

**City of San Bruno and Miscellaneous Bargaining Unit**  
Represented by Teamsters Local 856

## TENTATIVE AGREEMENT

### Amendment to the Memorandum of Understanding (MOU)

Pursuant to the provisions of the Meyers-Miliias-Brown Act and the Memorandum of Understanding between the City of San Bruno (the "CITY") and the City of San Bruno Miscellaneous Bargaining Unit represented by Teamsters, Local 856 ("MOU"), this Side Letter of Agreement is entered into on June 22, 2022, between the City and the Teamsters Local 856 ("Side Letter Agreement") as an amendment to the MOU. It is understood and agreed that the specific provisions contained in this Side Letter Agreement shall supersede any previous agreements, whether oral or written, regarding the matters contained herein. Except as provided herein, all wages, hours and other terms and conditions of employment presently enjoyed by the bargaining unit and contained in the MOU shall remain in full force and effect.

The City and the bargaining unit have met and conferred in good faith concerning the terms and conditions of this Side Letter Agreement and its implementation and now therefore agree to the new job specifications (attached) and the following classification amendments effective the first full pay period following this signed agreement:

CURRENT CLASSIFICATION	STUDY PROPOSED RANGE	PROPOSED TITLE CHANGE	PROPOSED REQUIRED CERTIFICATIONS	CURRENT TOP STEP	CURRENT CERTIFICATION PAY %	CURRENT TOP STEP WITH CERTIFICATIONS	PROPOSED TOP MONTHLY STEP
Maintenance Worker I - Water Systems	12.80%	Water Systems Operator I	D1/T1	\$5,661	4%	\$5,887	\$6,641
Maintenance Worker II - Water Systems	12.16%	Water Systems Operator II	D3/T2	\$6,511	4%	\$6,771	\$7,595
Maintenance Worker, Lead - Water Systems	11.10%	Lead Water Systems Operator - Field	D3/T2	\$7,488	5%	\$7,862	\$8,735
Maintenance Worker, Lead - Water Systems	11.10%	Lead Water Systems Operator - Wells	D3/T2	\$7,488	5%	\$7,862	\$8,735
Pump Mechanic II - Water	12.17%	Lead Water System Operator - Pumps	D3/T2	\$7,488	4%	\$7,788	\$8,735
Water Quality Technician II	21.19%	Water Quality & Production Supervisor (Mid-Management)***	D3/T2	***	***	***	***

\*\*\* Supervisory-level positions will be part of the Mid-Management Bargaining Unit.

Classifications with required certifications identified within the job description will no longer receive certification pay.

Any Cost-of-Living Adjustments (COLAs) negotiated during the term of the existing contract shall be applied to the new ranges described herein.

Maintenance Workers I within the Water Distribution and Treatment Division who were hired before the signed agreement, and have yet to receive D1/T1 certifications, will remain Maintenance Workers I, and will be reclassified to Water Systems Operators I upon receiving D1/T1 certifications.

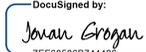
Maintenance Workers II within the Water Distribution and Treatment Division who were hired before the signed agreement, and have yet to receive D3/T2 certifications, will remain Maintenance Workers II, and will be reclassified to Water Systems Operators II upon receiving the D3/T2 certifications.

Lead Maintenance Workers within the Water Distribution and Treatment Division who were hired before the signed agreement, and have yet to receive D3/T2 certifications, will remain Lead Maintenance Workers, and will be reclassified to Lead Water Systems Operators upon receiving the D3/T2 certifications.

The Water Quality & Production Supervisor (replacing Water Quality Technician II) and the Water Field Services Supervisor (replacing Water System & Conservation Manager) will be handled as part of the Mid-Management bargaining unit.

This side letter shall not be incorporated into a successor MOU unless mutually agreed upon by the parties.

#### For the City of San Bruno

DocuSigned by:  
  
7EF08668B744406  
Jovan D. Grogan, City Manager

6/23/2022

Date

#### For the Teamsters Local 856 Union

DocuSigned by:  
  
6B90C12E50FD40E  
Peter Finn, Secretary-Treasurer/Principal Officer

6/22/2022

Date