

**AMENDMENT NO. 1 TO
MEMORANDUM OF UNDERSTANDING BETWEEN
THE BIG BEAR CITY COMMUNITY SERVICES DISTRICT AND
THE BIG BEAR CITY COMMUNITY SERVICES DISTRICT EMPLOYEES ASSOCIATION**

1. PARTIES AND DATE

This Amendment No. 1 to the Memorandum of Understanding ("Agreement") is made and entered into as of April 19, 2021, by and between the BIG BEAR CITY COMMUNITY SERVICES DISTRICT ("District") and BIG BEAR CITY COMMUNITY SERVICES DISTRICT EMPLOYEE ASSOCIATION, ("Association"). District and Association are sometimes individually referred to as "Party" and collectively as "Parties".

2. RECITALS

- 2.1 The District and the Association have entered into an Agreement, effective July 1, 2017, setting forth the understanding of the parties as to wages, hours and other terms and conditions of employment for those employees employed in classifications in the Management/Supervisory/Confidential Employee Bargaining Unit, and for those employees employed in classifications in the Miscellaneous Employee Bargaining unit.
- 2.2 The Parties now desire to amend the Agreement in order to extend the current terms for a period of two additional years.
- 2.3 All other terms of the Agreement will remain intact and in place.

3. AGREEMENT

- 3.1 The true and correct recitals above are incorporated by this reference herein as the basis for this Amendment No. 1.
- 3.2 Section III. A. Cost of Living Adjustment of the Agreement is hereby amended to read as follows:

"Upon the date of ratification of the Memorandum of Understanding by the parties, all employees shall receive a two and one-quarter percent (2.25%) Cost of Living Adjustment effective July 1, 2017.

July 1, 2018, all employees shall receive a two and one-quarter percent (2.25 %) Cost of Living Adjustment.

July 1, 2019, all employees shall receive a two and one-quarter percent (2.25%) Cost of Living Adjustment.

July 1, 2020, all employees shall receive a two and one-quarter percent (2.25%) Cost of Living Adjustment.

July 1, 2021, all employees shall receive a two and one-quarter percent (2.25%) Cost of Living Adjustment.

July 1, 2022, all employees shall receive a two and one-quarter percent (2.25%) Cost of Living Adjustment.”

- 3.3 Section XIII. B. Term of the MOU of the Agreement is hereby amended to read as follows:

“Upon approval by the District Board of Directors, this MOU shall become effective on the date of execution, and expire on June 30, 2023. The terms and conditions of the Memorandum of Understanding shall remain in force during the course of collective bargaining until such time as a successor MOU has been ratified; or the applicable impasse and fact-finding procedure has been exhausted.”

4. FULL FORCE AND EFFECT

- 4.1 All terms, conditions, and provisions of the Agreement, unless specifically modified herein, shall continue in full force and effect. In the event of any conflict or inconsistency between the provisions of this Amendment No. 1 and any provisions of the Agreement, the provisions of this Amendment No. 1 shall in all respects govern and control. From and after the date of this Amendment No. 1, whenever the term “Agreement” or “Contract” appears in the Agreement, it shall mean the Agreement as amended by this Amendment No. 1.

[Signatures on following page]

**SIGNATURE PAGE FOR AMENDMENT NO. 1 TO
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THE BIG BEAR CITY COMMUNITY SERVICES DISTRICT AND
THE BIG BEAR CITY COMMUNITY SERVICES DISTRICT EMPLOYEES ASSOCIATION**

IN WITNESS WHEREOF, the Parties hereto have executed this agreement as of the date first herein written above.

BIG BEAR CITY COMMUNITY SERVICES DISTRICT

By: Mary T. Reeves
Mary T. Reeves
General Manager

Date: 4-19-21

APPROVED AS TO FORM:

By: [Signature]
Best Best & Krieger LLP
General Counsel

Date: 5/04/21

**BIG BEAR CITY COMMUNITY SERVICES DISTRICT
EMPLOYEES ASSOCIATION**

By: [Signature]
Michael Lindquist
President

Date: 4-6-2021

SOLIDARITY CONSULTING, LLC:

By: [Signature]
Anthony Walters

Date: 4-6-2021