

SIDE LETTER

between

The City of South San Francisco

and

The International Union of Operating Engineers, Local 39

WHEREAS, the City of South San Francisco ("City") and the International Union of Operating Engineers, Local 39 ("Local 39") met and conferred on a successor MOU that was ratified by Local 39 and approved by the City Council in June 2022;

WHEREAS, given the extraordinary changes in economic conditions, Local 39 and the City have met and conferred to amend the 2022 and 2023 salary rates in the MOU.

Now, THEREFORE, the parties agree as follows:

1. Effective the first full pay period after Council approval of this side letter, all members of the bargaining unit shall receive a 1% across-the-board base pay adjustment;

2. Article 6.2 is amended as follows:

Effective the first full pay period of July 2023: four percent (4%);

3. Effective the first full pay period after Council approval of this side letter, the base pay rate for the Laboratory Chemist and Senior Laboratory Chemist series shall be increased by a quarter of a percent (.25%). The total adjustment for these classifications, inclusive of section (1) above, shall be 1.25%.
4. Effective the first full pay period after Council approval of this side letter, the base pay rate for the Plant Electrician I and II shall be increased by one tenth of one percent (0.1%). The total adjustment for these classifications, inclusive of section (1) above, shall be 1.1%.
5. One Time Payment: On or before December 15, 2022, the City shall provide a one-time payment to all bargaining unit members who are employed on the date the supplemental check is paid and who were employed between July 8, 2022 and December 15, 2022 (or the date of payment, whichever is earlier) in the following amounts:
 - a. For all classifications except the Laboratory Chemist, Senior Laboratory Chemist, Plant Electrician I and Plant Electrician II, the amount of each check shall be equivalent to a 1% base rate increase covering July 8, 2022 through the date of the implementation of the 1% salary increase referenced in section 1 above.

- b. For the Laboratory Chemist and Senior Laboratory Chemist classifications, the amount of each check shall be equivalent to a 1.25% base rate increase covering July 8, 2022 through the date of the implementation of the 1.25% salary increase referenced in section 3 above.
- c. For the Plant Electrician I and Plant Electrician II classifications, the amount of each check shall be equivalent to a 1.1% base rate increase covering July 8, 2022 through the date of the implementation of the 1.1% salary increase referenced in section 4 above.

For Local 39


Bart Florence
Business Manager

9/14/22
Date

For the City


Leah Lockhart
Human Resources Director

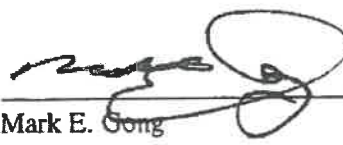
9/19/22
Date


Brandy Johnson
Director of Public Employees

9/13/2022
Date


Lisa S. Charbonneau
Negotiator

9/19/22
Date


Mark E. Gong
Business Representative

9 September 2022
Date

This side letter is subject to Council approval in open session.

City of South San Francisco
Wage Tables for IUOE Local
Effective 7/8/22

JOB TITLE	JOB CODE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Environmental Compliance Inspector - Senior	D160	\$54.00	\$56.70	\$59.53	\$62.51	\$65.64			
Environmental Compliance Inspector I	D210	\$43.52	\$45.70	\$47.98	\$50.38	\$52.90			
Environmental Compliance Inspector II	D155	\$47.88	\$50.27	\$52.78	\$55.42	\$58.19			
Laboratory Chemist	D120	\$49.86	\$52.35	\$54.97	\$57.72	\$60.61			
Laboratory Chemist - Senior	D170	\$57.61	\$60.49	\$63.51	\$66.69	\$70.02			
Plant Electrician I	D105	\$42.91	\$45.06	\$47.31	\$49.68	\$52.16			
Plant Electrician II	D140	\$47.20	\$49.56	\$52.04	\$54.64	\$57.37			
Plant Mechanic - Apprentice	D220	\$33.70	\$36.30	\$38.89	\$41.48	\$44.07	\$46.67	\$49.26	\$51.85
Plant Mechanic I	D130	\$38.76	\$40.70	\$42.73	\$44.87	\$47.11			
Plant Mechanic II	D135	\$42.66	\$44.79	\$47.03	\$49.38	\$51.85			
Plant Mechanic- Lead	D180	\$48.08	\$50.48	\$53.00	\$55.65	\$58.43			
Plant Operator - Apprentice	D100	\$32.27	\$34.76	\$37.24	\$39.72	\$42.20	\$44.69	\$47.17	\$49.65
Plant Operator I	D145	\$37.12	\$38.98	\$40.93	\$42.98	\$45.13			
Plant Operator II	D150	\$40.86	\$42.90	\$45.04	\$47.29	\$49.65			
Plant Operator III	D200	\$42.89	\$45.03	\$47.28	\$49.64	\$52.12			
Plant Operator- Lead	D190	\$47.17	\$49.53	\$52.01	\$54.61	\$57.34			
Plant Utility Worker	D125	\$33.99	\$35.69	\$37.47	\$39.34	\$41.31			

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Environmental Compliance Inspector - Senior	D160	\$54.00	\$56.70	\$59.53	\$62.51	\$66.30			
Environmental Compliance Inspector I	D210	\$43.52	\$45.70	\$47.98	\$50.38	\$53.43			
Environmental Compliance Inspector II	D155	\$47.88	\$50.27	\$52.78	\$55.42	\$58.77			
Laboratory Chemist	D120	\$50.49	\$53.01	\$55.66	\$58.45	\$61.37			
Laboratory Chemist - Senior	D170	\$58.33	\$61.24	\$64.30	\$67.52	\$70.90			
Plant Electrician I	D105	\$43.38	\$45.55	\$47.83	\$50.22	\$52.73			
Plant Electrician II	D140	\$47.72	\$50.10	\$52.61	\$55.24	\$58.00			
Plant Mechanic - Apprentice	D220	\$34.04	\$36.66	\$39.28	\$41.89	\$44.51	\$47.13	\$49.75	\$52.37
Plant Mechanic I	D130	\$39.15	\$41.10	\$43.16	\$45.32	\$47.58			
Plant Mechanic II	D135	\$43.08	\$45.24	\$47.50	\$49.87	\$52.37			
Plant Mechanic- Lead	D180	\$48.55	\$50.98	\$53.53	\$56.20	\$59.01			
Plant Operator - Apprentice	D100	\$32.60	\$35.10	\$37.61	\$40.12	\$42.62	\$45.13	\$47.64	\$50.15
Plant Operator I	D145	\$37.50	\$39.37	\$41.34	\$43.41	\$45.58			
Plant Operator II	D150	\$41.26	\$43.32	\$45.48	\$47.76	\$50.15			
Plant Operator III	D200	\$43.31	\$45.47	\$47.75	\$50.13	\$52.64			
Plant Operator- Lead	D190	\$47.65	\$50.03	\$52.53	\$55.16	\$57.91			
Plant Utility Worker	D125	\$34.33	\$36.04	\$37.84	\$39.74	\$41.72			