

**SIDE LETTER AGREEMENT
BETWEEN
THE INTERNATIONAL UNION OF OPERATING ENGINEERS, STATIONARY
ENGINEERS, LOCAL 39
AND
THE CITY OF ROSEVILLE**

The City of Roseville (hereinafter referred to as "City") and the International Union of Operating Engineers, Stationary Engineers, Local 39 (hereinafter referred to as the "Local 39") entered into a Memorandum of Understanding ("MOU") with a term beginning on January 1, 2024, and terminating on December 31, 2027. The City and the Local 39 are collectively referred to herein as the "Parties."

The intent of this Side Letter Agreement ("Agreement") is to administratively correct four issues discovered by the Parties in the MOU. Two issues arise out of classification updates to two positions: (1) deletion of the Natural Resources Technician classification and addition of the Natural Resources Specialist I/II classification, and the application of a certificate pay thereto; and (2) the reclassification of the Industrial Waste Specialist classification to the Industrial Waste Analyst classification, and its inclusion in the MOU table, "Classifications Eligible for Uniform and/or Boot Allowance". The classification work, itself, was already approved by City Council, and this Agreement updates the application of the certificate pay and classification inclusion in the specified MOU table. In addition, the Organics Truck Driver needs to be added to the MOU table referenced above. Further, based on a CalPERS inquiry, it was determined that the uniform and safety shoe/work boot provision of the MOU needs an update to ensure the special compensation reported for Classic employees prior to this agreement met CalPERS requirements.

The specific provisions contained in this Agreement are intended to supersede any previous agreements, whether oral or written, regarding the matters contained in this Agreement.

The Parties have satisfied their obligations to meet and confer in good faith in accordance with the Meyers-Milias-Brown Act ("MMBA").

Except as provided here, all wages, hours, and other terms and conditions of employment presently in the City's MOU with the Local 39 remain in full force and effect.

THEREFORE, the Parties mutually agree to the following:

The Natural Resources Technician classification was deleted, and the classification of Natural Resources Specialist I/II was approved in the Local 39 employee group by City Council on May 1, 2019, effective May 11, 2019. The prior two and one-half percent (2.5%) Arborist Certification pay for Natural Resources Technician was not addressed at that time and is intended to apply to the Natural Resources Specialist I/II. As such, the City and Local 39 hereby voluntarily agree to amend Chapter 2, Salaries, Article I., provision K. as follows:

K. The City shall pay two and one-half percent (2.5%) of base salary certificate pay to employees in the classification of Natural Resources Analyst I/II who possess an Arborist

Certification and who have been designated in writing by the department head to perform duties related to the certification.

Additionally, the City and Local 39 hereby voluntarily agree to amend **Chapter 2, Salaries, Article X., Uniform and Safety Shoe/Work Boot Provisions**, as follows:

- A. The City agrees to provide three (3) options for uniforms per A1 through A3 below. Management in each division will determine whether employees are required to wear uniforms. The value of the uniform allowance and/or uniforms provided, cleaned, and maintained by the City, up to a total of \$1,500 annually, is reported to CalPERS as compensation subject to retirement contributions for employees in the Classic retirement tier (not PEPPRA). This excludes the monetary value for personal health and safety equipment or any items not reportable per CalPERS. This is capturing and inclusive of prior MOU reported earnings to CalPERS for Classic members. This is capturing and inclusive of prior City reported special compensation, related to uniforms, to CalPERS for Classic members, effective at least as early as January 1, 2013, (or earlier, including as far back as 1994) on the belief and understanding that CalPERS regulations didn't require specified amounts be delineated in publicly approved MOUs prior to this date.

Further, the classification of Industrial Waste Specialist is listed in the MOU as being eligible for "Uniform Provided or Uniform Allowance"; however, this classification was reclassified to Industrial Waste Analyst by the City Council on October 4, 2023, effective October 7, 2023. At the time, the provision for uniform allowance for Industrial Waste Analyst was not addressed. In addition, the Organics Truck Driver job class needs to be added as eligible for uniform or boot allowance. As such, the City and Local 39 hereby voluntarily agree to amend **Chapter 2, Salaries, Article X. Uniform and Safety Shoe/Work Boot Provision** in the current MOU to replace the Industrial Waste Specialist job class with the current job title of Industrial Waste Analyst and to add the Organics Truck Driver job class to the table and replace the table in the same chapter with the attached table.

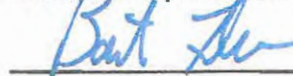
CITY OF ROSEVILLE



Dominick Casey, City Manager

Date: 3/06/2024

THE INTERNATIONAL UNION OF
OPERATING ENGINEERS, STATIONARY
ENGINEERS, LOCAL 39



Bart Florence, Business Manager



Brandy Johnson, Director of Public Employees



Stephen Hatch, Business Representative

Attachment: Classifications Eligible For Uniform and/or Boot Allowance

Attachment to Side Letter with Local 39 and the City of Roseville

CLASSIFICATIONS ELIGIBLE FOR UNIFORM AND/OR BOOT ALLOWANCE

Classification	Uniform Provided or Uniform Allowance	Boot Allowance
Arborist Technician	X	X
Aquatics Maintenance Technician	X	X
Building Maintenance Worker I/II	X	X
Construction Inspector I/II		X
Construction Inspector Supervisor		X
Courier	X	
Custodian	X	
Engineering Technician I/II		X
Equipment Serviceworker	X	X
Fleet Services Parts Buyer	X	X
Industrial Waste Analyst	X	
Irrigation Technician	X	X
Laboratory Analyst I/II	X	
Laboratory Technician I/II	X	
Mechanic I/II	X	X
Meter Reader	X	
Meter Service Worker	X	X
Natural Resource Specialist I/II	X	X
Natural Resources Worker I/II	X	X
Organics Truck Driver	X	X
Parks Maintenance Worker I/II	X	X
Parks Project Technician	X	X
Refuse Maintenance Worker I/II	X	X
Refuse Truck Driver I/II	X	X
Senior Building Maintenance Worker	X	X
Senior Construction Inspector		X
Senior Custodian	X	
Senior Engineering Technician		X
Senior Laboratory Analyst	X	
Senior Mechanic	X	X
Senior Meter Serviceworker	X	X
Senior Natural Resources Worker	X	X
Senior Parks Maintenance Worker	X	X
Senior Refuse Truck Driver	X	X
Senior Street Maintenance Worker	X	X
Senior Tree Trimmer	X	X
Senior Utility Billing Customer Service Field Representative	X	X

Senior Warehouse Worker	X	X
Street Maintenance Worker I/II	X	X
Street Sweeper Operator	X	X
Tree Trimmer	X	X
Turf and Sports Field Technician	X	X
Utility Billing Customer Service Field Representative I/II	X	X
Vehicle Maintenance Servicewriter	X	X
Warehouse Worker I/II	X	X
Wastewater Treatment Plant Operator I/II/III/IV	X	X
Waste Services Field Enforcement Inspector	X	X
Water Treatment Plant Operator I/II/III	X	X
Water Quality Technician	X	X