

SIDE LETTER AGREEMENT No. 2

TO MEMORANDUM OF UNDERSTANDING EFF. JULY 1, 2017 - JUNE 30, 2021 BETWEEN

OPERATING ENGINEERS LOCAL UNION NO. 3, AFL-CIO

AND

CITY OF SAN PABLO

Modifications to Salary Range for Paratransit Driver

Whereas, pursuant to the Meyes-Millas-Brown Act (MMBA), representatives for the City of San Pablo (City) and the representatives for the Operating Engineers Local Union No. 3, AFL-CIO (OE3) have agreed to modify the current Memorandum of Understanding;

Whereas, In order to improve recruitment and retention of Paratransit Drivers, the City conducted a salary survey of comparable positions in the area;

Whereas, the salary survey results indicate that the current Paratransit Driver salary range (effective as of March 1, 2019) is approximately 12% below the market median for comparable positions;

Whereas, the City proposes to adjust the salary range for the Paratransit Driver classification to bring it to 5% below the market median consistent with how equity adjustments were handled for other classifications at the time of the MOU resulting in an increase of salary at each step in the range of approximately 7% effective July 1, 2019;

Whereas, these changes are scheduled for approval by the City Council on June 3, 2019 to take effect July 1, 2019 and if not approved, the parties agree to further meet and confer on these issues; and

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

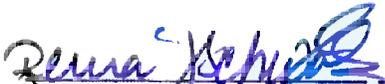
Therefore, If the foregoing conforms to your understanding and meets with your approval, please indicate your acceptance and approval by signing in the space below.

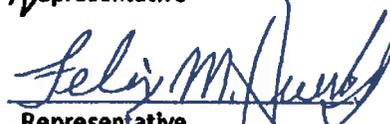
FOR THE CITY:

FOR OE3:

  
\_\_\_\_\_  
Matt Rodriguez, City Manager      5/13/19  
Date

  
\_\_\_\_\_  
, Representative      5/9/19  
Date

  
\_\_\_\_\_  
Reina Schwartz      5/13/19  
Assistant City Manager      Date

  
\_\_\_\_\_  
, Representative      5/9/19  
Date

  
\_\_\_\_\_  
, Representative      5/9/19  
Date