

Side Letter of Agreement between the City of South San Francisco and AFSCME

WHEREAS, the City of South San Francisco has engaged in discussions with AFSCME related to the implementation of certification pay provisions contained within the MOU, and

WHEREAS, the parties have met and conferred and agreed to amend section 4.8 of the MOU between AFSCME Local 57 and the City of South San Francisco to clarify this provision, and

Now, THEREFORE, the parties agree to amend the MOU as follows:

4.8. *Certification Pay* - Employees who obtain and maintain certification as identified in Appendix G may receive certification pay.

4.8.1. *Amount* – 2.5% of base pay for the first certification and additional 1% for any additional certification, up to a maximum of 8% for all certifications combined.


4.8.1.1 *Certifications within a series* – An employee who obtains a higher eligible certification within a graded series is considered to have the skills and knowledge of the lower certifications in the series and will be compensated as if they possessed each lower certification within the series.


Example – if an employee's certification in a series is a grade III, certification pay will be calculated as if they also possessed the grade I and grade II certifications, for a total of three certifications.

Dated: _____


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For AFSCME:





For the City:





Approved as to Form:

City Attorney