

C O P Y

**Letter of Agreement
Between the City of Palmdale
and the California Teamsters Local 911
June 17th, 2019**

Pursuant to the provisions of the Meyers-Milias-Brown Act ("MMBA"), this Letter of Agreement is entered into on June 17th, 2019 between the City of Palmdale ("City") and California Teamsters Local 911 ("Union"). The City and the Union are collectively referred to herein as the "Parties." It is understood and agreed that the specific provisions contained in this Letter of Agreement shall supersede any previous agreements, whether verbal or written, regarding the matters contained herein, including but not limited to Exhibit B of the Memorandum of Understanding between the Parties effective July 1, 2017 through June 30, 2021 ("MOU").

The Parties have met and conferred in good faith concerning the terms and conditions of this Side Letter Agreement and its implementation and agree to the following:

1. The City contracted with Bryce Consulting to conduct a classification and compensation study of all positions within the bargaining unit (except classifications in the Sewer Maintenance Division, which were only included in the compensation portion of the study).
2. All Union members were given the opportunity to participate in the classification portion of the study.
3. The parties met and conferred over the scope of the compensation study.
4. The results of the classification and compensation study were provided to the Union, and the parties met and conferred over the results on May 1, 2019.
5. While the data from the compensation study indicates that the majority of positions represented by the Union are paid above market, the parties agree that the results of the classification and compensation study will be set aside and will not be implemented, which includes but is not limited to decreases in compensation, increases in compensation, and title changes. All positions will remain at their current range and salary, employees will not be y-rated, and all negotiated salary increases in the MOU will take effect as set forth in the MOU.
6. On May 1, 2019, the parties also met and conferred over the provision of take-home vehicles. The parties agree that effective July 1, 2019, no employee shall be permitted to take home a City vehicle unless the employee is assigned to Standby under Section 2.05 of the MOU, or unless the employee has been specifically authorized by the employee's supervisor to take a City vehicle home because service to the City necessitates the employee having a City vehicle, such as in the case of severe weather.

CITY OF PALMDALE

Dated: July 2, 2019



J.J. Murphy, Assistant City Manager / Chief Negotiator



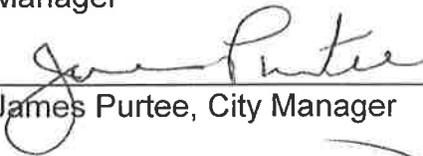
Kelly A. Trainer, Legal Counsel



Anne Ambrose, Administrative Services Director



Patricia M. Nevarez, Human Resources Manager



James Purtee, City Manager



Steve Hofbauer, Mayor

7/18/19

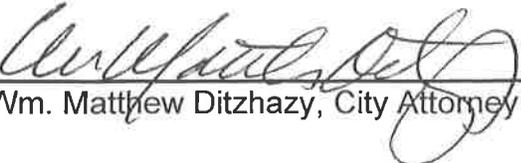
Date

Attest:



Rebecca J. Smith
City Clerk

APPROVED AS TO FORM:



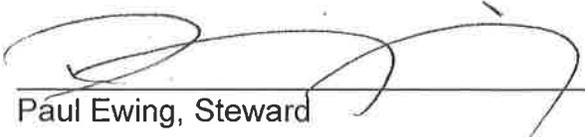
Wm. Matthew Ditzhazy, City Attorney

CALIFORNIA TEAMSTERS LOCAL 911

Dated: June 17, 2019



Carlos Rubio, Chief Negotiator



Paul Ewing, Steward



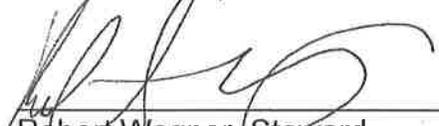
Michael Johnson, Steward



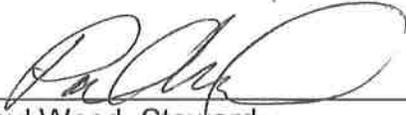
John Nemeth, Steward



Chad Thomas, Steward



Robert Wagner, Steward



Paul Wood, Steward