

November 6, 2022

Mauricio de Jesus Arboleda Zapata

Institute of Environmental Science and Geography
Campus Golm, Building 1, Rm 005
Karl-Liebknecht-Str. 24-25
14476 Potsdam-Golm, Germany
+49 331 977 5700
mauricio.arboleda@geo.uni-potsdam.de

Dear Mauricio:

Dr. Helen Dahlke in the Department of Land, Air and Water Resources - UC Davis, is pleased to offer you a Postdoctoral Scholar position beginning *February 1, 2023 and ending January 31, 2024* (with a possible extension until January 31, 2025). We are delighted that you are coming to UC Davis to pursue your research interests.

This appointment is assigned at **100%** time with an *annual* rate of \$55,632 for Level 0. Your primary appointment title is Postdoctoral Scholar – Employee and the title code 3252. Your funding will come from a USDA award titled Synergistic Managed Aquifer Recharge Strategies to Sustain Irrigated Agriculture [account 3-HED4054].

Your faculty supervisor/mentor is Prof. Helen Dahlke and her contact information is hdahlke@ucdavis.edu and telephone # 530- 400-2439.

Contingent upon mutual agreement, satisfactory performance and the availability of funds, your appointment may be renewed. It is within the university's sole discretion to appoint, reappoint, or not reappoint a postdoctoral scholar.

At UC Davis, a postdoctoral scholar is one who trains under the direction of a (research) mentor in a substantial fulltime program of advanced research and training beyond the doctoral level, in preparation for an independent career.

Postdoctoral scholars may expect the opportunity for collaborative and independent research and publication as determined by mutual agreement with their mentor.

In accordance with Article 9 – Individual Development Plans and Progress Assessments, in the CBA, your supervisor/mentor is required to provide you with at least one written evaluation per 12-month appointment. You may request that the goals and expectations on which you will be assessed be provided in writing.

As a postdoctoral scholar you will be expected to support ongoing and new research related to monitoring and managing groundwater resources in California's Central Valley using geophysical tools. Responsibilities will include planning geophysical field campaigns, acquiring, processing and inverting field data, and interpreting the recovered inversion models with a focus on quantifying the uncertainty in the final results. You will be expected to learn to acquire data from methods including transient electromagnetics, electrical resistivity tomography, induced polarization, and nuclear magnetic resonance, and to learn to conduct surface, borehole, and time-lapse measurements. As a part of an interdisciplinary team, you will be expected to work collaboratively and to support the efforts of other researchers and postdocs, which may require direct involvement in, e.g., hydrogeological data acquisition or geophysical modelling exercises. These efforts will contribute to the body of original research that

you are expected to submit for publication in peer-reviewed journals and to present at internationally recognized conferences and workshops. Your primary worksite location will be at the USDA-ARS Sustainable Agricultural Water Systems office at 239 Hopkins Road, Davis, CA 95616.

All offers are contingent upon evidence of the doctoral degree and documentation of employment eligibility in compliance with the Immigration Reform and Control Act of 1986. Your department representative, **Alexandria Anderson** [ajlanderson@ucdavis.edu, 530-754-4429] will be able to discuss these documentation issues with you upon your acceptance of this position. In addition, Services for International Students and Scholars (SISS) is available to answer questions you may have. You will find them online at <http://siss.ucdavis.edu>.

The UC Davis Office of Graduate Studies is the administrative home for postdoctoral scholars. Relevant information for postdoctoral scholars can be found at <http://gradstudies.ucdavis.edu/postdocs>. In addition, there is a Postdoctoral Scholars Association at UC Davis. Information on this organization can be found at <http://postdocs.ucdavis.edu>.

University of California postdoctoral scholars are exclusively represented by the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW). The Collective Bargaining Agreement (CBA) was ratified October 17, 2016. The union's (UAW Local 5810) website is <http://uaw5810.org/>.

A copy of the collective bargaining agreement between the University of California and the UAW is available at <http://ucnet.universityofcalifornia.edu/labor/bargaining-units/px/contract.html>. Details concerning your benefits as a Postdoctoral Scholar are set forth in Article 3 "Benefits" of the UC-UAW Local 5810 Collective Bargaining Agreement ("CBA") <http://ucnet.universityofcalifornia.edu/labor/bargaining-units/px/index.html>.

Postdoctoral Scholars must have adequate health insurance coverage for the duration of the appointment. You are eligible to participate in the UC Postdoctoral Scholars Benefits Plan (PSBP), which includes medical, dental, vision, life, accidental death and dismemberment, disability insurance, and workers' compensation, and which satisfies U.S. visa requirements. Your family is also eligible to participate in the medical, vision and dental plans. Postdoctoral Scholars are obligated to contribute to the monthly subscriber portion of the medical insurance premium (Appendix A), unless they opt out. For detailed information, please contact Garnett-Powers. In some cases, the UC departmental contributions paid to the UC Postdoctoral Scholars benefits on your behalf are considered taxable income or (imputed income, see attachment). In addition, you may also contact the department's benefit representative **Alexandria Anderson** [ajlanderson@ucdavis.edu, 530-754-4429]. If you decide to enroll in PSBP you must enroll within thirty-one calendar days from the first day of your official appointment. The insurance begins the first day of your appointment. Failure to timely enroll will result in a delay and limited access to services.

You can also obtain information from your union at: <http://www.uaw5810.org/know-yourrights/psbp/>. In accordance with local access rules and/or practices, upon appointment/reappointment you are entitled to have a meeting with your Union representative at your worksite to discuss your right to benefits and your benefit options under the collective bargaining agreement.

Postdoctoral scholars are entitled to the holidays observed at UC Davis and may also take 24 days of personal time off (PTO) per year, and up to 12 days of sick leave per year. All 24 days of PTO and all 12 days of sick leave are granted upon your date of hire. PTO does not carry over and must be used before the end of your appointment year or it will be lost; however, unused sick leave does carry over to subsequent postdoctoral appointments. The university may require the use of your PTO prior to the end of your appointment period.

The university will maintain a personnel file for you, which you may have access to in accordance with the provisions of Article 18 – Personnel Files in the CBA.

This appointment letter constitutes the entire agreement for your appointment as a postdoctoral scholar. If you have an understanding regarding your appointment that differs from those presented here, do not sign this document and discuss your concerns with the department or unit chair.

We would appreciate receiving your response within 7 days of this offer. Again, congratulations, and we look forward to hearing from you soon.

Sincerely,



Signature of Principal Investigator [H. Dahlke]



Signature of Department Chair [William Horwath]

I, MAURICIO ARBOLEDA ZAPATA, accept the appointment as described in this letter.



Signature of Postdoctoral Scholar [Mauricio Arboleda
Zapata]



Date Signed

Attachments:

- a. Appendix A – 2020 Health and Welfare Postdoctoral Scholar Benefit Plan
- b. Appendix B - Postdoctoral Scholar Title Codes (3253 and 3254)
- c. Tax Reporting and Compliance Imputed Income notification.

cc: Jessica Gonzalez
PI