

**SIDE LETTER AGREEMENT
BETWEEN
THE CITY OF SAN BRUNO
AND
TEAMSTERS LOCAL 856, IBT
(MISCELLANEOUS GROUP)**

Term: November 1, 2008 to January 31, 2010

Salary: No change.

Health Benefits: Effective the first day of the month immediately following ratification of this agreement, the \$130.06 in excess medical contributions currently added to employees' salary will be applied to the current employee share of medical premium costs. The employee contribution to medical premiums shall change to no cost per month for an employee only and to \$29.13 per month for an employee +1 and an employee+ family. Effective October 1, 2009, the City will pay 90% of the medical premium increase for an employee only and 85% of the premium increase for an employee +1 and an employee + family. For the medical Plan year beginning October 1, 2009, the City will only contribute up to a maximum increase of \$60 per month for any employee. The Miscellaneous Unit acknowledges that any increased City cost for their medical premiums will increase the City's General Fund deficit and that this deficit increase will need to be addressed in the City's comprehensive deficit reduction strategy.

Labor Management Committee: Establish a labor management committee for the Public Works department to exchange information on operations. Additional labor management committees may be established if both parties agree. The Teamsters Miscellaneous Unit and the City shall each appoint an equal number of members to serve on the labor management committee. The labor management committee will meet quarterly, however upon mutual consent, monthly meetings may be held.

Temporary Employees or Consultants: Temporary employees or consultants shall not be used to permanently replace full-time positions or to avoid creating permanent full-time positions. This provision does not preclude hiring consultants or temporary employees for projects of limited duration such as for grant-funded or seasonal work. (Add a new section to the collective bargaining agreement titled, "Temporary Employees and Consultants".)

Lead Worker Water Certification: Lead Workers in the Water Division with certification above T2 and D3 shall receive 1% per grade above T2 and D3.

Certification for Wastewater Collection System Employees: If the State requires certification for wastewater collection system employees, then the City agrees to meet and confer with the Teamsters Miscellaneous Unit to consider certification pay.

Compensatory Time Accrual Cap: The cap on compensatory time accrual shall increase from 40 hours to 80 hours.

Budget Reductions:

A 2.3% General Salary Reduction equaling 6 days or 48 hours of furlough will begin July 1, 2009 through June 30, 2010. Employees' biweekly salaries will be reduced to reflect the salary reduction beginning with the first full pay period after July 1, 2009. According to CalPERS, a furlough does not impact pay rates for final compensation.

Refusal of a Safety Bargaining Unit to accept furlough will not affect a non-safety Bargaining Unit.

City facilities and operations will be closed one Friday every other month beginning August 2009 through June 2010. The City will notify employees 30 days in advance of the beginning of the furlough schedule.

The City retains the right, if required based on further significant reductions in revenue, to amend the budget and implement any and all alternatives necessary to maintain a balanced budget subject to the terms and conditions of the MOU.



Connie Jackson, City Manager

July 15, 2009



Peter Finn, Teamsters 856

7/17/09