



**SIDE LETTER AGREEMENT BETWEEN THE CITY OF PETALUMA AND
THE PETALUMA PROFESSIONAL AND MID-MANAGERS ASSOCIATION,
UNITS 4, 9, AND 11**

The City of Petaluma and the Petaluma Professional and Mid-Managers Association (PPMMA), Units 4, 9, and 11, have met and conferred and have reached agreement on this Side Letter Agreement in regards to the impact of the Biomass-to-Biofuel (B2B) project on bargaining unit members. The B2B project will use methane gas produced at the Ellis Creek Water Recycling Facility (ECWRF) and turn it into Compressed Natural Gas (CNG) to fuel the City's refuse vehicles.

The parties agree to the following:

1. In recognition of the additional duties and responsibilities of employees assigned to the B2B project, the City of Petaluma shall increase the base pay of employees involved in the supervision, maintenance, and operation of the CNG equipment and facilities by 10% retroactive to the first full pay period immediately following July 1, 2020 (July 13, 2020). This pay increase shall apply only to individuals assigned to the B2B Project in the following classifications:

- Mechanical & Electrical Maintenance Supervisor (1 employee) and
 - Water Recycling Plant Operations Supervisor (1 employee)
- (collectively, "Affected Classifications")

*note – the number of employees listed above in each classification may change based on business needs. All employees in each Affected Classification will be eligible for this increase to their base pay.

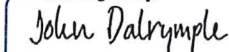
Salary ranges shall be as specified in Exhibit "A" for each classification.

2. The increase in base pay shall not affect other pays, including out-of-class pay, which the employees are receiving pursuant to the MOU or City policy (i.e., those pays will continue to be paid consistent with the MOU or City policy).
3. The Parties recognize that the 10% increase in base pay is in recognition of additional duties and responsibilities performed as part of the B2B project and agree that the Affected Classifications will be excluded from any 2021-22 "equity adjustments" based on the Total Compensation Study referenced in Paragraph D of the 2020 MOU Extension Side Letter Agreement between the parties. Nothing in this paragraph precludes the parties from agreeing to equity adjustments in future years. In the event that the parties negotiate future equity adjustments, the parties understand that either party may submit compensation data that could include surveying additional jurisdictions that have CNG processes similar to the B2B project at ECWRF.

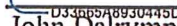
4. As part of the 2019-20 Total Compensation Study, the City developed draft Class Specifications for the Affected Classifications using both employee and supervisory input and the direction of the classification and compensation Consultant. The City will share these Draft Class Specifications with PPMMA and the parties will meet and confer over any changes in those Class Specifications, with a goal of adopting the Class Specifications no later than December 31, 2020.

PETALUMA PROFESSIONAL AND MID-MANAGERS ASSOCIATION

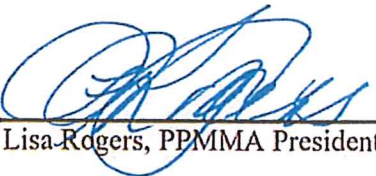
DocuSigned by:



11/2/2020


John Dalrymple, CEA Associate

Date



Lisa Rogers, PPMMA President



Date

DocuSigned by:



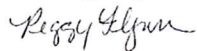
11/2/2020


Jared Hall, PPMMA Vice-President

Date

CITY OF PETALUMA

DocuSigned by:

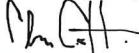


11/2/2020


Peggy Flynn, City Manager

Date

DocuSigned by:



11/2/2020


Charles Castillo, Director of Human Resources

Date