

**SIDE LETTER OF AGREEMENT**  
**BETWEEN**  
**THE CITY OF SAN BRUNO**  
**AND**  
**POLICE BARGAINING UNIT**  
**REPRESENTED BY THE TEAMSTERS LOCAL 856**

**Term:** July 1, 2010 to June 30, 2012.

**Salary:** A 1.15% salary reduction with an equivalent amount of furlough hours will be effective beginning the first full pay period in June 2011 (beginning June 6) through June 30, 2012 (a total of 13 months and 24 furlough hours). Furlough hours will be used when staffing levels allow without creating overtime. This requirement shall not apply when furlough hours are substituted for vacation during 40 hours of scheduled and approved vacation time pursuant to the following: If furlough hours are available, the first day of any scheduled vacation of 40 hours or more shall be charged to available furlough hours rather than to vacation.

All leave must be taken by June 30, 2012. The furlough hours cannot be cashed out and will not be compensated upon separation from the City. The salary reduction and furlough will end on June 30, 2012.


With the Chief's or his designee's approval, the bargaining unit may use furlough hours before they are accrued.

**Health and Welfare:** Members of the bargaining unit will pay the full cost of the medical premium increase applied by the Teamsters Health and Welfare Trust (the Trust) for the plan year beginning on October 1, 2010 for payment beginning with the first full pay period in June through a pre-tax payroll deduction. The Trust deferred the increase for this bargaining unit until agreement ratification by the bargaining unit and approval by the City Council.

In addition, members of the bargaining unit will pay the full cost of any medical premium increase applied by the Teamsters Health and Welfare Trust for the plan year effective October 1, 2011 through further employee pre-tax payroll deduction. Each employee will receive up to 16 hours of furlough leave equivalent to the medical premium increase (up to a \$60 premium increase) through the term of this agreement. If on October 1, 2011, the medical premium increase is less than \$60, the amount of the payroll

deduction and furlough hours will be reduced proportionately in hourly increments in the same manner as the Miscellaneous, Mid Management, and SBMEA bargaining units.

All other terms and conditions in the Memorandum of Understanding will remain the same.

  
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Connie Jackson                      Date  
City Manager  
City of San Bruno

  
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Peter Finn                              Date  
Chief Negotiator  
Teamsters Local 856