

SIDE LETTER OF AGREEMENT

To the Memorandum of Understanding Between the City of South San Francisco and AFSCME Local 829

This purpose of this letter is to confirm that the City of South San Francisco and AFSCME Local 829 (the “parties”) have met and conferred and reach agreement on an amendment to the Memorandum of Understanding between the parties. This amendment is intended to comply with CalPERS requirements regarding reportable income, while maintaining the mutual intent of the parties. Therefore, the parties agree to amend Article 4.4 of the Memorandum of Understanding between the City of South San Francisco and AFSCME Local 829 Effective July 1, 2025-June 30, 2027 as follows:

- 4.4. *Dispatcher Education Incentive*—This educational incentive is available only for communication center employees. It is the employee’s responsibility to submit written verification and notification to the employee’s department head requesting the Education Incentive and it will not be retroactive if the written notice has not been submitted and received in compliance with departmental policy.
- 4.4.1. *Associate Degree*—An employee who has completed ~~2 full years of employment probation~~ and who has an Associate degree or higher ~~in any field~~ or 60-accredited units in a ~~field that enhances the employee’s ability to perform their job duties any field or a field related to the employee’s position~~ shall be compensated at 2.5% above the employee’s base hourly rate of pay for which the employee otherwise qualifies pursuant to the provisions of this memorandum.
- 4.4.2. *Bachelor’s Degree*—~~Effective 7/1/2000~~, An employee who has completed ~~2 full years of employment probation~~ and who has a bachelor’s degree or higher ~~in a field that enhances the employee’s ability to perform their job duties in any field~~ shall be compensated at 5% above the employee’s base hourly rate of pay for which the employee otherwise qualifies pursuant to the provisions of this memorandum. In no case, shall an employee be eligible to receive more than 5% education incentive.
- 4.4.3. *Application and Review*—~~The City shall maintain a program to evaluate and approve degrees or courses that enhance the employee’s ability to perform their job duties. Shall meet and confer regarding any changes to approved degrees or courses, or evaluation criteria, prior to such changes taking effect.~~
- 4.4.4. *Special Compensation Reportability*—To the extent permitted by law, education incentive shall be reported to CalPERS as special compensation per Title 2 California Code of Regulations, sections 571(a)(2) and 571.1(b)(2).

This amendment shall be effective July 1, 2025, subject to final approval by City Council.

For AFSCME Local 829

For the City of South San Francisco

Josue Gonzalez, Chief Steward

Leah Lockhart, Director of Human Resources

Date _____

Date _____

Anthony Walters, Union Representative

Date _____

City Attorney (Approved as to form)

City Council Approval

Resolution _____

Date _____