

**SIDE LETTER OF AGREEMENT**

**BETWEEN**

**THE CITY OF SAN BRUNO**

**AND**

**PUBLIC SAFETY MID MANAGEMENT ASSOCIATION  
REPRESENTED BY THE TEAMSTERS LOCAL 856**

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

**Salary:** Members represented by this unit anytime between July 1, 2010 and June 5, 2011 shall have the 1.15% furlough salary reductions repaid. 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 for Commander, Sergeant, and Division Chief positions, and 36 furlough hours for Battalion Chief position). 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 (48 hours for Battalion Chief) 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 (48 hours for Battalion Chief) 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 Chiefs' or designees' 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 for Commander, Sergeant, and Fire Division Chief positions and 22 hours of furlough leave for Battalion Chief position

