

## **SIDE LETTER AGREEMENT**

**BETWEEN  
THE CITY OF ROSEVILLE (City)  
AND  
THE INTERNATIONAL UNION OF OPERATING ENGINEERS,  
STATIONARY ENGINEERS, LOCAL 39 (Local 39)**

### **SURVEY AGENCIES TO BE INCLUDED IN THE LABOR MARKET SURVEY**

**October 14, 2020**

The City and Local 39 mutually agree, after meeting and conferring in good faith, and in response to Local 39's last proposal, to the following, pursuant to the limited reopener described in the Memorandum of Understanding (MOU), Chapter 2, Article 1 (C), Labor Market Adjustments:

1. The Survey Agencies to be included in the Labor Market Study are: **Davis, Fairfield, Folsom, Lodi, Modesto, Sacramento, Vacaville, West Sacramento, Placer County, Sacramento County, Rocklin, and Woodland.**

The following special districts and agencies for the benchmarks identified below will be included in the Labor Market Study:

**Water Treatment Plant Operator III (8 hr): Davis, Fairfield, Folsom, Sacramento, Vacaville, West Sacramento, Woodland, Placer County, Sacramento County, San Juan Water District, PCWA, and EID.**

**Librarian, Library Assistant, Library Technician: Davis, Fairfield, Folsom, Lodi, Modesto, Sacramento, Vacaville, West Sacramento, Placer County, Sacramento County, Rocklin, Woodland, and Sacramento Public Library.**

2. In accordance with MOU Chapter 2, Article 1 (C), Labor Market Adjustments, the same benchmark job classifications used in the 2018 Total Compensation Study will be studied in 2020. In addition, as that MOU section provides, the same salary and benefit elements and methodology will be used.
3. MOU Chapter 2, Article 1 (C), Labor Market Adjustments provides that a draft result of the Total Compensation Survey will be provided to Local 39 for comments and to review the accuracy of that survey no later than November 2, 2020; and that Local 39 will provide any comments regarding the accuracy of the Total Compensation Survey no later than November 13, 2020. Having met in good faith, the parties mutually and voluntarily agree to modify this term to cause this accuracy review to occur sooner in time based on the availability of draft

survey results. The parties agree that the City will provide to Local 39 for comments and to review the accuracy, the draft result of the Total Compensation Survey by October 16, 2020; and that Local 39 will provide any comments regarding the accuracy of the Total Compensation Survey no later than October 29, 2020.

4. The specific terms in this Agreement are intended to supersede any previous agreements, whether oral or written, regarding the matters contained in this Agreement.
5. Except as provided herein, all wages, hours, and other terms and conditions of employment presently in the City's MOU, including as modified by effective Side Letter Agreements, with Local 39 remain in full force and effect.
6. The parties have satisfied their obligations to meet and confer in good faith in accordance with the Meyers-Milias-Brown Act (MMBA).

CITY OF ROSEVILLE



DOMINICK CASEY,  
City Manager

Date: 10-15-2020

INTERNATIONAL UNION OF OPERATING  
ENGINEERS, STATIONARY ENGINEERS,  
LOCAL 39



BART FLORENCE, Business Manager



STEVE CROUCH, Director of Public Employees



CHUCK THIEL, Business Representative

Date: 10-15-2020