

**Side Letter of Agreement
Between the City of Palmdale
and the California Teamsters Local 911
August 7, 2018**

Pursuant to the provisions of the Meyers-Milias-Brown Act ("MMBA") and the Memorandum of Understanding between the City of Palmdale ("City") and California Teamsters Local 911 ("Union") effective July 1, 2017 through June 30, 2021 ("MOU"), this Side Letter of Agreement is entered into on August 7, 2018, between the City and the Union ("Side Letter Agreement") as an amendment to the MOU. 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 Side Letter Agreement shall supersede any previous agreements, whether oral and written, regarding the matters contained herein. Except as provided herein, all wages, hours and other terms and conditions of employment presently enjoyed by the Union in the MOU shall remain in full force and effect.

The City and the Union 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:

On December 12, 2017, pursuant to Section 1.02, subsection A, paragraph 1 of the MOU, the parties jointly conducted a secret ballot election to determine if the employees in the Sewer Maintenance Division, including the Collection System Operator I, Collection System Operator II, and Senior Collection System Operator positions, desired to be represented by the Union.

As a result of the election, and pursuant to Section 1.02, subsection A, paragraph 3, Section 1.02 – Recognition of the MOU shall be amended as follows:

Section 1.02 Recognition

California Teamsters Public, Professional & Medical Employees Union Local 911 is hereby acknowledged by the City of Palmdale as the certified, exclusive and recognized employee organization representing employees working in the City's Maintenance Division in the following classifications, consistent with Public Employment Relations Board (PERB) Decision No. 2203-M and 2203a-M:

All regular full-time, regular part-time and probationary employees in the Maintenance Division of the Department of Public Works (DPW) in the classifications of Custodian I and II, Lead Custodian, Maintenance Worker I and II, Maintenance Lead Worker, Maintenance Specialist, Senior Maintenance Specialist, Equipment Operator, Heavy Equipment Operator, Street Sweeper Operator, Landscape Inspector, Collection System Operator I and II, and Senior Collection System Operator.

In addition, Exhibit A to the MOU shall be amended as follows:

**EXHIBIT A
REPRESENTED CLASSIFICATIONS
AND WAGE SCHEDULE EFFECTIVE JULY 9, 2018**

Position Title	Range	A	B	C	D	E	F
MAINTENANCE HELPER (PART-TIME)	12	1,984	2,084	2,187	2,297	2,412	2,533
CUSTODIAN I	22	3,232	3,394	3,564	3,742	3,929	4,126
MAINTENANCE WORKER I	22	3,232	3,394	3,564	3,742	3,929	4,126
COLLECTION SYSTEM OPERATOR I	24	3,564	3,742	3,929	4,126	4,332	4,549
CUSTODIAN II	24	3,564	3,742	3,929	4,126	4,332	4,549
MAINTENANCE WORKER II	24	3,564	3,742	3,929	4,126	4,332	4,549
COLLECTION SYSTEM OPERATOR II	26	3,929	4,126	4,332	4,549	4,777	5,015
COLLECTION SYSTEM OPERATOR II – 'Y' RATE	29	4,372	4,591	4,821	5,062	5,315	5,580
EQUIPMENT OPERATOR	29	4,549	4,777	5,015	5,266	5,530	5,806
LANDSCAPE INSPECTOR	29	4,549	4,777	5,015	5,266	5,530	5,806
LEAD CUSTODIAN	29	4,549	4,777	5,015	5,266	5,530	5,806
MAINTENANCE LEADWORKER	29	4,549	4,777	5,015	5,266	5,530	5,806
MAINTENANCE SPECIALIST	29	4,549	4,777	5,015	5,266	5,530	5,806
SENIOR COLLECTION SYSTEM OPERATOR	29	4,549	4,777	5,015	5,266	5,530	5,806
STREET SWEEPER OPERATOR	29	4,549	4,777	5,015	5,266	5,530	5,806
HEAVY EQUIPMENT OPERATOR	31	5,015	5,266	5,530	5,806	6,096	6,401
SR MAINTENANCE SPECIALIST	31	5,015	5,266	5,530	5,806	6,096	6,401

* * * SIGNATURES APPEAR ON FOLLOWING PAGE * * *

CITY OF PALMDALE

CALIFORNIA TEAMSTERS LOCAL 911

Dated: _____

Dated: JULY 12, 2018

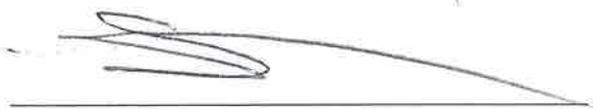

Kelly A. Trainer, Chief Negotiator

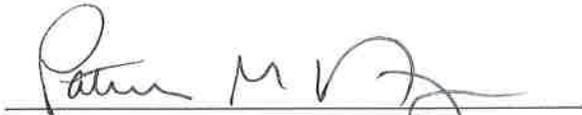

Carlos Rubio, Chief Negotiator


James Purtee, City Manager


Paul Ewing, Steward


Anne Ambrose, Administrative Services Director


Michael Johnson, Steward


Patricia M. Nevarez, Human Resources Manager


Chad Thomas, Chief Steward


James Ledford, Mayor

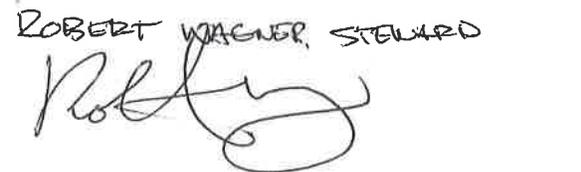

Paul Wood, Steward

8/13/18
Date


JOHN NEMETH, STEWARD

Attest:

Rebecca J. Smith
City Clerk

ROBERT WAGNER, STEWARD


APPROVED AS TO FORM:

Wm. Matthew Ditzhazy, City Attorney