testing Fee* (at customer site) 1.5" and Over	260.43 \$272.15
Meter Testing Fee* (at Meter Shop) 5/8"	340.34 \$355.66
3/4"	379.14 \$396.20
1"	440.24 \$460.05
	*If meter is not reading accurately per AWWA standards, no fee is charged.
Set-up Fee – New Account	52.00 \$54.34
Late Payment Charge	Bills issued to vendors by District which remain unpaid for over 30 days may be subject to a Late Payment Charge of 1.5% and compounded monthly on the unpaid balance.
Contract Backflow Test	At Cost
Hydrant Use Permit	1 month – 33.16 \$34.65 2 - 6 months – 66.31 \$69.29 7 - 12 months – 132.64 \$138.61
Credit Card Use	Credit cards may be used by District customers to pay for all District related transactions. Credit card use over \$5,000 will be subject to a 5% surcharge fee.
Fines for Unpermitted Hydrant Use	First Offense - 175.00* Second Offense - 350.00 Third Offense - 600.00 *This may be waived if arrangements are made with the District within 24 hours of notice of violation.
Additional labor, material and equipment charges may be assessed for special circumstances	

(i.e., meters in vault, safety and security issues, counting coins, etc.)

DEPOSITS

The minimum amount of deposit is fifty dollars (\$50). A greater deposit is required on accounts where the usage is known to be higher than a single family dwelling, such as an apartment complex or industrial user. A greater deposit may also be required if there is a high usage history of six months or longer.

The deposit shall be calculated as follows: Three to six (3 - 6) bimonthly bills are averaged, and that amount is multiplied by 1.75. The amount is rounded to the nearest five dollars (\$5). The basis for this calculation is that by the time an account has been terminated for non-payment, one (1) entire billing period and three-quarters (3/4) of the next billing period have passed without payment.

PRIVILEGE TAX

PRIVILEGE TAX		
City of Portland	Effective 8/15/94	5.2635%
City of Fairview	Effective 7/1/00	5%
City of Gresham	Effective 7/1/03	5%

CURRENT WATER RATES
Effective July 1, 2024-2025

METER CHARGE (bi-monthly by meter size):	
Size in Inches	Charge
5/8	\$30.96 32.61
3/4	\$46.46 48.94
1	\$77.43 81.54
1 1/2	\$154.77 163.00
2	\$247.63 260.81
3	\$541.73 570.54
4	\$928.63 978.04
6	\$1,934.59 2,037.52
8	\$2,785.81 2,934.01
10	\$4,488.21 4,726.98
Fire meters charged 5/8 inch meter size rate.	
Partial billing periods are prorated.	
Two (or three) separate buildings on the same meter (2-user or 3-user) shall be charged twice (or three times) the meter charge.	

WATER CHARGE:
Rate per 100 cf (one hundred cubic feet): \$3.52 3.66
Users outside the District pay a fifty percent (50%) surcharge for water.



Rockwood Water
People's Utility District

19601 NE Halsey Street
Portland, OR 97230
503-665-4179 - Phone
503-667-5108 - Fax
www.rwpud.org

MEMORANDUM

To: Board of Directors

From: Kari Duncan, General Manager, Jeremy Hudson, District Engineer

Date: June 18, 2025

Re: Water System Master Plan Executive Summary

The District Master Plan was distributed on June 5th for review and discussion at the June 25th Board meeting. Key elements of the plan are summarized below:

Groundwater Development Projects are incorporated into the 2025 Master Plan. This addresses the major source-water transition that the District is currently undergoing as it moves from its wholesale supply contract to a 100% treated Groundwater supply.

Glendoveer Pressure Zone expansion: The Glendoveer pressure zone will be expanded as part of the Groundwater projects. The Master Plan includes details on this expansion, and the changes that it entails.

New Capital Improvement Plan (CIP) Schedule: The CIP is included in the Master Plan and has projected costs and a priority list for future capital projects. The CIP includes the replacement of older steel pipe, and the upsizing of smaller diameter pipe for larger pipe in areas that need larger capacity to meet current or future fire flow requirements. The fire flow requirements represent a significant change from the 2013 Master Plan, as a recommendation for 6" pipe diameters to be replaced by 8" or larger pipe in some areas has been made to meet fire flow needs. The CIP costs presented in the Master Plan will be incorporated into future water rate models.

Seismic and Hazard Analysis: A new requirement of Master Plans in Oregon is to include a seismic or hazard analysis as part of the plan. This assessment is included in Chapter 8.

Staff will be prepared to answer questions about the plan at the Board meeting.

A copy of the Master Plan is available for review at:
rwpud.org/board-agendas-and-minutes/



Rockwood Water
People's Utility District

19601 NE Halsey Street
Portland, OR 97230-7430
503-665-4179 - Phone
503-667-5108 - Fax
www.rwpud.org

MEMORANDUM

To: Board of Directors

From: Kari Duncan, General Manager

Date: June 20, 2025

Re: Collective Bargaining Agreement

The current, three-year Collective Bargaining Agreement (CBA) expires June 30, 2025. Management and the Union have held several bargaining sessions and have discussed the key topics of interest to the Union and Management related to the CBA. Management and The Union have come to an agreement on the proposed three-year CBA, that, it approved by the Board will be in effect from July 1, 2025, through June 30, 2028.

During this bargaining session, the Union focused on a single top priority request which was to allow staff to work a 4 day, 10-hour schedule with the District closed on Fridays. Management supports a trial period for this schedule, and has included language in the CBA which is described below.

In order of the articles, below is a summary of the proposed updates to the CBA in order of their appearance in the contract. Attached are memos from the Field and Customer Service departments that include the results of the “brainstorm for impacts” meetings that District departments held based on feedback from the Board related to the 4x10 schedule. Also attached is a redline version of the articles in the CBA that have proposed changes, and a full clean copy of the new proposed CBA, for a three-year contract term of July 1, 2025 – June 30, 2028.

Summary of Proposed Changes:

Article 3: Union Membership and Dues Collection:

Clean up language to reflect actual practice related to how the union notifies management to deduct dues from a Union members paycheck.

Article 6: Hiring, Job Classifications, Vacancies, Assignments, and Trial Periods:

Updates to job titles and positions at the District. Includes the “Water Worker” and “Water Operator” job series that had been proposed by Management and agreed to by the Union in 2022.

Article 7: Probationary Period, Article 9 Voluntary Termination Procedure and Article 15 Grievance Procedure (all three articles have the same changes below):

Updated language in these three articles related to notification periods by changing “10 calendar days excluding Saturdays, Sundays and holidays” to “fourteen (14) calendar days.” This update appears in several places through the union contract in order to avoid ambiguous language related to an 8-hour versus a 10-hour working day.

Article 10: Workday, Workweek and Timekeeping:

Includes the following language to allow a trial period for a 4 x 10-hour work week. Will allow for this to become the District’s regular schedule if the trial period is successful and it is determined that the positive outcomes outweigh the negative impacts. Steps will be taken to notify customers of the change in schedule, including a direct postcard mailed to all customers. Although a specific date to begin this schedule has not been made official, pending review and feedback by the Board Management believes that this can be started as soon as August 1, 2025. The proposed hours of work are Monday through Thursday, 7:00AM – 5:30 PM.

“Management and Union agree to adopt the 4x10 hour workweek for all employees at the District on a trial basis beginning at a mutually agreed upon date. The schedule will be evaluated after one (1) full year of implementation. During the first year, quarterly check-ins will be conducted between Management and Union representatives to review feedback and address any operational or employee concerns. At the conclusion of the one-year trial, either Management or the Union may elect to exit the 4x10 schedule. If this occurs, employees will return to their prior assigned work schedules that were in effect before the beginning of the trial period, unless a different schedule is mutually agreed upon.” (Page 12)

Article 11: Wages, Overtime, and Other Compensation:

11.1 Wages:

Updates the annual cost of living adjustment to be based on the Consumer Price Index for Western States (CPI-W) for the previous calendar year, with a minimum of 2.0% and a maximum of 4.0% for each year. For example, if the CPI-W for 2025 is 5%, then the wage increase would be 4.0%, due to the cap. If the CPI-W was 1.5%, then the wage increase would be 2.0%, due to the low limit cap.

11.5: Certification Pay:

Updates certification pay to allow a \$0.25 per hour pay for each Oregon Water Distribution and Water Treatment license held by an employee. The pay is additive, so if an employee had three total certifications (WD1, WD2, WT1) they would be paid an additional \$0.75 per hour. This does not result in an increase to the current certification pay for Distribution licenses, but it simplifies the process, and also allows staff to be paid for an Oregon Water Treatment certification, which may be needed as the new Groundwater Treatment Plants come into operation.

11.5: Safety Officer Pay:

Adds a 3% pay differential for the acting Safety officer that holds a current 30 hour OSHA certification.

11.7: Night Work Pay:

Adds a 10% pay differential for work performed between 7PM and 5AM.

11.9: On Call Duty

The shift to the 4 x 10-hour schedule resulted in minor adjustments to the on-call schedule, which is updated in the current CBA. This includes shorter week-day on call times to adjust for the longer 10-hour work day, and the addition of Fridays to the weekend on call. Note that when the District office is closed, there are always two employees, a Field employee and a Water Operator on call at all times.

Article 18: Holidays:

The change to a 10-hour work-day has an impact on Holidays. The District currently has 11 x 8-hour holidays plus 1 x 8-hour personal Holiday, for a total of 96 Hours of Holiday Pay annually. The goal of the change was to maintain the same number of total holiday hours. Two holidays, the Day after Thanksgiving and Veterans Day were removed, and the 16 hours from these two holidays, plus two hours from the personal holiday were reallocated to the remaining 9 holidays in order to pay each employee 10 hours per holiday.

There is also language updating to state that when a holiday falls on a Friday or Saturday, it would be observed on the preceding Thursday.

Article 20.3: Long-Term and Short Term Disability Insurance:

Removes the Short-Term Disability Insurance. This will save the District approximately \$12,000 per year, and is expected to have a minimal impact on employees because the new Paid Leave Oregon plan provides a similar benefit as this insurance.

Appendix A:

Updates wage schedule with currently budgeted wages.

The updated language has been approved by the Union Membership and is recommended by the Management Bargaining Team to the Board for approval.

Enclosed:

4 x 10 Field Impacts memo (Andy Crocker and team)
4 x 10 Office Impacts memo (Cathy Middleton and team)
Redline Articles updated in the proposed 2025-2028 CBA
Clean copy of full proposed 2025-2028 CBA

4 x 10 Schedule Field Impacts and Solutions

On-Call Hours & Coverage

Current Process:

- On-call schedules are created in advance for planning purposes.
- One employee takes the on-call phone home Friday evening and remains on call until Monday morning, covering emergencies including main breaks, service line leaks, hydrant hits, and emergency locates.
- On-call responsibilities already include long 3-day weekends when holidays fall on a Friday or Monday.

Under 4x10 Schedule:

- **Additional Day of On-Call:** Friday will now require full 24-hour coverage, extending on-call responsibilities to four nights instead of three.
- **Shift in Coordination:** Instead of Friday check-ins, field crews will now coordinate Thursday afternoon to ensure backup coverage and availability for the on-call employee.
- **No Customer Impact:** Emergency response standards will remain unchanged, crews will continue to respond promptly and effectively.
- **Improved Field Coverage:** The current flex schedule leaves half of the field crew off on Fridays; this change ensures no regular field work is scheduled on Fridays, improving consistency during the regular week.

Fall/Winter Daylight Constraints:

- Shorter daylight hours may reduce the number of productive field hours, particularly for outdoor excavation or site work.
- **Opportunity:** Non-daylight hours (early morning or late afternoon) will be used for:
 - Training and safety meetings
 - Stocking and organizing trucks
 - Prefabrication of parts or assemblies
 - Equipment cleaning, maintenance, and shop organization

- Completing documentation, work orders, maintenance logs, inventory

Spring/Summer Benefits:

- Extended daylight hours allow more work to be completed each day with fewer mobilizations.
- Longer availability window improves customer service and flexibility to complete jobs without returning another day.

After-Hours Leak and Emergency Response

Current Capabilities:

- Crews are fully equipped and trained to perform safe, effective night work:
 - Work trucks have interior, ground, and cabinet lighting
 - Excavators are fitted with powerful mounted lights
 - A 120K lumen LED light tower provides jobsite illumination

Considerations Moving Forward:

- **No change in night work practices.**
- **Optional equipment enhancements** such as an additional light tower or area lighting can be considered if demand increases.

Internal/Employee Considerations

- **Workday Adjustment:**
 - Shift increases from 9.5 to 10.5 hours (including lunch).
 - The additional time (4:30–5:30 PM) is considered a minor adjustment by field staff.
- **On-Call Expectations:**
 - One additional day of coverage (Friday) is a manageable extension.

- Regular Thursday check-ins will help anticipate support needs or concerns.
- **Extra Day Off:**
 - The consistent 3-day weekend is viewed positively, supporting work-life balance, reducing burnout, and allowing personal or family appointments.

Safety Considerations

- Non-daylight work provides an opportunity to conduct low-risk tasks in a controlled environment, shop or office
- Weekly training, safety meetings, and tailgate briefings can be held without impacting field productivity.
- Check-ins and staffing reviews on Thursdays allow proactive management of safety concerns over the extended weekend.
- Existing after-hours lighting and equipment support safe emergency response.
- Reduces mobilization and traffic control risks one day a week

To: Board of Directors
From: Cathy Middleton, Office Supervisor
Date: June 4, 2025
Subject: Potential Impacts of Transitioning to a Four-Day, Ten-Hour Workweek

Overview

As we explore transitioning to a 4-day, 10-hour workweek (Monday–Thursday, 7:00 am–5:30 pm), it is important to assess how this schedule change may affect both customers and employees. Below is an outline of anticipated impacts, along with proposed mitigation strategies and communication plans.

1. Customer Impacts

a. Payment Window for Door Hangers and Offs

- **Current Process:** Door hangers are currently issued on Mondays and offs (shut offs) occur on Wednesdays. Customers have two business days to make payment for both occurrences.
- **Proposed Change:**
 - Move door hangers to Thursdays and offs to Tuesdays.
 - This adjustment provides:
 - For two business days (Thursday and Monday) to call or come into the office to pay and the three-day weekend to submit online payments (Friday–Sunday),
 - An additional hour from 7:00 – 8:00 am and an additional ½ hour from 5:00-5:30 pm to call in to make a payment or arrangements.
 - We propose a one-time waiver of non-emergency fees for non-emergency calls on Fridays.
 - We will stagger lunch breaks between 12:00 –1:00 pm which will restore lunchtime availability and maintain our two employees' rule.

b. Office Hours & Coverage

- **Expanded Monday–Thursday Coverage:**
 - Employees will be at the office longer allowing customers more opportunities to walk in or call in and discuss issues with them.

Reduced Customer Access on Fridays

- **On-Call Coverage:**

- Maintain a rotating on-call schedule every Friday to address emergencies or critical customer issues.

- **Self-Service Promotion:**

- Update our website with clear instructions on online payment, automated phone system options, and “text-to-pay” services.
- Encourage customers to use these tools on Fridays when the physical office is closed.

d. Communicating Schedule Changes

- **Postcards:** Send a one-time mass mailing to all customers announcing new hours. This ensures timely and uniform notification separate from billing inserts.
- **Website and Social Media Updates:** Display new office hours on our homepage and social channels

c. Measuring Effectiveness

- **Call/Walk-In Volume:** Track customer contacts between 7:00–8:00 am and 5:00–5:30 pm (Monday–Thursday).
- **Missed Calls on Fridays:** Record and analyze abandoned calls on Fridays to determine if customers have trouble reaching us with the shorter workweek.
- **Quarterly Review:** Convene quarterly to evaluate these metrics, discuss customer feedback, and implement corrective actions as needed.
- ---

2. Internal Impacts (Employee Considerations)

a. Employee Fatigue & Well-Being

- **Ergonomic Recommendations:**

- Provide guidance on proper chair/monitor height, keyboard placement, and lighting to reduce strain during ten-hour days.
- Encourage employees to stand or take a short walk once every hour.

- **Screen-Time Best Practices (20-20-20 Rule):**

- Advocate for a 20-second break every 20 minutes to look at an object at least 20 feet away, alleviating eye strain.

- **Regular Check-Ins:**

- Supervisors will touch base with staff monthly to identify any signs of burnout or fatigue.

Conclusion

Switching to a four-day, ten-hour workweek promises enhanced customer convenience (longer response windows and extended online payment opportunities) and more focused coverage during peak hours. At the same time, it introduces potential challenges around Friday access and employee fatigue. Through proactive communication, robust tracking of customer interactions, an on-call support plan, and clear ergonomic guidelines, we aim to maximize benefits and mitigate risks.

COLLECTIVE BARGAINING AGREEMENT

By and Between

**ROCKWOOD WATER PEOPLE'S
UTILITY DISTRICT**

and

**ROCKWOOD WATER PEOPLE'S
UTILITY DISTRICT EMPLOYEES
LOCAL 350-8, AFSCME COUNCIL 75
AFL-CIO**

Effective July 1, ~~2022~~2025- June 30, ~~2025~~2028

ARTICLE 3

UNION MEMBERSHIP AND DUES COLLECTION

3.1 Dues. Employees may voluntarily choose whether or not to become members of the Union. Employees who choose to become Union members will have Union dues deducted from their paychecks, in accordance with the terms of the contract between the employee and the Union. ~~provided the Union member has provided the Employer with a signed paycheck deduction form.~~ Except to the extent superseded by Oregon law, the amount of dues payments are to be determined by the Union.

3.2 Dues Collection. An employee who chooses to become a union member is required to remit dues, fees, assessments, or any other payments or contributions to the Union may do so by signing an appropriate authorization for deduction form allowing the employer to withhold such monies from the employee's paycheck.

3.3 Remit to Union. The Employer agrees to remit any monies withheld under Section 3.3 to the Union on a monthly basis to the Union's Treasurer together with an itemized statement.

3.4 Indemnification. The Union will indemnify, defend and hold the Employer harmless against any claims made, and against any suit instituted, against the Employer as a result of any Employer action taken in compliance with this Article, excluding the costs of Employer's defense to enforce this indemnification provision which shall be the responsibility of the Employer. The Union and the Employer each agree to reimburse any monies paid or not paid in error within thirty (30) days of notification of such error.

ARTICLE 6

HIRING, JOB CLASSIFICATIONS, VACANCIES, ASSIGNMENTS, AND TRIAL PERIOD

6.1 Hiring. Except as required by Section 6.4 - Job Vacancies, the Employer will have the sole and exclusive right to hire any person from any source as an employee.

6.2 Job Classifications and Departments. Employer's established departments and bargaining unit job classifications as of the signing of this Agreement are:

Operations and Maintenance Department

~~Water Operations Specialist~~

Lead Person

Maintenance Mechanic

~~Water Operations Support Specialist~~

Meter Technician

~~Utility Worker II~~

Utility Worker I

Meter Reader

Operator 1

Operator 2

Operator in Training

Lead Operator

Water Worker 1

Water Worker 2

Water Worker in Training

Business and Customer Service Department

Customer Account Specialist I

~~Receptionist~~

Customer Account Specialist II

Lead Person

6.3 Changes in Classifications. Employer will have the right to unilaterally change, eliminate and/or establish job classifications and to determine any changes in wage schedules (or the initial wage schedule for any new classification), provided that no wage or wage schedule can be decreased until the Union has first had the opportunity to negotiate. Employer will notify the Union of these actions (or any proposed wages or wage schedule decrease) and, upon request, the parties will meet to negotiate the wages or wage schedule established (or proposed wages or wage schedule decrease) within 15 calendar days after the Union's receipt of the notification. If the parties do not reach agreement within 20 calendar days of that meeting, the Union may challenge the wages, wage schedule(s), or wage decrease by filing a grievance within five additional calendar days at Step 2 of the Grievance Procedure. If the grievance is ultimately referred to arbitration, the arbitrator selected to resolve the dispute shall have the authority to increase or decrease the wages, wage schedule(s), or wage decrease implemented by the Employer if he/she concludes there has been a substantial change in job duties or responsibilities. Nothing in this provision or Section 6.1 will in any way modify or

ARTICLE 7

PROBATIONARY PERIOD

7.1 Probationary Status.

7.1.1 All new employees, including any employees rehired after an absence of more than 12 months, will serve a six-calendar-month probationary period during which the employee may resign or be terminated without cause or notice and without access to the Grievance Procedure. This probationary period will automatically be extended by the number of calendar days (other than Saturdays, Sundays, and holidays) in excess of ten (10) (or 80 hours, whichever is less) the employee is unable to work, regardless of the reason or cause. The probationary period may be extended for a period not to exceed three (3) months by mutual agreement among the District, the Union, and the affected employee, as long as the provisions of 7.1.2 are met.

7.1.2 An employee will be subject to evaluation throughout the probationary period and will receive at least one written evaluation at about the midpoint of the probationary period and another at about the end of the period. No employee will be deemed to have successfully completed the probationary period (and, therefore, will not acquire “regular” status), regardless of whether the employee has satisfied Section 7.1.1, until he or she has received a satisfactory written evaluation upon completion of the period. An employee who has satisfied Section 7.1.1 will be deemed to have successfully completed the probationary period if Employer does not complete the evaluation within ~~ten~~ fourteen (~~10~~14) calendar days (~~excluding Saturdays, Sundays, and holidays~~) of the completion of the probationary period.

7.2 Regular Status. An employee will be classified as a “regular employee” upon successful completion of the probationary period.

ARTICLE 9

VOLUNTARY TERMINATION PROCEDURE

9.1 **Resignation.** An employee desiring to voluntarily separate from employment should give ~~ten fourteen~~ **(10-14)** calendar days' ~~(excluding Saturdays, Sundays, and holidays)~~ written notice to the District Manager prior to the proposed last day of work (which shall be identified). An employee providing such notice normally will be allowed to work the notice period, but Employer will have the right to provide any combination of pay and notice in lieu of accepting some or all of the notice.

9.2 **Retirement.** An employee desiring to retire from employment should give ~~ten fourteen~~ **(10-14)** calendar days' ~~(excluding Saturdays, Sundays, and holidays)~~ written notice, or such greater period as is possible under the circumstances, to the District Manager prior to the proposed last day of work (which shall be identified). An employee providing such notice normally will be allowed to work the notice period, but Employer will have the right to provide any combination of pay and notice in lieu of accepting some or all of the notice.

9.3 **Position Abandonment.** An employee who is absent from work for three (3) consecutive scheduled shifts without advance notice to the District Manager or the immediate supervisor will be considered to have abandoned the position, regardless of the employee's motivation or intent, unless the failure to notify was clearly beyond the employee's control. A notice of presumption of abandonment will be sent by certified mail to the last address reflected in the employee's personnel file within ~~ten fourteen~~ **(10-14)** calendar days thereafter.

ARTICLE 10

WORKDAY, WORKWEEK, AND TIMEKEEPING

10.1 **Hours of Operation.** Employer will determine the hours and days of normal operations in its sole discretion based upon such business considerations as it deems appropriate. Management and Union agree to adopt the 4x10 hour workweek for all employees at the District on a trial basis beginning at a mutually agreed upon date. The schedule will be evaluated after one (1) full year of implementation. During the first year, quarterly check-ins will be conducted between Management and Union representatives to review feedback and address any operational or employee concerns. At the conclusion of the one-year trial, either Management or the Union may elect to exit the 4x10 schedule. If this occurs, employees will return to their prior assigned work schedules that were in effect before the beginning of the trial period, unless a different schedule is mutually agreed upon.

10.2 **Daily/Weekly Work Schedules.** Subject to the provisions of Section 11.7, the normal workday for full-time employees will be ~~eight~~ **ten**-hours per day and 40 hours

per workweek, Monday through ~~Thursday~~ **Friday**, but it is understood that employees may be required to work longer hours on some days as well as to work and/or be on call other hours and/or days. The work week will begin at 12:01 a.m. Sunday and end at 12:00 p.m. Saturday. Employer may also implement an alternate work schedule with the same starting and stopping times on ~~four~~ **five** consecutive ~~10-8~~ hour shifts or a flexible work schedule varying the number of hours worked on a daily basis but not necessarily each day, and varying the number of days worked on a weekly basis, but not necessarily each week, provided that it does not conflict with federal and/or state wage and hour laws or cause Employer to incur overtime liability in any circumstances not otherwise required by this Agreement.

10.3 Hours of Work.

10.3.1 Employee Work Schedules. Employer may arrange weekly work schedules to accommodate the needs of the operation and will consider qualifications (“qualifications” will have the meaning specified in Section 6.3) and seniority (applied first on the basis of job classification) in assigning individual employees within a job classification to specific work schedules. Except in extraordinary or emergency circumstances, Employer will give the affected employees one calendar weeks’ notice of any changes. This provision will not apply to on-call scheduling which will solely be governed by Section 11.8.

One schedule option will be a biweekly schedule wherein an Employee works four (4) nine (9) hour days and one eight (8) hour day in one week, and four (4) nine (9) hours days with one day off in one week. The expectation is the day off is Friday or Monday at the discretion of management. However, considerations will be made for Employee’s schedules outside of work.

If the Employer agrees to appoint Employees to this schedule, the Employer will give employees at least two weeks of notice before making changes to the schedule in order to accommodate the biweekly nature of the schedule. If the Employer is unable to give two weeks of notice it will be subject to Article 11.10.

10.3.2 Meals and Breaks. All employees regularly scheduled to work four hours or more will receive an unpaid lunch period of at least 30 minutes, and one 15-minute paid rest period for each ~~four~~ **five** hours of work. The Employer will attempt to schedule the meal period as close as possible to the middle of the work shift.

10.4 Timekeeping. All employees will maintain and submit accurate records of hours worked on such forms or in such manner as Employer may require.

ARTICLE 11

WAGES, OVERTIME, AND OTHER COMPENSATION

11.1 Wages.

All represented employees on payroll will receive a wage increase based on the CPI-W index annual average from the previous calendar year, with a minimum of 2.0% and a maximum of ~~5.1~~ **4.0%** on July 1, ~~2022~~ **2025**; a minimum of 2.0% and a maximum of ~~5.2~~ **4.0%** on July 1, ~~2023~~ **2026** and a minimum of ~~2.5~~ **2.0%** and a maximum of ~~5.0~~ **4.0%** on July 1 ~~2024~~ **2027**.

The District will review market information and determine whether any employees in any classification will receive a step increase after July 1, ~~2022~~ **2025**. All step adjustments for the fiscal year will occur on the established anniversary date for any affected employee. The wage increase will be applied to the salary schedule

Regular step increases will be awarded upon receiving at least a rating of “average” on the annual performance evaluation. An employee who receives an evaluation below “average” automatically will receive another evaluation in 90 days. Upon receiving at least an “average” rating in that evaluation, the employee will receive the step increase effective as of the date of the latest evaluation. An employee who does not receive such a rating at that time may then challenge the evaluation under Article 15 and, if successful, will receive a wage increase which (in the arbitrator’s sole discretion) may be retroactive to the date of the latest evaluation.

11.2 Discretionary Wage Adjustments. Employer will have the right in its sole discretion to pay higher wages than those mandated by any provision of this Agreement. Employer will also have the right to return the employee to the employee’s wage rate prior to the granting of any discretionary wage adjustment for any lawful reason.

11.3 Promotional Wage Adjustments. An employee who is selected for a promotion will receive a wage increase. If the employee’s current wage rate is below the minimum of the higher class, it will be increased to the minimum or to the first step of the higher class which represents a wage increase. Step increase dates will be annual on the promotion date. “Promotion” refers to a position in a job classification carrying a higher maximum wage rate.

11.4 Other Wage Adjustments. An employee will receive a 5% wage increase for temporarily performing assigned work in any job classification carrying a higher maximum wage rate, provided the employee is directly replacing an employee in such a position and satisfactorily performs the full range of duties for eight or more full shifts. An employee assigned to perform work in a classification which carries a lower maximum wage rate will continue receiving his/her regular wage rate unless the assignment was requested by the employee, was made to avoid a layoff or reduction in hours, or was necessary to accommodate an employee’s disability or need for time off for religious purposes, in which event the employee’s wage rate will be reduced to the same step of the lower rated classification as the employee’s step in the regularly assigned classification.

11.5 Certification Pay. An employee in any job classification in which water ~~operator and back-flow~~ certification is required will receive ~~the following~~ \$0.25 per hour additional amount upon obtaining each certification. Certification pay is additive, \$0.25 will be added for each individual certification held. For example, WD-1 + WD-2 = \$0.25 + \$0.25 = \$0.50 per hour. Approved certifications are State of Oregon: WD 1, WD 2, WD 3, WD 4, WT 1, WT 2, WT 3, WT 4.

~~WD-1: 25 cents per hour per pay period.~~
~~WD-2: 50 cents per hour per pay period.~~
~~WD-3: \$60 per pay period.~~
~~WD-4: \$65 per pay period.~~

11.6 Safety Officer Pay. Management may designate one or two employees as Safety Officers each year. The Safety Officer must possess a 30-hour OSHA certification and be able to perform all duties required. The designated Safety Officer(s) will receive a 3% pay differential for performing the role for all hours worked during the year.

11.7 Night Work Pay. Employees required to work nights shall receive a 10% night work differential for time worked between the hours of 7 PM and 5 AM.

11.6 8 Overtime. An employee who works in excess of his or her scheduled work day will be credited with compensatory time or will be paid overtime at the rate of one and one-half his/her regular hourly rate for all such hours. Employer will determine the employee's preference as between compensatory time off or pay. An employee may accumulate up to 18 hours of compensatory time maximum. The compensatory time "bank" does not exceed 18 hours, does not expire, and can be carried over from year to year. Balance of time at separation from the District will be paid at the then-current hourly rate. All such weekly overtime must be authorized by the supervisor in advance. The work week for overtime purposes will be Monday through Friday; Saturday and Sunday will be overtime.

11.7 9 On-Call Duty.

a. Standby On-Call Duty:

There are two on-call shifts in a week: Monday at 5:30 p.m. to ~~Friday~~ Thursday at 8 7 a.m. (weekday shift) and ~~Friday~~ Thursday at 5:30 p.m. to Monday at 8 7:00 a.m. (weekend shift).

The on-call duty function during the weekday shift will be performed by the Meter Reader On/Off incumbent. In the event that an employee is unavailable to perform the function in any given week, a different employee will be assigned the function from a list established for that purpose. Such fill-in assignments will be distributed equitably and in turn among employees who sign up to be in the pool.

The weekday on-call employee ~~will~~ may take home a District vehicle, the value of which is subject to IRS regulations. The vehicle must be left at the District office during weekends and when the employee is on vacation.

The standby on-call person filling in for part of the weekday shift or on the weekend shift may take home a District vehicle, upon approved by the Superintendent. Personal vehicle mileage travelled during such on-call shifts will be reimbursed by the District at the then-current IRS-established rates.

Standby Pay is as follows:

13% of normal pay for all weekday hours on call, 15% of normal pay for all weekend hours.

b. Telemetry On-Call Duty:

There are two on-call shifts in a week: Monday at 5:30 p.m. to ~~Friday~~ Thursday at 8 ~~7~~ a.m (weekday shift) and ~~Friday~~ Thursday at 5:30 p.m. to Monday at 8 ~~7~~:00 a.m. (weekend shift).

The on-call duty function during the weekday shift will be performed by the ~~Water Operations Specialist Operator 1 & 2~~ incumbent.

In the event that employee is unavailable to perform the function in any given week, a different employee will be assigned the function from a list established for that purpose. Such fill-in assignments will be distributed equitably and in turn among qualified employees who sign up to be in the pool.

The on-call duty function during the weekend shift will be performed by an employee assigned from a list established for that purpose. Assignments will be distributed equitably and in turn among employees who sign up to be in the pool.

The telemetry on-call person (weekday shift and weekend shift) will not take home a District vehicle. Personal vehicle mileage travelled during telemetry on-call duty shifts will be reimbursed by the District at the then-current IRS-established rates.

Standby Pay is as follows:

13% of normal pay for all weekday hours on call, 15% of normal pay for all weekend hours on call.

c. Holiday On-Call Pay:

A premium of 10% will be added to the above-established rates of pay for any 24 hour holiday shift.

11.10 8 Call-Out Pay. An employee who is called out from home (or similar location) to begin work prior to his/her scheduled starting time or to return to work after completing his/her full regular shift will be paid or credited with compensatory time for the greater of two hours' pay at the employee's regular hourly rate or the actual hours worked at the appropriate straight-time or overtime rate (if the employee qualifies for overtime under some provision of Section 11.6). Employer will determine the employee's preference as between compensatory time off or pay, but the final decision will be within Employer's sole discretion.

This provision does not apply when the callback results in hours worked which are annexed consecutively to one or the other end of the employee's regularly scheduled working day or shift or to scheduled overtime.

11.11 9 No Duplication or Pyramiding. In any circumstances when an employee might qualify for overtime or premium pay under two or more provisions of this Article 11 and/or any of the other provisions of this Agreement, only the highest single rate will apply. In addition, under no circumstances will the same hours be counted twice, directly or indirectly, for any purpose, nor will overtime or other premiums be combined or pyramided.

11.10 Change in Work Schedule. Except in the circumstances authorized in Section 10.3.1, an employee whose regular work schedule is changed will receive overtime pay for those shifts which represent any lesser period of one calendar weeks' notice. On-call scheduling is excluded from this provision.

The bi-weekly schedule in 10.3.1 will require two weeks of notice. An employee whose regular work schedule is changed will receive overtime pay for those shifts which represent any lesser period of two calendar weeks of notice. On-call scheduling is excluded from this provision.

ARTICLE 12

PERFORMANCE EVALUATIONS

12.1 The Employer and the Union recognize their mutual goal and interest in attracting, developing, promoting, and retaining the best qualified employees for each position and in facilitating performance-related communications between Employer and employees covered by this Agreement. To accomplish these objectives, Employer shall conduct such periodic or other performance evaluations as it deems appropriate, but all employees will receive a formal performance evaluation at least annually. All formal performance evaluations will be in writing, and the employee will have the opportunity to discuss the evaluation and add whatever comments the employee deems appropriate. The employee shall sign and date the evaluation (but the signature will only establish that the employee has read the evaluation) and shall be offered a copy.

ARTICLE 13

SENIORITY

13.1 Seniority Date. Upon successful completion of the probationary period established in Article 7, an employee's most recent date of hire will become his/her official seniority date. If two or more employees have the same date, seniority order shall be established by a coin flip.

13.2 Use of Seniority. Seniority will be recognized as set forth in other provisions of this Agreement for purposes of filling job vacancies (Section 6.4), work schedules (Section 10.2), the use of earned comp time under Article 11, scheduling employees to work the

ARTICLE 15

GRIEVANCE PROCEDURE

15.1 Grievance Defined. For purposes of this Agreement, a “grievance” is defined as a complaint, dispute, or misunderstanding between an employee or the Union and Employer concerning the interpretation or application of specific provisions of this Agreement.

15.2 Grievance Forms. All grievances shall be submitted on a form furnished by the Union and shall clearly state the facts, the identity of the allegedly aggrieved employee(s), the specific provisions of the Agreement alleged to have been violated, and the requested remedy.

15.3 Procedures and Time Limits. Except as otherwise provided in this Agreement, all grievances will be submitted according to the following procedures and time limits:

Step 1: An employee who has unsuccessfully attempted to informally resolve a grievance may invoke this procedure by reducing the grievance to writing as provided in Section 15.2 and presenting it to the Office Manager (if an Office Department employee) or District Superintendent (if an Operations Department employee) within ~~10- 14~~ calendar days ~~excluding Saturdays, Sundays, and holidays~~, from the date on which the alleged violation of this Agreement occurred or a date the grievant with reasonable diligence could have acquired knowledge of the occurrence. The supervisor will respond within five calendar days (excluding Saturdays, Sundays, and holidays).

Step 2: If the grievance is not satisfactorily resolved at Step 1, the employee or the Union will have seven calendar days (excluding Saturdays, Sundays, and holidays) from the receipt of the Step 1 answer to appeal the grievance in writing to Employer’s District Manager. The District Manager may at his/her sole discretion, or as required by the Board of Directors, refer the grievance to the Board for its consideration. The District Manager or his/her designee will deliver a written answer to a Union representative within ~~10- 14~~ calendar days ~~(excluding Saturdays, Sundays, and holidays)~~ after the appeal is received. The answer will be final and binding on Employer, the Union, and all employees subject to this Agreement unless the Union exercises its rights at Step 3.

Step 3: If the grievance is not satisfactorily resolved by the Step 2 answer, the Union may refer any grievance arising during the term of this Agreement to arbitration by submitting its written request to the District Manager within ~~10- 14~~ calendar days ~~(excluding Saturdays, Sundays, and holidays)~~ after its receipt of the Step 2 answer.

15.4 Arbitration. Employer and the Union will attempt, within ~~10 14~~ calendar days of the receipt of the request for arbitration, to agree on a neutral arbitrator to hear

ARTICLE 18

HOLIDAYS

18.1 Eligible Employees. Regular full-time employees who are normally scheduled to work an average of at least 37.5 hours each week are eligible for paid holidays, provided the employee is on paid status for the employee's full scheduled work day immediately before and immediately after the day the holiday was observed.

18.2 Recognized Holidays. Employer will recognize ~~9~~ **11** holidays during the term of this Agreement on the date specified:

New Year's Day (January 1)
MLK Day (third Monday in January)
Presidents Day (third Monday in February)
Memorial Day (last Monday in May)
Juneteenth (June 19th)
Independence Day (July 4)
Labor Day (first Monday in September)
~~Veterans' Day (November 11)~~
Thanksgiving Day (fourth Thursday in November)
~~Day After Thanksgiving~~
Christmas Day (December 25)

Recognized holidays which fall on a ~~Friday or~~ Saturday normally will be observed the preceding ~~Friday~~ **Thursday**, while recognized holidays which fall on a Sunday normally will be observed the following Monday.

In addition to the ~~9-11~~ holidays listed above, all full time employees will receive **6 hours of one** personal holiday per fiscal year covered by this agreement. It may be used at the employee's discretion with supervisor approval. If the holiday is not used in any fiscal year, it goes away; it cannot be banked for future use.

18.3 Holiday Pay Rate. Eligible employees will receive ~~ten~~ **eight** hours' pay at their regular hourly rate. An employee who is scheduled or requested to work on the day any recognized holiday in Section 18.2 is observed will be credited with compensatory time at the rate of one and one-half times his/her regular hourly rate for all hours worked in addition to receiving holiday pay (if otherwise eligible) pursuant to Section 18.3. Employer will determine the employee's preference as between compensatory time off or pay and will compensate accordingly.

18.4 Holiday While on Paid Leave. Recognized holidays occurring during a period of paid leave will be charged as holiday leave.

18.5 Other Holidays. An employee who needs time off to observe other holidays, such as days of worship or commemoration, normally will be permitted to do so

period after the employee returns to work, until the health or other insurance premium amount paid by employer are repaid.

20.3 Long-Term ~~and Short-Term~~ Disability Insurance.

a. Eligibility. Employer agrees to provide ~~both~~ long-term ~~and short-term~~ insurance coverage for eligible full-time and part-time employees (other than temporary employees) who are normally scheduled to work at least 24 hours each week.

b. Coverage. Eligible employees desiring group long term ~~and short-term~~ insurance coverage must sign up for coverage during the periods allowed by the plan and for new employees coverage normally can be effective on the first day of the month following the date of hire.

c. Plans. Employer agrees to continue providing its existing group long-term ~~and short-term~~ insurance plans for eligible employees and at renewal to use its best efforts to obtain the same or substantially equal coverage. Paid Leave Oregon should be applied for simultaneously with Short-Term Disability. ~~PLO and short term disability will cover concurrently until PLO runs out at 12-14 weeks, and short term will continue up to 25 weeks.~~ Long term disability will cover after 25 weeks.

d. Premiums. Employer will pay 100% of the premium for employee coverage for eligible full-time employees and a prorated amount of the premium for eligible part-time employees. The proration will be based upon the relationship between the employee's normally scheduled weekly hours and full-time status (40 hours each week).

e. Disputes. All disputes, complaints, and questions, and any and all other issues arising out of or in any way connected with this plan, shall be exclusively resolved in accordance with the underlying plan procedures and ERISA and shall not be subject to Article 15 of this Agreement.

20.4 Term Life and Accidental Death Insurance. Employer will provide a \$50,000 group term life and accidental death and dismemberment insurance policy for all eligible regular full-time employees who normally work an average of at least 37.5 hours a week and qualify for coverage under the terms of the plan. Employer will attempt to obtain such term life insurance coverage through a policy which will also allow eligible employees to obtain additional coverage as well as coverage for the employee's legal spouse and dependents if they otherwise qualify, but all such optional coverage will be conditioned on the employee signing an appropriate authorization for deduction form allowing the full cost to be paid through regular payroll deductions. Coverage will then become effective upon the date established in the Plan.

20.5 Continuation of Benefits.

20.5.1 Statutory Rights. Employer will provide eligible employees

who lose group health insurance such continuation rights as are required by any applicable federal or state law.

20.5.2 On-the-Job Injuries. Employer will continue paying its share of the cost of group health (medical, dental, vision, and life) insurance for regular employees who are normally scheduled to work at least 37.5 hours a week for the balance of the month in which the employee suffers an accepted on-the-job injury (including any reinjury or aggravation) or illness, and for up to a cumulative total of five (5) additional month(s) in any twenty-four-(24-) month period regardless of the number of such injuries or illnesses, provided that the employee makes satisfactory arrangements to pay (or reimburse) Employer for the employee's share (if any) of such costs and/or any other optional coverages the employee wishes (and is eligible) to maintain during this period.

20.6 Labor/Management Benefits Committee

Employer and Union ~~will~~ **may** each select three representatives to serve on the Labor/Management Benefits Committee. The Committee will meet quarterly to explore health insurance-related changes and issues. The Committee's charge is to research and analyze issues related to keeping medical insurance rates affordable to the District and its employees, while ensuring the provision of quality care to all employees.

20.7 Health Benefits Legislation

In the event that Health legislation (Federal, State, Local) results in tax liability to the Employer or employees, Employer and Union will immediately negotiate on the effect of that legislation.

APPENDIX A-1

2025-2026

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>100%</u>
<u>Lead Person</u>	<u>6795</u>	<u>7134</u>	<u>7491</u>	<u>7866</u>	<u>8259</u>	<u>99,105</u>
<u>Meter Technician</u>	<u>5836</u>	<u>6128</u>	<u>6434</u>	<u>6756</u>	<u>7094</u>	<u>85,123</u>
<u>Maintenance Mechanic</u>	<u>6077</u>	<u>6381</u>	<u>6700</u>	<u>7035</u>	<u>7387</u>	<u>88,643</u>
<u>Operator 1</u>	<u>5424</u>	<u>5695</u>	<u>5980</u>	<u>6278</u>	<u>6592</u>	<u>79,109</u>
<u>Operator 2</u>	<u>6581</u>	<u>6910</u>	<u>7256</u>	<u>7618</u>	<u>7999</u>	<u>95,991</u>
<u>Operator in Training</u>	<u>5046</u>	<u>5299</u>				<u>63,592</u>
<u>Water Worker 1</u>	<u>5424</u>	<u>5695</u>	<u>5980</u>	<u>6278</u>	<u>6592</u>	<u>79,109</u>
<u>Water Worker 2</u>	<u>5788</u>	<u>6078</u>	<u>6381</u>	<u>6701</u>	<u>7036</u>	<u>84,427</u>
<u>Water Worker in Training</u>	<u>5046</u>	<u>5299</u>				<u>63,592</u>
<u>Customer Acc Spec II</u>	<u>5418</u>	<u>5689</u>	<u>5973</u>	<u>6272</u>	<u>6586</u>	<u>79,028</u>
<u>Customer Acc Spec I</u>	<u>4736</u>	<u>4973</u>	<u>5221</u>	<u>5482</u>	<u>5756</u>	<u>69,077</u>
<u>Utility Worker I</u>	<u>5424</u>	<u>5695</u>	<u>5980</u>	<u>6278</u>	<u>6592</u>	<u>79,109</u>
<u>Meter Reader</u>	<u>5085</u>	<u>5340</u>	<u>5606</u>	<u>5887</u>	<u>6181</u>	<u>74,174</u>

2021-2022

-	-	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>100%</u>
<u>Water Operation Specialist</u>		<u>6,229</u>	<u>6,557</u>	<u>6,885</u>	<u>7,229</u>	<u>7,591</u>	<u>91,092</u>
<u>Lead Person</u>	-	<u>5,392</u>	<u>5,708</u>	<u>5,993</u>	<u>6,343</u>	<u>6,660</u>	<u>79,920</u>
<u>Water Oper Support Spec</u>		<u>5,221</u>	<u>5,529</u>	<u>5,836</u>	<u>6,143</u>	<u>6,451</u>	<u>77,412</u>
<u>Meter Technician</u>	-	<u>4,805</u>	<u>5,106</u>	<u>5,406</u>	<u>5,706</u>	<u>6,007</u>	<u>72,084</u>
<u>Maintenance Mechanic</u>		<u>4,863</u>	<u>5,134</u>	<u>5,403</u>	<u>5,673</u>	<u>5,957</u>	<u>71,484</u>
<u>Utility Worker II</u>	-	<u>4,863</u>	<u>5,134</u>	<u>5,403</u>	<u>5,673</u>	<u>5,957</u>	<u>71,484</u>
<u>Customer Acc Spec II</u>	-	<u>4,515</u>	<u>4,780</u>	<u>5,045</u>	<u>5,311</u>	<u>5,577</u>	<u>66,924</u>
<u>Customer Acc Spec I</u>		<u>4,010</u>	<u>4,210</u>	<u>4,421</u>	<u>4,642</u>	<u>4,874</u>	<u>58,488</u>
<u>Utility Worker I</u>	-	<u>4,581</u>	<u>4,822</u>	<u>5,063</u>	<u>5,316</u>	<u>5,582</u>	<u>66,984</u>
<u>Meter Reader</u>	-	<u>4,273</u>	<u>4,510</u>	<u>4,748</u>	<u>4,985</u>	<u>5,234</u>	<u>62,808</u>
<u>Receptionist</u>	-	<u>3,464</u>	<u>3,668</u>	<u>3,872</u>	<u>4,075</u>	<u>4,279</u>	<u>51,348</u>

2022-2023

-	-	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>100%</u>
<u>Water Operation Specialist</u>		<u>6,546</u>	<u>6,892</u>	<u>7,236</u>	<u>7,598</u>	<u>7,978</u>	<u>95,736</u>
<u>Lead Person</u>	-	<u>5,667</u>	<u>6,000</u>	<u>6,299</u>	<u>6,667</u>	<u>7,000</u>	<u>84,000</u>
<u>Water Oper Support Spec</u>		<u>5,488</u>	<u>5,811</u>	<u>6,134</u>	<u>6,457</u>	<u>6,780</u>	<u>81,360</u>

Meter Technician	-	5,050	5,366	5,681	5,997	6,313	75,756
Maintenance Mechanic		5,111	5,396	5,679	5,962	6,261	75,132
Utility Worker II	-	5,111	5,395	5,679	5,963	6,261	75,132
Customer Acc Spec II	-	4,745	5,024	5,302	5,582	5,861	70,332
Customer Acc Spec I	-	4,214	4,425	4,646	4,878	5,123	61,476
Utility Worker I	-	4,815	5,068	5,321	5,587	5,867	70,404
Meter Reader	-	4,491	4,740	4,990	5,239	5,501	66,012
Receptionist	-	3,641	3,855	4,070	4,283	4,497	53,964

Salary schedule in ~~2023-2026~~ 24 27 and ~~2024-2027~~ 25 28 based on CPI-W and Article 11.1.

COLLECTIVE BARGAINING AGREEMENT

By and Between

**ROCKWOOD WATER PEOPLE'S
UTILITY DISTRICT**

and

**ROCKWOOD WATER PEOPLE'S
UTILITY DISTRICT EMPLOYEES
LOCAL 350-8, AFSCME COUNCIL 75
AFL-CIO**

Effective July 1, 2025- June 30, 2028

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ARTICLE 1

PARTIES AND PURPOSE

1.1 **Parties.** This Agreement is between Rockwood Water People's Utility District Employees Local 350-8, AFSCME Council 75, AFL-CIO (hereinafter referred to as "Union"), and Rockwood Water People's Utility District (hereinafter referred to as "Employer").

1.2 **Purpose.** The purpose of this Agreement is to establish hours of work, rates of pay, benefits, working conditions, and other terms and conditions of employment under which employees covered by this Agreement will be employed during its term.

ARTICLE 2

UNION RECOGNITION AND REPRESENTATION

2.1 **Union Recognition.** Employer recognizes the Union as the exclusive representative for all employees in the bargaining unit certified by ERB in Case No. RC-6-95 for purposes of collective bargaining to the extent authorized by Oregon law other than those excluded by Section 2.2 below. Employer and Union further agree that any dispute concerning the composition of the bargaining unit will be resolved exclusively by the Employment Relations Board.

2.2 **Bargaining Unit Exclusions.** The following categories of employees are excluded from the bargaining unit and shall not be subject to the terms and conditions of this Agreement: supervisors, confidential, and temporary employees.

ARTICLE 3

UNION MEMBERSHIP AND DUES COLLECTION

3.1 Dues. Employees may voluntarily choose whether or not to become members of the Union. Employees who choose to become Union members will have Union dues deducted from their paychecks, in accordance with the terms of the contract between the employee and the Union. Except to the extent superseded by Oregon law, the amount of dues payments are to be determined by the Union.

3.2 Dues Collection. An employee who chooses to become a union member is required to remit dues, fees, assessments, or any other payments or contributions to the Union may do so by signing an appropriate authorization for deduction form allowing the employer to withhold such monies from the employee's paycheck.

3.3 Remit to Union. The Employer agrees to remit any monies withheld under Section 3.3 to the Union on a monthly basis to the Union's Treasurer together with an itemized statement.

3.4 Indemnification. The Union will indemnify, defend and hold the Employer harmless against any claims made, and against any suit instituted, against the Employer as a result of any Employer action taken in compliance with this Article, excluding the costs of Employer's defense to enforce this indemnification provision which shall be the responsibility of the Employer. The Union and the Employer each agree to reimburse any monies paid or not paid in error within thirty (30) days of notification of such error.

ARTICLE 4

OTHER UNION RIGHTS

4.1 Union Staff Representative, Officers, and Shop Stewards. The Union will notify Employer in writing of the names of its staff representative(s) assigned to the bargaining unit and of its local officers and shop stewards (and any alternates), and thereafter shall notify Employer in writing of any changes within 10 calendar days.

4.2 Union Access. The Union staff representative(s) designated in Section 4.1 shall be allowed reasonable access to the worksite to ensure the proper enforcement of this Agreement, provided the Union staff representative has obtained advance permission from a supervisor and observes all of Employer's safety and security rules, but absent mutual agreement contacts with employees shall be limited to nonworking times such as breaks and meal periods.

4.3 Interviews and Investigations. An employee may request the presence of a shop steward or alternate who has been designated under Section 4.1 in any meeting with Employer which is investigatory in nature and which the employee reasonably believes could result in disciplinary action, provided that this shall only apply to one such representative, that the steward or alternate informs his/her supervisor in advance of the need to cease work, and that the time shall be limited to the actual duration of such meeting plus a maximum of 30 contiguous minutes. The steward shall suffer no loss of straight-time wages by assisting employees who have requested their presence under this provision. An employee may also request the presence of the Union staff representative, and Employer shall be required to grant such requests if in Employer's opinion it would not unreasonably delay the meeting provided; however, that upon request, the Union staff representative or his/her designee shall be entitled to a delay of up to seven calendar days to participate in any hearing required by Section 8.4.

4.4 Union Negotiations. If mutually agreed, collective bargaining negotiations may be held during Employer's regular scheduled operating hours, otherwise it will be held outside of regular scheduled operating hours.

4.5 Union Business During Working Hours. Except as specifically authorized by Sections 4.2, 4.3, and 4.4, employees may not engage in any Union activities or business during their working hours (which shall not include rest periods and meal periods). This includes, but is not limited to, union meetings, preparation for or negotiations, grievance meetings or arbitration, and applies to all Employer equipment, including electronic mail, personal computers and computer software, but excluding the periodic use of in-house mail distribution systems, telephones and voice mail. However, employees may engage in Union activities or business during their nonworking time, including rest periods and meal periods, and may use any Employer equipment for that purpose which employees by policy or recognized practice have been allowed to use for other nonbusiness purposes and/or which outside organizations have been allowed to use, but the Union shall be responsible for the same charges, if any, required of outside organizations.

4.6 Union Bulletin Board. Employer will provide two bulletin boards at a location of its selection for the Union's use in communicating with members of the bargaining unit. The bulletin boards will be located in a place convenient to bargaining unit employees and will be used exclusively for the posting of official Union notices. The Union shall keep the bulletin boards neat and orderly and agrees that material which might reasonably be deemed profane, obscene, or defamatory will not be posted and that any such material may be removed by the Employer without notice.

4.7 New Employee Orientation. A Union representative will be allowed up to thirty (30) minutes during the new employee orientation to make a presentation to represented employees. However, if the Employer fails to provide the Union with timely advance notice of the new employee orientation meeting, the Union representative must be allowed to meet with the employee at another time for thirty (30) minutes also on paid time.

4.8 Retiree Communication. The Employer will send a monthly report to the Union of the names of individuals that have retired the previous month. For purposes of this Agreement a retiree shall be defined as a person who has given the Employer written notice that he/she is separating from the District by retirement and that person has actually separated from the District.

ARTICLE 5

MANAGEMENT RIGHTS

5.1 Management Rights. Except as clearly and expressly limited by specific provisions of this Agreement, the rights of Employer in all respects to manage its operations, affairs, and work force shall be totally unimpaired.

5.2 Scope of Rights. Without limitation, but by way of illustration, among the management rights which are otherwise exclusively reserved to Employer are the rights to:

- a. Direct and supervise the work force and assign work duties;
- b. Appoint, promote, transfer, layoff, assign and retain employees;
- c. Discipline, demote, discharge, suspend or reprimand employees (but subject to Article 8);
- d. Maintain the efficiency of operations;
- e. Take such action as may be necessary to carry out services in extraordinary circumstances or emergencies without regard to any of the seniority provisions of this Agreement;
- f. Determine the methods, means, and employees by which operations are to be carried out;
- g. Establish reasonable work and safety policies, rules, attendance, and performance standards;
- h. Evaluate performance;
- i. To determine the need for any reduction or increase in the work force or in their hours of work; and
- j. To transfer (contract out, subcontract, lease, etc.) such operations or services as it deems appropriate or necessary.

5.3 Employer Policies and Rules. Employer may from time to time establish, change, and/or withdraw such work and safety policies and rules as it deems necessary or appropriate including, but not limited to, policies and rules governing attendance, personal appearance, performance evaluations, smoking, gratuities, loans and gifts, confidentiality and confidential information, alcohol and drugs (except any form of alcohol or drug testing not mandated by applicable government laws, regulations or contracts), use of vehicles on Employer business, and reimbursement for business-related expenses. Employer will provide the Union

with copies of such policies and rules (and any changes) at least 10 calendar days prior to implementation (unless earlier implementation is mandated by federal, state, or local legislation or regulations). The Union may file a grievance at Step 2 of the Grievance Procedure if it believes any such policies, rules, or changes are unreasonable or violate some specific provision of this Agreement, but any such grievance must be filed no later than 10 calendar days after the policy, rule, or change has taken effect.

5.4 Use of Excluded Employees. Nothing in this Agreement will prohibit any persons excluded from the bargaining unit or volunteers from doing bargaining unit work, provided that it does not cause the layoff or reduction in straight time hours of any bargaining unit employee, nor will such persons become subject to any of the terms and conditions of this Agreement by doing so.

5.5 Transfers of Work. Employer will have the exclusive right to determine if and when it is necessary or desirable to transfer (contract out, subcontract, lease, etc.) work or operations which are or might otherwise have been covered by this Agreement, provided that, except in emergency or other extraordinary circumstances, Employer will give the Union at least 30 calendar days' advance notice of the effective date of any such action. Upon request, the parties will meet to negotiate the transfers within 15 calendar days after the Union's receipt of the notification. If the parties do not reach agreement within 20 calendar days of that meeting, an otherwise eligible employee whose position is eliminated, or straight-time hours reduced by such actions, will also have the layoff and recall rights specified in Article 28. The notice provisions of this section shall not apply in the event of any strike, work stoppage, sick-out, slowdown, or other disruption or restriction of work, and Employer shall have the exclusive right to determine if and when it is desirable to transfer work or operations of any kind and to do so for any period of time and on such terms as it deems appropriate, and no alleged violation of this right will be subject to the Grievance Procedure.

ARTICLE 6

HIRING, JOB CLASSIFICATIONS, VACANCIES, ASSIGNMENTS, AND TRIAL PERIOD

6.1 Hiring. Except as required by Section 6.4 - Job Vacancies, the Employer will have the sole and exclusive right to hire any person from any source as an employee.

6.2 Job Classifications and Departments. Employer's established departments and bargaining unit job classifications as of the signing of this Agreement are:

Operations and Maintenance Department

Lead Person
Maintenance Mechanic
Meter Technician
Utility Worker I
Meter Reader
Operator 1
Operator 2
Operator in
Training
Lead Operator
Water Worker 1
Water Worker 2
Water Worker in
Training

Business and Customer Service Department

Customer Account Specialist I
Customer Account Specialist II
Lead Person

6.3 Changes in Classifications. Employer will have the right to unilaterally change, eliminate and/or establish job classifications and to determine any changes in wage schedules (or the initial wage schedule for any new classification), provided that no wage or wage schedule can be decreased until the Union has first had the opportunity to negotiate. Employer will notify the Union of these actions (or any proposed wages or wage schedule decrease) and, upon request, the parties will meet to negotiate the wages or wage schedule established (or proposed wages or wage schedule decrease) within 15 calendar days after the Union's receipt of the notification. If the parties do not reach agreement within 20 calendar days of that meeting, the Union may challenge the wages, wage schedule(s), or wage decrease by filing a grievance within five additional calendar days at Step 2 of the Grievance Procedure. If the grievance is ultimately referred to arbitration, the arbitrator selected to resolve the dispute shall have the authority to increase or decrease the wages, wage schedule(s), or wage decrease implemented by the Employer if he/she concludes there has been a substantial change in job duties or responsibilities. Nothing in this provision or Section 6.1 will in any way modify or waive the Union's status as exclusive representative of employees in the bargaining unit described in Section 2.1.

6.4 Job Vacancies. Employer will announce vacancies in any job classification covered by this Agreement by postings on the Union bulletin boards or by distributing a written announcement to all bargaining unit employees in the same manner that internal mail is normally distributed. Regular employees desiring to be considered for any vacancy will indicate their interest by submitting a written request for consideration to the District Manager within five (5) calendar days of the posting or distribution. Regular employees will be given first consideration for any vacancy (but this requirement will not preclude Employer from simultaneously announcing any vacancy outside of the agency and soliciting applications). Seniority will apply in the selection of an existing employee within the same department for any such vacancy provided the employee is qualified and meets all requirements for the position. If there is no successful bidder from within the department, the senior employee in the other department who meets these requirements will then be considered for the vacancy. “Qualified” will include knowledge, skills, abilities, prior performance evaluations, any experience performing the actual duties of such a position; any desired or required degrees, licenses, or certifications; and the employee’s prior attendance, disciplinary and (if applicable to the position) safety records.

6.5 Trial Period. A current employee who is selected for a new position will be given a trial period of up to ninety (90) calendar days to demonstrate the ability to satisfactorily perform the required work to Employer standards. This period will automatically be extended by the number of calendar days (other than Saturdays, Sundays, and holidays) in excess of ten (10) (or 80 hours, whichever is less) the employee is unable to work, regardless of the reason or cause. An employee disqualified during this period normally will be returned to the employee’s prior job classification, range, and wage. An employee returned to the former position will not thereafter be eligible to bid for a position in the same classification for one year, from the first date worked in the former position, unless the reason for the disqualification was the employee’s inability to perform the job duties at Employer standards and the employee can establish that he/she has obtained additional relevant education or experience.

6.6 Temporary Assignments. Employer may temporarily assign employees to work outside their regular job or classification, department, and/or working schedule for any bona fide business reason or purpose. No temporary assignment may exceed sixty (60) consecutive calendar days without the consent of the employee and the Union. An employee’s wage rate during such temporary assignments may be subject to adjustment as provided in Section 11.4.

ARTICLE 7

PROBATIONARY PERIOD

7.1 Probationary Status.

7.1.1 All new employees, including any employees rehired after an absence of more than 12 months, will serve a six-calendar-month probationary period during which the employee may resign or be terminated without cause or notice and without access to the Grievance Procedure. This probationary period will automatically be extended by the number of calendar days (other than Saturdays, Sundays, and holidays) in excess of ten (10) (or 80 hours, whichever is less) the employee is unable to work, regardless of the reason or cause. The probationary period may be extended for a period not to exceed three (3) months by mutual agreement among the District, the Union, and the affected employee, as long as the provisions of 7.1.2 are met.

7.1.2 An employee will be subject to evaluation throughout the probationary period and will receive at least one written evaluation at about the midpoint of the probationary period and another at about the end of the period. No employee will be deemed to have successfully completed the probationary period (and, therefore, will not acquire “regular” status), regardless of whether the employee has satisfied Section 7.1.1, until he or she has received a satisfactory written evaluation upon completion of the period. An employee who has satisfied Section 7.1.1 will be deemed to have successfully completed the probationary period if Employer does not complete the evaluation within fourteen (14) calendar days (of the completion of the probationary period.

7.2 Regular Status. An employee will be classified as a “regular employee” upon successful completion of the probationary period.

ARTICLE 8

HIRING, DISCIPLINE, AND DISCHARGE

8.1 Probationary Employees. Probationary employees may be disciplined or discharged as set forth in Section 7.1.1.

8.2 Regular Employees. No regular (i.e., nonprobationary) employee will be disciplined or discharged except for just cause. Examples of conduct or behavior which could provide just cause for discharge for a first offense include, but are not limited to, the following:

- a. Dishonesty, including, but not limited to, falsification, misrepresentation, alteration and/or omission of information in interviews, investigations, and on Employer records (such as employment applications, production and operational records, time sheets, and accounting and expense reports);
- b. Theft, or possession without proper prior permission, of Employer property or the property of others;
- c. Violating Employer discrimination or harassment policies;
- d. Fighting, words or conduct which are likely to provoke or cause bodily injury, or property damage;
- e. Refusing to comply with direct supervisory instructions (such as to perform specific job tasks or assignments) after clear warning of the possibility of termination, except when the employee has a reasonable belief that severe injury might result or when there is a reasonable belief that the instructions are unlawful;
- f. Indecent or criminal conduct while on Employer property, Employer time (such as customer premises), or in other job-related circumstances which might adversely reflect upon Employer's operation;
- g. Threatening, intimidating, coercing, or using profane or abusive language or behavior to any supervisor, employee, or member of the public while in any job-related circumstance; or
- h. Unauthorized release of confidential, sensitive, or proprietary information.

8.3 Discharge Procedures. Regular employees will not be subject to discharge without being given an opportunity to respond to the charges or reasons for potential discharge at a meeting with the District Manager or his/her designee. A written notice containing the following information will be given to the employee at least 24 hours prior to the meeting:

- a. That discharge is being considered;
- b. A summary of the charges or reasons for possible discharge;
- c. The time and place at which the meeting will be held; and
- d. That the employee has a right to Union representation established in Section 4.3.

8.4 Discipline. Disciplinary action may include, but will not be limited to, any of the following: verbal warning, written warning, demotion, paid or unpaid suspension, final warning (with or without a suspension), and/or discharge.

ARTICLE 9

VOLUNTARY TERMINATION PROCEDURE

9.1 Resignation. An employee desiring to voluntarily separate from employment should give fourteen (14) calendar days' written notice to the District Manager prior to the proposed last day of work (which shall be identified). An employee providing such notice normally will be allowed to work the notice period, but Employer will have the right to provide any combination of pay and notice in lieu of accepting some or all of the notice.

9.2 Retirement. An employee desiring to retire from employment should give fourteen (14) calendar days' written notice, or such greater period as is possible under the circumstances, to the District Manager prior to the proposed last day of work (which shall be identified). An employee providing such notice normally will be allowed to work the notice period, but Employer will have the right to provide any combination of pay and notice in lieu of accepting some or all of the notice.

9.3 Position Abandonment. An employee who is absent from work for three (3) consecutive scheduled shifts without advance notice to the District Manager or the immediate supervisor will be considered to have abandoned the position, regardless of the employee's motivation or intent, unless the failure to notify was clearly beyond the employee's control. A notice of presumption of abandonment will be sent by certified mail to the last address reflected in the employee's personnel file within fourteen (14) calendar days thereafter.

ARTICLE 10

WORKDAY, WORKWEEK, AND TIMEKEEPING

10.1 Hours of Operation. Employer will determine the hours and days of normal operations in its sole discretion based upon such business considerations as it deems appropriate. Management and Union agree to adopt the 4x10 hour workweek for all employees at the District on a trial basis beginning at a mutually agreed upon date. The schedule will be evaluated after one (1) full year of implementation. During the first year, quarterly check-ins will be conducted between Management and Union representatives to review feedback and address any operational or employee concerns. At the conclusion of the one-year trial, either Management or the Union may elect to exit the 4x10 schedule. If this occurs, employees will return to their prior assigned work schedules that were in effect before the beginning of the trial period, unless a different schedule is mutually agreed upon.

10.2 Daily/Weekly Work Schedules. Subject to the provisions of Section 11.7, the normal workday for full-time employees will be ten hours per day and 40 hours per workweek, Monday through Thursday, but it is understood that employees may be required to work longer hours on some days as well as to work and/or be on call other hours and/or days. The work week will begin at 12:01 a.m. Sunday and end at 12:00 p.m. Saturday. Employer may also implement an alternate work schedule with the same starting and stopping times on five consecutive 8-hour shifts or a flexible work schedule varying the number of hours worked on a daily basis but not necessarily each day, and varying the number of days worked on a weekly basis, but not necessarily each week, provided that it does not conflict with federal and/or state wage and hour laws or cause Employer to incur overtime liability in any circumstances not otherwise required by this Agreement.

10.3 Hours of Work.

10.3.1 Employee Work Schedules. Employer may arrange weekly work schedules to accommodate the needs of the operation and will consider qualifications (“qualifications” will have the meaning specified in Section 6.3) and seniority (applied first on the basis of job classification) in assigning individual employees within a job classification to specific work schedules. Except in extraordinary or emergency circumstances, Employer will give the affected employees one calendar weeks’ notice of any changes. This provision will not apply to on-call scheduling which will solely be governed by Section 11.8.

One schedule option will be a biweekly schedule wherein an Employee works four (4) nine (9) hour days and one eight (8) hour day in one week, and four (4) nine (9) hours days with one day off in one week. The expectation is the day off is Friday or Monday at the discretion of management. However, considerations will be made for Employee’s schedules outside of work.

If the Employer agrees to appoint Employees to this schedule, the Employer will give employees at least two weeks of notice before making changes to the schedule in order to accommodate the biweekly nature of the schedule. If the Employer is unable to give two weeks of notice it will be subject to Article 11.10.

10.3.2 Meals and Breaks. All employees regularly scheduled to work four hours or more will receive an unpaid lunch period of at least 30 minutes, and one 15-minute paid rest period for each five hours of work. The Employer will attempt to schedule the meal period as close as possible to the middle of the work shift.

10.4 Timekeeping. All employees will maintain and submit accurate records of hours worked on such forms or in such manner as Employer may require.

ARTICLE 11

WAGES, OVERTIME, AND OTHER COMPENSATION

11.1 Wages.

All represented employees on payroll will receive a wage increase based on the CPI-W index annual average from the previous calendar year, with a minimum of 2.0% and a maximum of 4.0% on July 1, 2025; a minimum of 2.0% and a maximum of 4.0% on July 1, 2026 and a minimum of 2.0% and a maximum of 4.0% on July 1 2027.

The District will review market information and determine whether any employees in any classification will receive a step increase after July 1, 2025. All step adjustments for the fiscal year will occur on the established anniversary date for any affected employee. The wage increase will be applied to the salary schedule.

Regular step increases will be awarded upon receiving at least a rating of “average” on the annual performance evaluation. An employee who receives an evaluation below “average” automatically will receive another evaluation in 90 days. Upon receiving at least an “average” rating in that evaluation, the employee will receive the step increase effective as of the date of the latest evaluation. An employee who does not receive such a rating at that time may then challenge the evaluation under Article 15 and, if successful, will receive a wage increase which (in the arbitrator’s sole discretion) may be retroactive to the date of the latest evaluation.

11.2 Discretionary Wage Adjustments. Employer will have the right in its sole discretion to pay higher wages than those mandated by any provision of this Agreement. Employer will also have the right to return the employee to the employee’s wage rate prior to the granting of any discretionary wage adjustment for any lawful reason.

11.3 Promotional Wage Adjustments. An employee who is selected for a promotion will receive a wage increase. If the employee’s current wage rate is below the minimum of the higher class, it will be increased to the minimum or to the first step of the higher class which represents a wage increase. Step increase dates will be annual on the promotion date. “Promotion” refers to a position in a job classification carrying a higher maximum wage rate.

11.4 Other Wage Adjustments. An employee will receive a 5% wage increase for temporarily performing assigned work in any job classification carrying a higher maximum wage rate, provided the employee is directly replacing an employee in such a position and satisfactorily performs the full range of duties for eight or more full shifts. An employee assigned to perform work in a classification which carries a lower maximum wage rate will continue receiving his/her regular wage rate unless the assignment was requested by the employee, was made to avoid a layoff or reduction in hours, or was necessary to accommodate an employee’s disability or need for time off for religious purposes, in which event the employee’s wage rate will be reduced to the same step of the lower rated classification as the employee’s step in the regularly assigned classification.

11.5 Certification Pay. An employee in any job classification in which water operator certification is required will receive \$0.25 per hour additional amount upon obtaining each certification. Certification pay is additive, \$0.25 will be added for each individual certification held. For example, WD-1 + WD-2 = \$0.25 + \$0.25 = \$0.50 per hour. Approved certifications are State of Oregon: WD 1, WD 2, WD 3, WD 4, WT 1, WT 2, WT 3, WT 4.

11.6 Safety Officer Pay. Management may designate one or two employees as Safety Officers each year. The Safety Officer must possess a 30-hour OSHA certification and be able to perform all duties required. The designated Safety Officer(s) will receive a 3% pay differential for performing the role for all hours worked during the year.

11.7 Night Work Pay. Employees required to work nights shall receive a 10% night work differential for time worked between the hours of 7 PM and 5 AM.

11.8 Overtime. An employee who works in excess of his or her scheduled work day will be credited with compensatory time or will be paid overtime at the rate of one and one-half his/her regular hourly rate for all such hours. Employer will determine the employee's preference as between compensatory time off or pay. An employee may accumulate up to 18 hours of compensatory time maximum. The compensatory time "bank" does not exceed 18 hours, does not expire, and can be carried over from year to year. Balance of time at separation from the District will be paid at the then-current hourly rate. All such weekly overtime must be authorized by the supervisor in advance. The work week for overtime purposes will be Monday through Friday; Saturday and Sunday will be overtime.

11.9 On-Call Duty.

a. Standby On-Call Duty:

There are two on-call shifts in a week: Monday at 5:30 p.m. to Thursday at 7 a.m. (weekday shift) and Thursday at 5:30 p.m. to Monday at 7:00 a.m. (weekend shift).

The on-call duty function during the weekday shift will be performed by the Meter Technician incumbent. In the event that an employee is unavailable to perform the function in any given week, a different employee will be assigned the function from a list established for that purpose. Such fill-in assignments will be distributed equitably and in turn among employees who sign up to be in the pool.

The weekday on-call employee may take home a District vehicle, the value of which is subject to IRS regulations. The vehicle must be left at the District office during weekends and when the employee is on vacation.

The standby on-call person filling in for part of the weekday shift or on the weekend shift may take home a District vehicle, upon approved by the Superintendent. Personal vehicle mileage travelled during such on-call shifts will be reimbursed by the District at the then-current IRS-established rates.

Standby Pay is as follows:

13% of normal pay for all weekday hours on call, 15% of normal pay for all weekend hours.

b. Telemetry On-Call Duty:

There are two on-call shifts in a week: Monday at 5:30. p.m. to Thursday at 7 a.m. (weekday shift) and Thursday at 5:30 p.m. to Monday at 7:00 a.m. (weekend shift).

The on-call duty function during the weekday shift will be performed by the Operator 1 & 2 incumbent.

In the event that employee is unavailable to perform the function in any given week, a different employee will be assigned the function from a list established for that purpose. Such fill-in assignments will be distributed equitably and in turn among qualified employees who sign up to be in the pool.

The on-call duty function during the weekend shift will be performed by an employee assigned from a list established for that purpose. Assignments will be distributed equitably and in turn among employees who sign up to be in the pool.

The telemetry on-call person (weekday shift and weekend shift) will not take home a District vehicle. Personal vehicle mileage travelled during telemetry on-call duty shifts will be reimbursed by the District at the then-current IRS-established rates.

Standby Pay is as follows:

13% of normal pay for all weekday hours on call, 15% of normal pay for all weekend hours on call.

c. Holiday On-Call Pay:

A premium of 10% will be added to the above-established rates of pay for any 24 hour holiday shift.

11.10 Call-Out Pay. An employee who is called out from home (or similar location) to begin work prior to his/her scheduled starting time or to return to work after completing his/her full regular shift will be paid or credited with compensatory time for the greater of two hours' pay at the employee's regular hourly rate or the actual hours worked at the appropriate straight-time or overtime rate (if the employee qualifies for overtime under some provision of Section 11.6). Employer will determine the employee's preference as between compensatory time off or pay, but the final decision will be within Employer's sole discretion. This provision does not apply when the callback results in hours worked which are annexed consecutively to one or the other end of the employee's regularly scheduled working day or shift or to scheduled overtime.

11.11 No Duplication or Pyramiding. In any circumstances when an employee might qualify for overtime or premium pay under two or more provisions of this

Article 11 and/or any of the other provisions of this Agreement, only the highest single rate will apply. In addition, under no circumstances will the same hours be counted twice, directly or indirectly, for any purpose, nor will overtime or other premiums be combined or pyramided.

Change in Work Schedule. Except in the circumstances authorized in Section 10.3.1, an employee whose regular work schedule is changed will receive overtime pay for those shifts which represent any lesser period of one calendar weeks' notice. On-call scheduling is excluded from this provision.

The bi-weekly schedule in 10.3.1 will require two weeks of notice. An employee whose regular work schedule is changed will receive overtime pay for those shifts which represent any lesser period of two calendar weeks of notice. On-call scheduling is excluded from this provision.

ARTICLE 12

PERFORMANCE EVALUATIONS

12.1 The Employer and the Union recognize their mutual goal and interest in attracting, developing, promoting, and retaining the best qualified employees for each position and in facilitating performance-related communications between Employer and employees covered by this Agreement. To accomplish these objectives, Employer shall conduct such periodic or other performance evaluations as it deems appropriate, but all employees will receive a formal performance evaluation at least annually. All formal performance evaluations will be in writing, and the employee will have the opportunity to discuss the evaluation and add whatever comments the employee deems appropriate. The employee shall sign and date the evaluation (but the signature will only establish that the employee has read the evaluation) and shall be offered a copy.

ARTICLE 13

SENIORITY

13.1 **Seniority Date.** Upon successful completion of the probationary period established in Article 7, an employee's most recent date of hire will become his/her official seniority date. If two or more employees have the same date, seniority order shall be established by a coin flip.

13.2 **Use of Seniority.** Seniority will be recognized as set forth in other provisions of this Agreement for purposes of filling job vacancies (Section 6.4), work schedules (Section 10.2), the use of earned comp time under Article 11, scheduling employees to work the day any holiday is observed (Section 18.2), scheduling of PTO for use as vacation time (Section 19.4), and layoffs and recalls (Sections 27.2 and 27.3).

13.3 **Adjustments in Seniority Date.** An employee who is absent from work without pay for more than 15 cumulative scheduled shifts in any calendar year, excluding periods on military leave, will have his/her seniority date moved forward by the number of calendar days equal to the duration of the entire absence. An absence of more than four hours (or one-half of any scheduled shift other than an eight-hour day) will be counted as a full day of absence.

ARTICLE 14

LOSS OF SENIORITY AND EMPLOYMENT

14.1 Seniority and employment will be lost by any of the following:

- a. Any resignation or other voluntary separation from employment;
- b. Any termination of a probationary employee or any termination of a regular employee for cause;
- c. Absence from work for more than a cumulative total of 12 months caused by any illness, injury, condition, or layoff in any 24-month period;
- d. Any violation of Section 9.3, or three no-call, no-show violations in any 12-month period unless one or more of the failure(s) to notify was/were clearly beyond the employee's control;
- e. Seeking or accepting employment of any kind, including self-employment, while on a leave of absence without obtaining Employer's advance written permission (which shall not be unreasonably withheld) and (in the case of any disability leave) the treating physician's advance written permission; and
- f. Failure to contact Employer within 10 calendar days after the mailing of a recall notice to the last address listed in the employee's personnel file.

ARTICLE 15

GRIEVANCE PROCEDURE

15.1 Grievance Defined. For purposes of this Agreement, a “grievance” is defined as a complaint, dispute, or misunderstanding between an employee or the Union and Employer concerning the interpretation or application of specific provisions of this Agreement.

15.2 Grievance Forms. All grievances shall be submitted on a form furnished by the Union and shall clearly state the facts, the identity of the allegedly aggrieved employee(s), the specific provisions of the Agreement alleged to have been violated, and the requested remedy.

15.3 Procedures and Time Limits. Except as otherwise provided in this Agreement, all grievances will be submitted according to the following procedures and time limits:

Step 1: An employee who has unsuccessfully attempted to informally resolve a grievance may invoke this procedure by reducing the grievance to writing as provided in Section 15.2 and presenting it to the Office Manager (if an Office Department employee) or District Superintendent (if an Operations Department employee) within 14 calendar days, from the date on which the alleged violation of this Agreement occurred or a date the grievant with reasonable diligence could have acquired knowledge of the occurrence. The supervisor will respond within five calendar days (excluding Saturdays, Sundays, and holidays).

Step 2: If the grievance is not satisfactorily resolved at Step 1, the employee or the Union will have seven calendar days (excluding Saturdays, Sundays, and holidays) from the receipt of the Step 1 answer to appeal the grievance in writing to Employer’s District Manager. The District Manager may at his/her sole discretion, or as required by the Board of Directors, refer the grievance to the Board for its consideration. The District Manager or his/her designee will deliver a written answer to a Union representative within 14 calendar days after the appeal is received. The answer will be final and binding on Employer, the Union, and all employees subject to this Agreement unless the Union exercises its rights at Step 3.

Step 3: If the grievance is not satisfactorily resolved by the Step 2 answer, the Union may refer any grievance arising during the term of this Agreement to arbitration by submitting its written request to the District Manager within 14 calendar days) after its receipt of the Step 2 answer.

15.4 Arbitration. Employer and the Union will attempt, within 14 calendar days of the receipt of the request for arbitration, to agree on a neutral arbitrator to hear the grievance, and with mutual agreement may submit multiple grievances to the same arbitrator. If no agreement is reached, the parties will request a panel of five members of the National Academy of Arbitrators with their principal place of residence in Washington or Oregon from the Employment Relations Board. The parties will alternately strike names from the list, with the

moving party to strike the first name, until one name remains, and he/she shall serve as arbitrator. The arbitrator will have the authority to issue and enforce subpoenas to the fullest extent allowed under Oregon law and court rules. Either party may require that an official record of the proceedings be prepared by a professional reporter and that a copy be provided to the arbitrator.

The decision of the arbitrator shall be final and binding on the parties and on all employees subject to this Agreement, but the arbitrator will confine his/her decision to the interpretation and application of the specific provisions of this Agreement which have been placed in issue by the parties and will have no authority to enlarge, diminish, alter, amend or in any way modify the terms of this Agreement.

Each party will bear its own costs and expenses in any such arbitration proceeding, and the losing party will pay the full cost of the arbitrator's and any separate arbitration fees (for example, the arbitrator's out-of-pocket or per diem charges). The cost of all reporting and transcript fees shall be the responsibility of the party making the request unless the other party requests the opportunity to inspect and/or use the transcript for any purpose other than confirming its accuracy, in which event the cost shall be equally divided by the parties.

15.5 Waiver. Failure to file or appeal a grievance within the time limits (or any extension mutually agreed to in writing in advance), will constitute a waiver of all right to relief by the Union and all employees subject to this Agreement.

15.6 Exclusive Remedy. The procedures established in this Article will be the sole and exclusive means of resolving employee and Union grievances.

15.7 Settlements. Settlement of any grievance at Step 1 will be final and binding on Employer, the Union, and by the employees covered by the specific grievance, but to encourage grievance settlements at the lowest possible step of the grievance procedure, such settlements shall not be precedential as to any of the issues involved in the grievance and shall not be cited by either party to establish a past practice or interpretation of the relevant contract provisions in any subsequent grievance. Except as otherwise agreed by Employer and Union, settlement of any grievance at Step 2 will be final and binding on Employer, the Union, and all employees subject to this Agreement and shall also be precedential for purposes of establishing a past practice or interpretation of the relevant contract provisions.

ARTICLE 16

STRIKES AND LOCKOUTS

16.1 No Strikes. During the term of this Agreement, the Union and its agents, representatives and officers, and all employees who are covered by this Agreement, as individuals and as a group, will not authorize, cause, assist, participate, acquiesce in, or encourage any strike, work stoppage, sick-out, slowdown, picketing, or any other disruption or restriction of work at Employer's premises or at any other location where Employer performs services or Employer representatives are present on official business. This specifically includes "sympathy" strikes and the observance of picket lines, signs, or appeals from any labor or other organization to engage in any such prohibited activities. These obligations will not be affected or limited by the subject matter of the dispute or by whether it is subject to the grievance provisions of this Agreement.

16.2 Employer/Union Obligations. If any activity occurs which Employer believes violates Section 16.1, it shall immediately notify the Union. The Union shall immediately notify all Union agents, representatives and officers, and all employees covered by this Agreement that such activity is unlawful and unauthorized and shall also immediately so declare by letter to Employer.

16.3 No Strike Violations. In the event any employee violates Section 16.1, Employer may take whatever disciplinary action it deems appropriate, including, but not limited to, discharge; and the only issue reviewable through the grievance procedure will be whether the employee did in fact violate its provisions.

16.4 No Lockouts. During the term of this Agreement, Employer will not cause or engage in any lockout of its employees, provided, however, that the closing, transfer, curtailment, contracting, or leasing out of part or all of its operations shall not be considered a lockout.

ARTICLE 17

NONDISCRIMINATION

17.1 Discrimination. Employer will provide equal employment opportunities to all persons regardless of race, color, religion, ancestry, sex, national origin, marital, or veteran status, political belief or affiliation, union activity (or lack thereof), physical or mental disability, on-the-job injuries, age, or any status otherwise protected under applicable federal or state law, unless it is a bona fide occupational requirement reasonably necessary to its operations.

17.2 Harassment. Employer will provide a working environment free from all forms of unlawful harassment.

17.3 Claims of Discrimination and Harassment. An employee or Union officer, representative, steward or alternate who is subjected to, witnesses, or suspects any violation of Sections 17.1 or 17.2 shall immediately report the matter directly to his/her supervisor or Employer's District Manager, or to any Union officer, representative, shop steward or alternate who shall then immediately report the matter to the District Manager so that Employer can discharge its legal obligation to timely conduct an appropriate investigation.

17.4 Terminology. The words "he" or "she" are used in this Agreement for explanatory purposes only and do not refer to the actual sex of any person

ARTICLE 18

HOLIDAYS

18.1 Eligible Employees. Regular full-time employees who are normally scheduled to work an average of at least 37.5 hours each week are eligible for paid holidays, provided the employee is on paid status for the employee's full scheduled work day immediately before and immediately after the day the holiday was observed.

18.2 Recognized Holidays. Employer will recognize 9 holidays during the term of this Agreement on the date specified:

New Year's Day (January 1)
MLK Day (third Monday in January)
Presidents Day (third Monday in February)
Memorial Day (last Monday in May)
Juneteenth (June 19th)
Independence Day (July 4)
Labor Day (first Monday in September)
Thanksgiving Day (fourth Thursday in November)
Christmas Day (December 25)

Recognized holidays which fall on a Friday or Saturday normally will be observed the preceding Thursday, while recognized holidays which fall on a Sunday normally will be observed the following Monday.

In addition to the 9 holidays listed above, all full time employees will receive 6 hours of personal holiday per fiscal year covered by this agreement. It may be used at the employee's discretion with supervisor approval. If the holiday is not used in any fiscal year, it goes away; it cannot be banked for future use.

18.3 Holiday Pay Rate. Eligible employees will receive ten hours' pay at their regular hourly rate. An employee who is scheduled or requested to work on the day any recognized holiday in Section 18.2 is observed will be credited with compensatory time at the rate of one and one-half times his/her regular hourly rate for all hours worked in addition to receiving holiday pay (if otherwise eligible) pursuant to Section 18.3. Employer will determine the employee's preference as between compensatory time off or pay and will compensate accordingly.

18.4 Holiday While on Paid Leave. Recognized holidays occurring during a period of paid leave will be charged as holiday leave.

18.5 Other Holidays. An employee who needs time off to observe other holidays, such as days of worship or commemoration, normally will be permitted to do so

provided his/her absence will not cause Employer an undue hardship. An employee must use any compensatory time and then any remaining earned paid time off (PTO) prior to going on unpaid status.

ARTICLE 19

PAID TIME OFF

19.1 Eligible Employees. Regular full-time employees who are normally scheduled to work an average of at least 37.5 hours each week are eligible for Paid Time Off (PTO).

19.2 Maximum Earned PTO Accrual Rates.

19.2.1 Maximum PTO Accrual.

Eligible employees accrue earned PTO as follows:

YEARS OF SERVICE	MONTHLY ACCRUAL
1st through 4th year	13.34 hours
5th through 10th year	16.67 hours
After 10 years	20 hours

19.2.2 Accrual of PTO. Eligible employees accrue the designated amounts of earned PTO prorated on a monthly basis for each full month the employee is employed, provided the employee is also in a paid status the entire month. The monthly accrual will be prorated for employees who were employees for a full month but were in an unpaid status for more than 16 hours. The proration will be based upon the maximum number of straight-time hours the employee would normally have worked in that month.

19.3 Carryover of PTO. Eligible full-time employees may accumulate PTO time up to 200% of their maximum PTO accrual based upon the employee's then years of service. An employee who has accumulated the maximum will then cease earning any additional PTO time accruals until PTO has been taken, at which point the employee will again begin to accrue earned PTO until the maximum has again been reached.

19.4 Scheduling of PTO. All requests for PTO must be approved through procedures established by the District Manager. PTO use for vacation purposes must be scheduled with such advance notice and at such times and of such duration as will not significantly interfere with Employer operations. Seniority normally will apply in circumstances where the District Manager determines that such legitimate business needs will not allow two or more employees to take leave on some or all of the same dates if the employees requesting the same time cannot reach a compromise between themselves. Seniority can only be exercised once in any calendar year and only as to full work week vacation periods.

19.5 Scheduling of PTO for Illness. An employee who knows in advance that he/she will be using PTO due to illness (for example, for surgery, maternity, treatment of an injury, medical, or dental appointments, etc.) shall give the immediate supervisor notice as soon as the need is known. An employee who does not know in advance shall telephone the supervisor prior to the time the employee is due to report to work, if physically able to do so, or if physically unable to

do so, in no case shall the employee (or a third party on his/her behalf) call later than 24 hours after the time he/she is expected to report for work. PTO with pay shall not be allowed unless such report has been timely made. The supervisor may require a doctor's certificate as proof of illness for legitimate business reasons if a pattern of sick leave abuse is evident or there is reasonable cause to suspect abuse of PTO leave.

19.6 Use of PTO for Illness. PTO to be used for illness cannot be used until it has been accrued and may be used, charged, and compensated only for periods of absence falling within the employee's normal scheduled work hours and only for the following reasons:

- a. Because of and during any period of non-occupational illness or disability, including one caused by pregnancy, miscarriage, abortion, or childbirth, incapacitating the employee from performing one or more of the essential functions of his/her regular job;
- b. Because of and during any period of occupational disability incapacitating the employee from performing one or more of the essential functions of his/her regular job, provided that an employee will be allowed to use PTO pay to supplement workers' compensation time-loss payments during any period of hospitalization, as well as up to 24 additional hours of PTO in any 12-month period, so that the employee receives 100% of what would have been the employee's normal straight-time earnings. (An employee may be required to sign a repayment agreement prior to receiving PTO benefits for absences connected with any disputed workers' compensation claim);
- c. For "immediate family" members, PTO shall also be available in the circumstances described in subsections "a" and "b" above. PTO shall also be available where the family member is disabled or incapacitated to the extent that the employee's presence is necessary and no other family member is reasonably available to provide care or supervision, but limited to 24 hours per disability unless the family member is the employee's child under age 18. "Immediate family" will have the meaning established in Section 26.1; and
- d. An otherwise eligible employee may not use PTO to cover any time missed when Employer had work available (for example, modified or light-duty work) and/or Employer offered an accommodation which would allow the employee to perform the essential functions of the job which the employee refused to accept, provided the work was compatible with the employee's current medical restrictions.

Employees qualifying for the use of PTO must use their accrued PTO, followed by any remaining compensatory time prior to going on unpaid status. An employee that is eligible for Paid Leave Oregon (PLO) may use PLO prior to using accrued PTO or may use accrued PTO to make up the difference in salary after the PLO benefit. If a PTO payment is made while awaiting determination of benefits by the Oregon Department of Employment that results in a weekly payment which exceeds 100% of an employee's average weekly wage, the employee shall repay the amount and reinstate used PTO. Misuse or abuse of PTO for illness will be grounds for disciplinary action, up to and including termination.

19.7 Use of Earned PTO. PTO must be used in quarter-hour increments, rounding up to the nearest quarter-hour, with eight hours (ten hours for employees on ten-hour shifts) to be charged for each shift's absence. PTO may be used, charged and compensated only for periods of absence falling within the employee's normal scheduled work hours and is compensated at the employee's regular wage rate.

19.8 Pay in Lieu of PTO. Employees (or, in the event of death, the employee's estate) who resign, retire, or are involuntarily separated from employment will be paid for all accrued and unused PTO up to the maximum established in Section 19.3.

19.9 PTO Cash Out. Employees may cash out up to 40 hours once a year as long as they have a standing balance of one year of PTO accrual after cash out. Requests for cash out must be submitted by January and will be paid out in July of the same year so that the District may budget for the expense.

19.10 PTO Pay Rate. Eligible employees will receive pay at their regular hourly rate for the number of PTO hours used.

ARTICLE 20

HEALTH AND WELFARE

20.1 Health Insurance.

a. Eligibility. Employer agrees to provide group health insurance coverage for all full-time and part-time employees (other than temporary employees) who are normally scheduled to work at least 24 hours each week. Health insurance includes medical, prescription, vision and dental coverage.

b. Coverage. Eligible employees desiring group health insurance coverage must sign up for coverage during the periods allowed by the plan and for new employees coverage normally can be effective on the first day of the month following the date of hire.

c. Plans. Employer agrees to continue providing its existing group health insurance plans for eligible employees and their eligible dependents and at renewal will use its best efforts to obtain the same or substantially equal coverage, taking into account a variety of factors, including but not limited to plan changes, financial considerations, and legislative changes (for example, Affordable Care Act).

d. Premiums. Employer and eligible employees will pay the following contributions toward health insurance premiums on a per-pay period basis:

PPO Plan: Employer will pay 95% of the premiums for employee only and employee and dependent/family coverage for eligible employees and eligible dependents. Eligible employees will pay the remaining 5% of those premiums.

HMO Plan: Employer will pay 95% of the premiums for employee only and employee and dependent/family coverage for eligible employees and eligible dependents. Eligible employees will pay the remaining 5% of those premiums.

An Internal Revenue Service 125 Plan is available to employees.

The District will pay up to ten percent (10%) of any premium increase above the prior plan year on the stated shared basis. The District and participating employees will share equally any health insurance premium increase more than ten percent (10%) above the prior plan year.

f. Disputes. All disputes, complaints, and questions, and any and all other issues arising out of or in any way connected with these plans, shall be exclusively resolved in accordance with the underlying plan procedures and ERISA and shall not be subject to Article 15 of this Agreement.

20.2 Paid Leave Oregon Insurance.

a. Background. Employer provides a Paid Leave Oregon Insurance plan through the *Oregon Employment Department*. This insurance is required by Oregon state law and provides paid time off to eligible employees. This is a protected leave. All health-related information gathered by the insurer and organization during this process will be maintained as confidential. Employees will not be discriminated against or retaliated against for using or trying to use this insurance benefit. We encourage each employee to use the combination of time off and benefits up to their full salary but not more.

b. Eligibility. Employees that have earned at least \$1000 in wages in the previous year working in the State of Oregon are eligible for PLO benefits.

c. Coverage. An employee may qualify for up to twelve (12) weeks of leave annually, starting from the first day of leave. An additional two (2) weeks of leave may be available if the employee is pregnant, has given birth, or has health needs because of childbirth. The coverage may be approved in *single day segments*.

d. Reasons for leave. Reasons for leave shall be based on the statute

e. Cost. Employees will see a 0.6% deduction from gross wages for each paycheck. The employer will contribute 0.4% of the employee's gross wages for each paycheck.

The employee and employer minimum and maximum, as well as overall costs, of this coverage will be assessed annually by the Oregon Employment Department and may change. Employers will provide notice to employees and the Union in advance of any change.

f. Disputes. Employer will follow all requirements of the Oregon Paid Leave Program. Employees may contact the Oregon Bureau of Labor and Industries to file a complaint or may contact an attorney of their choice to determine if a civil action may be appropriate.

g. Insurance. If an employee is on a state approved PLO leave, Employer is required by the Statute to continue the employee's medical and dental, life, short term and long term disability coverage, on the same terms as when the employee began their PLO leave. An employee when on a state approved PLO leave is responsible for paying their share of premiums. If the employer pays (directly or indirectly, voluntarily or as required by state or federal statute) any part of the employee's share of health or other insurance premium while the employee is on PLO leave, employer will deduct from their pay the employees share of the premium upon employees return to work. Employee will have the option to request the full amount deducted from their first paycheck upon return, or establish a flexible payment plan down to a minimum of 5% of the employee's gross pay each pay period after the employee returns to work, until the health or other insurance premium amount paid by employer are repaid.

20.3 Long-Term Disability Insurance.

a. Eligibility. Employer agrees to provide long-term insurance coverage for

eligible full-time and part-time employees (other than temporary employees) who are normally scheduled to work at least 24 hours each week.

b. Coverage. Eligible employees desiring group long term insurance coverage must sign up for coverage during the periods allowed by the plan and for new employees coverage normally can be effective on the first day of the month following the date of hire.

c. Plans. Employer agrees to continue providing its existing group long-term insurance plans for eligible employees and at renewal to use its best efforts to obtain the same or substantially equal coverage. Paid Leave Oregon should be applied for simultaneously with Short-Term Disability. Long term disability will cover after 25 weeks.

d. Premiums. Employer will pay 100% of the premium for employee coverage for eligible full-time employees and a prorated amount of the premium for eligible part-time employees. The proration will be based upon the relationship between the employee's normally scheduled weekly hours and full-time status (40 hours each week).

e. Disputes. All disputes, complaints, and questions, and any and all other issues arising out of or in any way connected with this plan, shall be exclusively resolved in accordance with the underlying plan procedures and ERISA and shall not be subject to Article 15 of this Agreement.

20.4 Term Life and Accidental Death Insurance. Employer will provide a \$50,000 group term life and accidental death and dismemberment insurance policy for all eligible regular full-time employees who normally work an average of at least 37.5 hours a week and qualify for coverage under the terms of the plan. Employer will attempt to obtain such term life insurance coverage through a policy which will also allow eligible employees to obtain additional coverage as well as coverage for the employee's legal spouse and dependents if they otherwise qualify, but all such optional coverage will be conditioned on the employee signing an appropriate authorization for deduction form allowing the full cost to be paid through regular payroll deductions. Coverage will then become effective upon the date established in the Plan.

20.5 Continuation of Benefits.

20.5.1 Statutory Rights. Employer will provide eligible employees who lose group health insurance such continuation rights as are required by any applicable federal or state law.

20.5.2 On-the-Job Injuries. Employer will continue paying its share of the cost of group health (medical, dental, vision, and life) insurance for regular employees who are normally scheduled to work at least 37.5 hours a week for the balance of the month in which the employee suffers an accepted on-the-job injury (including any reinjury or aggravation) or illness, and for up to a cumulative total of five (5) additional month(s) in any twenty-four- (24-) month period regardless of the number of such injuries or illnesses, provided that the employee makes satisfactory arrangements to pay (or reimburse) Employer for the employee's share (if any) of such

costs and/or any other optional coverages the employee wishes (and is eligible) to maintain during this period.

20.6 Labor/Management Benefits Committee

Employer and Union may each select three representatives to serve on the Labor/Management Benefits Committee. The Committee will meet quarterly to explore health insurance-related changes and issues. The Committee's charge is to research and analyze issues related to keeping medical insurance rates affordable to the District and its employees, while ensuring the provision of quality care to all employees.

20.7 Health Benefits Legislation

In the event that Health legislation (Federal, State, Local) results in tax liability to the Employer or employees, Employer and Union will immediately negotiate on the effect of that legislation.

ARTICLE 21

PUBLIC EMPLOYEES RETIREMENT SYSTEM (PERS) AND OREGON PUBLIC SERVICE RETIREMENT PLAN (OPSRP)

21.1 The District will participate in the public employee retirement plans as required by Oregon State Statute and will make contributions as required by law.

21.2 To the extent allowed by law, retirement employees will receive credit for unused PTO leave for the purpose of calculating final average salary for PERS retirement benefits.

21.3 The Employer shall continue to "pick-up" a six percent (6%) average employee contribution to the Public Employees Retirement Fund and Oregon Public Service Retirement Plan for the employee members participating in the PERS and OPSRP. Such "pick-up" or payment of the employee member monthly contributions to the System shall continue for the life of this Agreement.

ARTICLE 22

PERSONAL LEAVES OF ABSENCE

22.1 Eligibility. Regular employees are eligible for an unpaid personal leave of absence for up to a cumulative total of 30 calendar days in any 12-month period upon approval by Employer's District Manager. Among the factors which determine whether a leave will be allowed are:

- a. The reason for the request;
- b. The employee's overall length of service;
- c. The employee's prior performance, attendance, safety, and disciplinary records;
- d. Any previous leaves of absence (and the length/purpose of such leaves);
- e. The employee's job and pending (or projected) job assignments;
- f. The employee's commitment to return to work immediately following the leave;
- g. The availability of a temporary replacement; and
- h. The potential impact on Employer.

22.2 Extensions. A personal leave which has been granted for less than 30 calendar days may be extended, provided that the extension is requested prior to the expiration of the original leave and is deemed appropriate by the District Manager under the standards set forth in Section 23.1.

22.3 Pay and Benefits. Personal leaves are unpaid, and employees must exhaust all accrued, earned, and available paid time prior to going on unpaid status, with compensatory time to be first exhausted, followed by any remaining earned PTO time. No new benefits will accrue while an employee is on personal leave.

22.4 Reinstatement. All requests for reinstatement must be made to the District Manager. An employee returning from personal leave normally will be reinstated to his/her previous job classification, range, and wage rate within two scheduled shifts of the request, provided that in the event the employee indicates his/her availability prior to the scheduled or estimated end of the absence, the employee will be returned no later than five scheduled shifts thereafter.

ARTICLE 23

DISABILITY LEAVES OF ABSENCE

23.1 Eligibility. All employees are eligible for a disability leave of absence for recovery from bona fide disabling illnesses or injuries. Except as otherwise allowed by law, disability leaves are limited to a cumulative total of six months for any absence caused by non-occupational illness, injury, or condition, or for more than a cumulative total of 12 months for any absence caused by an occupational illness, injury, or condition, in any 24-month period. This includes all on- and off-the-job illnesses, injuries, and conditions, including the period of time a woman is disabled because of pregnancy, childbirth, or related medical conditions or occurrences.

23.2 Rules Governing Disability Leaves. Except as otherwise allowed by an applicable law:

- a. Disability leaves must be requested in writing and must be approved by the District Manager.
- b. All disability leaves are conditioned upon furnishing satisfactory medical proof within 10 days of the initial absence and every 30 calendar days thereafter, except as prohibited by law.
- c. Disability leaves are always granted for an estimated period of time, and an employee who recovers and is able to return to work must immediately contact the District Manager. An employee who was able or released to return to work and does not do so within three calendar days (excluding Saturdays, Sundays, and holidays) is subject to termination under Section 9.3.
- d. An employee who has been off work 30 consecutive calendar days must contact the immediate supervisor within one calendar week thereafter to report his/her status, and must continue to do so every 30 calendar days. Violations of this rule will be treated as any other “call-in” violation (see Section 14.1.d).

23.3 Pay and Benefits. Disability leaves will be paid in accordance with the provisions of the short- and/or long-term insurance policies. All disability leaves not covered under the provisions of the insurance policies may be covered by accrued, compensatory time, and/or PTO time. Any disability leave covered by accrued, compensatory time or PTO time will be considered leave with pay, and the employee will continue to accrue benefits while using such leave. All disability leaves not covered by one or more of the above will continue to be unpaid leave. Except as expressly required by some other provision of this Agreement, no new benefits will accrue while an employee is on disability leave which is either unpaid or covered by the short and/or long term insurance policies.

23.4 Reinstatement. All requests for reinstatement must be made to the District Manager. An employee returning from disability leave normally will be reinstated to

his/her previous job classification, range, and wage rate within two scheduled shifts of the request, provided that in the event the employee indicates his/her availability prior to the

scheduled or estimated end of the absence, the employee will be returned no later than five scheduled shifts thereafter.

23.5 Medical Examinations and Return-to-Work Certificates. Except as otherwise allowed by an applicable law:

a. All medical certificates and releases must clearly explain the employee's work abilities and any limitations or restrictions.

b. Employer may request a return-to-work certificate satisfactory to Employer from the treating health care provider(s) of an employee who is absent for three or more shifts in any 30-day period because of illness, injury, or other medical condition if the nature of the employee's job, condition, and/or conduct or behavior raised potential fitness-for-duty, safety, or other bona fide business-related issues or concerns. Employer may also require such a certificate for absences of fewer than three shifts in the same circumstances.

c. Employer may request a medical or professional examination by a physician of its choosing (at its expense) if it questions the initial (see Section 23.2.b above) or return-to-work certificate provided by the employee and/or the nature of the employee's job, condition, and/or conduct or behavior raise potential fitness-for-duty, safety, or other bona fide business-related issues or concerns.

23.6 Wage Adjustments. An employee who is temporarily placed in a light-duty, modified, or other job will be compensated according to the procedures established in Section 11.4. An employee who is placed in such a position at a lower wage rate shall be allowed to use any earned PTO to bring his/her compensation up to 100% of the employee's normal straight-time hourly rate.

ARTICLE 24

JURY/WITNESS DUTY ("CIVIC") LEAVES OF ABSENCE

24.1 Jury Duty Leave. Employees who are required to serve on a jury under some form of subpoena or court order may obtain an unpaid (except for employees entitled to compensation under Section 24.4) leave of absence for the period of time covered by the initial subpoena or court order and any involuntary extensions. An employee called for jury duty who is excused from attendance at a time which would allow him/her to return to work during normal scheduled hours must do so.

24.2 Witness Duty Leave. Employees who are required to appear in court or in a state or federal administrative proceeding to testify under some form of subpoena or court order may obtain an unpaid (except for employees entitled to compensation under Section 24.4)

leave of absence for the period of time necessary to do so.

24.3 Advance Notice. An employee who will require jury or witness duty leave must provide a copy of the summons or subpoena to the immediate supervisor on the first scheduled working day following its receipt.

24.4 Pay and Benefits.

24.4.1 Regular full-time employees who are normally scheduled to work an average of at least 37.5 hours each week will continue receiving pay while on jury duty leave, but the employee must reimburse Employer for any jury duty fees (excluding any subsistence or travel allowances). Pay will be based upon the straight-time hours of work actually scheduled and missed as a result of the jury duty obligation.

24.4.2 Leave with pay will be granted to all employees (excluding employees engaged in any litigation as plaintiffs) subpoenaed in litigation arising out of Employer employment in circumstances where Employer believes the employees were acting within the course and scope of employment at the time of the alleged incident giving rise to the need for their testimony, and to all employees requested by Employer to assist in litigation or provide testimony. Pay will be based upon the straight-time hours of work actually scheduled and missed as a result of the witness duty obligation, and the employee must reimburse Employer for any witness duty fees (excluding any subsistence or travel allowances).

ARTICLE 25

MILITARY LEAVES OF ABSENCE

25.1 Military Leaves. Employees who are ordered to or volunteer for military training or active duty in the Armed Forces of the United States, the U.S. Coast Guard, the U.S. Public Health Service, or a National Guard component, may take an unpaid (except for employees entitled to compensation under Section 25.3) leave of absence for the length of the service.

25.2 Advance Notice. An employee who will require military leave must provide a copy of his/her orders to the immediate supervisor within five calendar days following receipt.

25.3 Pay and Benefits. Except employees who are entitled to receive pay as provided under Oregon law (ORS 408.290), military leaves are unpaid, but all employees who are on leave may use any remaining compensatory time or PTO, and benefits only accrue as required by law. An employee entitled to compensation under this provision must reimburse Employer for any military pay (excluding any subsistence or travel allowances) and pay will be based upon the straight-time hours of work actually scheduled and missed as a result of the military duty obligation.

25.4 Reinstatement. An employee who requests reinstatement according to the statutory procedures and time limits will be reinstated as required by law.

ARTICLE 26

BEREAVEMENT LEAVES OF ABSENCE

26.1 Immediate Relatives. Upon the death of an “immediate family” member directly related by blood, marriage, or legal adoption, all employees will be allowed up to 40 hours off without pay per occurrence (except for employees entitled to compensation under Section 26.3) to grieve, assist in making arrangements and/or to attend the services. “Immediate family” includes grandparents, parents, spouse, domestic partner, brother, sister, child, or grandchild, in-laws, or other relatives residing in the employee’s household. An employee who is not entitled to pay under Section 26.3 or has exhausted available pay under that Section may use any remaining earned compensatory time or PTO time or may apply for personal leave.

Employees may take up to two (2) weeks of unpaid leave in accordance with the Oregon Family and Leave Act (“OFLA”) for the death of a “family member” as defined by OFLA. An employee who is not entitled to pay under Section 26.3 or has exhausted available pay under that Section may use any remaining earned compensatory time or PTO time or may apply for personal leave.

26.2 Other Relatives/Friends. Upon the death of roommates or others regularly residing within the household immediately prior to death, other relatives, or close friends, an employee may use any remaining compensatory time or earned PTO time or may apply for personal leave to attend the funeral or services.

26.3 Pay and Benefits. Regular full-time employees who are normally scheduled to work an average of at least 37.5 hours each week are eligible to receive bereavement pay per occurrence.

An employee may receive up to 40 hours paid leave in the event of a death of an employee’s spouse, domestic partner, parent, child, stepchild, brother, or sister.

An employee may receive up to 24 hours paid leave in the event of the death of an employee’s step-mother, stepfather, father-in-law, mother-in-law, grandparents, grandchild, brother/sister of spouse, son/daughter-in-law.

The supervisor may request proof from an Employee prior to approving bereavement pay. Total bereavement pay for multiple occurrences is limited to 80 hours in a calendar year. Pay will be based upon the straight-time hours of work actually scheduled and missed as a result of the bereavement.

ARTICLE 27

REDUCTIONS IN HOURS, LAYOFFS, AND RECALLS

27.1 Temporary Layoffs and Reductions in Hours. Employer may lay off (or reduce the hours of) employees in such job classifications as it deems appropriate without regard to seniority, provided that such temporary curtailments do not exceed more than 10 calendar days.

27.2 Layoffs. Employer may lay off (or reduce the hours of) employees based upon budgetary, operational, reorganization, elimination of services or functions, or any other non-disciplinary consideration. Reductions in hours or layoffs, other than on a temporary basis, shall be done by job classification and will first be accomplished by selecting any temporary or probationary employees who are performing sufficient bargaining unit work to defer the selection of a regular employee, and then shall be based upon “qualifications” (which will have the meaning specified in Section 6.3). If qualifications are deemed to be equal, seniority will apply with the employee in the job classification having the least seniority to be the first reduced in hours and/or laid off. An employee so affected by a reduction in hours or layoff shall then have the right to displace any employee with less seniority in any lower-rated job classification within the department provided the employee meets all legal requirements for the position and “qualifications” are equal. An employee who is unable to exercise this right in the same department shall then be allowed to exercise the same right as to any such position in the other department. An employee so affected will then have recall rights established by Section 27.3. “Lower rated” refers to the position’s maximum wage rate.

27.3 Recalls. Regular employees affected by a reduction in hours or layoff will be placed on a reinstatement-of-hours or recall list for 12 months from the effective date of the action. When it becomes necessary to increase or decrease the number of straight-time hours or employees in any job classification, seniority and qualifications will once again apply. Employer will mail, by certified mail with return receipt requested, notice of recall to the affected employee at the last address reflected in his/her personnel file. An employee who fails to report to work within 10 calendar days after the mailing will be discharged as provided in Section 14.1.f.

27.4 Employee Obligations. An employee affected by layoff is required to keep Employer informed of any changes in telephone number and address.

27.5 Rights Upon Recall or Any Increase in Hours. An employee whose hours are increased or is recalled after any layoff will qualify or requalify for insurance and other benefit programs after satisfying the conditions established in the underlying plan documents and/or this Agreement.

ARTICLE 28

HEALTH AND SAFETY

28.1 Mutual Commitment. Employer, the Union, and all of the employees covered by this Agreement, mutually agree to work together to ensure the health and safety of all employees.

28.2 Employer Commitment. The Employer commits to use its best efforts to provide a safe and healthy working environment for all employees and comply with all applicable state and/or federal safety laws and regulations.

28.3 Safety Committee. Employer and the Union will establish a safety committee to assist in identifying unsafe conditions or practices. The committee will be made up of two employees selected by the employees and two members selected by Employer. The committee will meet at least quarterly on Employer time for a period not to exceed one hour (except by majority vote), and minutes of each meeting will be prepared and maintained as required by law.

28.4 On-the-Job Accidents/Injuries. An employee who suffers any on-the-job accident or injury must immediately notify the employee's supervisor, so Employer can investigate the accident, ensure that the employee is properly treated, and take any necessary corrective action.

28.5 Examinations and Releases. Except as otherwise required or allowed by law, Employer may request a medical or professional examination by a physician of its choosing (at its expense) in circumstances where the nature of the employee's job, condition, and/or conduct or behavior raise potential fitness-for-duty, safety, or other bona fide business-related issues or concerns.

28.6 Required Protective Clothing and Safety Equipment. Employer agrees to provide affected employees with Rockwood logo clothing, foul weather gear, and any personal protective clothing and/or safety equipment required by OR-OSHA at its own expense. All clothing and equipment purchased by the employer shall remain the Employer's sole property and shall be promptly returned upon any separation of employment.

Each year employer will reimburse employees up to \$400 for the purchase or repair of raingear or boots when the current gear is no longer serviceable. In addition, the employer will reimburse up to \$250 a year to replace other clothing items if damaged on duty and verified by the supervisor.

ARTICLE 29

EDUCATION, TRAINING, AND LICENSING

29.1 CDL Certification. Employer will pay the cost of all physical examinations, the licensing test, and any alcohol and drug testing required of employees for whom a commercial driver's license ("CDL") is required as a condition of employment.

29.2 Mandatory Participation. Employer shall provide in-service training as deemed necessary and beneficial to the delivery of services and performance of duties including, but not limited to, Oregon Health Division required water and back-flow certifications. The Employer will pay or reimburse an employee who is required to attend any course of instruction, workshop, conference or meeting, for any tuition or attendance fees, books or course materials, travel costs (as authorized by Employer's then-current policy), and any related expenses authorized in advance by the District Manager and/or designee.

29.3 Optional Participation. An employee who desires to acquire additional job-related education or training through approved courses and programs may receive reimbursement for part or all of the tuition or course fees (and books or course materials), provided all of the following conditions are met:

- a. The program has been approved in writing in advance by the District Manager;
- b. The District Manager has concluded that each course is either work-related or part of a well-documented employee development and training plan;
- c. Each course and educational institution has been approved in writing in advance prior to the beginning of each quarter or semester by the immediate supervisor or the District Manager;
- d. The District Manager has concluded that funds are available within the budget;
- e. The employee must still be employed by Employer when the course is actually completed;
- f. The employee must successfully complete the class with a grade of at least "C," "satisfactory," or "pass";
- g. The employee provides proof of successful completion with the request for reimbursement;
- h. The employee must agree to reimburse Employer for all funds which he/she has received in the 12 months immediately preceding any voluntary separation from employment and must sign an authorization form allowing Employer to

deduct that amount from the final paycheck should it occur; and

- i. The employee must not be eligible for or receiving tuition from any other source.

ARTICLE 30

GENERAL

30.1 Personnel File. An employee shall have the right to inspect his/her personnel file and to request copies of personnel records as allowed by Oregon law. Access to the personnel file shall be allowed during normal business hours, but an employee shall not be entitled to compensation for time spent reviewing the files, and an employee requesting copies of personnel records shall be required to reimburse the Employer for the reasonable cost of doing so. An employee shall have the right to submit a written statement of reasonable length documenting the employee's disagreement with any negative statement or document contained in the personnel file, provided that the statement does not include any profane, obscene, or potentially defamatory allegations or statements.

30.2 Outside Employment. No employee may engage in any form of outside employment or self-employment which interferes with or adversely impacts the employee's ability to perform his/her assigned Employer duties or presents a potential conflict of interest. An employee desiring to accept outside employment will notify the District Manager as soon as practicable to determine whether this provision may be applicable, but Employer's failure to object to any proposed outside employment shall not preclude Employer from thereafter invoking its rights under this provision in appropriate circumstances.

30.3 Inclement Weather.

30.3.1 Office Closings. Regular full-time employees who are normally scheduled to work an average of at least 37.5 hours each week will not be required to use compensatory time or earned PTO to cover scheduled work missed because the District Manager has elected not to open the office (or to close the office early) because of adverse weather conditions.

30.3.2 Non-Office Closings. An employee who determines that he/she cannot safely reach the assigned place of work because of adverse weather conditions, notwithstanding that Employer offices are open, must immediately notify the supervisor or District Manager and must use any compensatory time followed by any remaining earned PTO necessary to cover the absence.

30.4 Printing and Distribution. Employer and the Union will equally share the cost of copying this Agreement, and Employer will provide copies to new and existing employees.

30.5 Part-Time Employees. Regular part-time employees who are regularly

and consistently scheduled to work at least 24 hours each week may accrue PTO on a prorated basis. The proration will be based upon the relationship between the employee's regular schedule and a 40-hour workweek (for example, an eligible part-time employee who is regularly scheduled to work a 30-hour schedule will earn 75% of the accrual of a full-time employee with the same years of service). Such employees will also be eligible to participate in Employer's health and dental insurance programs by paying his/her prorated share of the premium, with the proration to be based upon the same formula.

30.6 Savings Provision. Any provision of this Agreement which may be adjudged by a court of last resort to be in conflict with any federal or state law shall become inoperative to the extent and duration of such conflict. Since it is not the intent of either party to violate any such laws, it is agreed that in the event of a conflict between any provision of this Agreement and such federal and state law, the remainder of this Agreement will remain in full force and effect. Employer and the Union agree to attempt to negotiate substitute provisions, with such negotiations to begin within 30 days.

30.7 Entire Agreement. This Agreement contains the sole and entire agreement between the parties. The terms of this Agreement may be supplemented, amended, modified or waived only by a mutual agreement in writing which expressly states that it is intended to have that effect and is signed by both parties. During the life of this Agreement or any extension thereof, neither party shall be obligated to bargain collectively with respect to any matter unless specifically required to do so by the express terms of this Agreement.

30.8 Duration and Term of Agreement. This Agreement shall be in full force and effect from the day it is signed by both parties or, failing simultaneous signing, the day it is signed by the second party, to June 30, 2028 and thereafter from year to year unless 60 calendar days' written notice is given by either party prior to the expiration date. Subject to Section 4.4 the parties agree to meet and negotiate at mutually-acceptable times and places with the 60 calendar day period immediately preceding the termination of this Agreement, or earlier by mutual agreement.

ROCKWOOD WATER PEOPLE'S UTILITY DISTRICT

By _____
Tom Lewis, Board President

By _____
Kari Duncan, General Manager

Date _____

**ROCKWOOD WATER PEOPLE'S UTILITY DISTRICT
EMPLOYEES LOCAL 350-8, AFSCME COUNCIL 75, AFL-CIO**

By Tessa R
Tessa Brooks, AFSCME Council Representative

By Heather Conner
Heather Conner, Union President

Date 6/17/25

APPENDIX A-1

	2025-2026					
	Step 1	Step 2	Step 3	Step 4	Step 5	100%
Lead Person	6795	7134	7491	7866	8259	99,105
Meter Technician	5836	6128	6434	6756	7094	85,123
Maintenance Mechanic	6077	6381	6700	7035	7387	88,643
Operator 1	5424	5695	5980	6278	6592	79,109
Operator 2	6581	6910	7256	7618	7999	95,991
Operator in Training	5046	5299				63,592
Water Worker 1	5424	5695	5980	6278	6592	79,109
Water Worker 2	5788	6078	6381	6701	7036	84,427
Water Worker in Training	5046	5299				63,592
Customer Acc Spec II	5418	5689	5973	6272	6586	79,028
Customer Acc Spec I	4736	4973	5221	5482	5756	69,077
Utility Worker I	5424	5695	5980	6278	6592	79,109
Meter Reader	5085	5340	5606	5887	6181	74,174

Salary schedule in 2026-27 and 2027-28 based on CPI-W and Article 11.1.