

City of South San Francisco
Teamsters Mid-Management
Labor Negotiations

Side Letter

Mid-Management and the City of South San Francisco agree that the following classification will receive a class and compensation study to be carried out by Bryce Consulting:

- Superintendent of WQCP
- Assistant Plant Superintendent
- Plant Maintenance Supervisor
- Laboratory Supervisor
- Environmental Compliance Supervisor

The members of these classifications will fill out a comprehensive analysis and after completion. The same surveyed agencies used for the most recent classification and compensation survey for Local 39 will be used. Once the agencies have been determined, it is agreed that these classifications will be brought to the 60th percentile based on total compensation.

Bryce Consulting shall share the draft results of the survey with Mid-Management representatives.

Both parties agree the process will not last more than 60 days to bring to completion from time of signature of this side letter. In the event that the survey is not complete prior to July 1, 2017, the 3% increase for year one will be based on current wages. After completion of the study affected members will be compensated according to the study with 3% increases in 2018 and 2019.

For the City:



Signature

Date

7/20/17

For the Union:



Signature

Date

7/18/17