



SIDE LETTER AGREEMENT BETWEEN THE CITY OF PETALUMA AND
THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL
EMPLOYEES, LOCAL 675, UNITS 1, 2, AND 3

The City of Petaluma and the American Federation of State, County and Municipal Employees (AFSCME), Local 675, Units 1, 2, and 3, 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:
 - Senior Mechanical Technician (1 employee)
 - Mechanical Technician (3 employees)
 - Water Resources Technician (1 employee)
 - Water Recycling Plant Lead Operator (2 employees)
 - Water Recycling Plant Operator III (6 employees)
 - Water Recycling Plant Operator II (1 employee)
 - Water Recycling Plant Operator I (Currently Vacant)
 - Water Recycling Plant Operator in Training (Currently Vacant)(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 increase brings the Affected Classifications to a competitive position in the City's current labor market. Therefore, the Affected Classifications will be excluded from 2021 reopener negotiations over "equity adjustments" based on the Total

Compensation Study referenced in Paragraph B of the 2020 MOU Extension Side Letter Agreement between the parties.

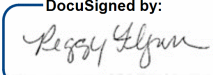
- 4. As part of the 2019-20 Total Compensation Study, the City developed draft Class Specifications for the Affected Classifications using both employee and supervisory input and the direction of the classification and compensation Consultant. The City will share these Draft Class Specifications with AFSCME 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.

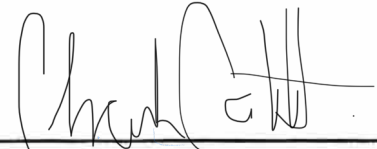
AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES

 _____ 10/23/20 _____
 Tina Acree, Business Agent Date

 _____ 10-23-20 _____
 Ken Whaley, AFSCME President Date

CITY OF PETALUMA

DocuSigned by:
 _____ 1/5/2021
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 Peggy Flynn, City Manager Date

 _____ 10/23/20 _____
 Charles Castillo, Director of Human Resources Date