

City of San Bruno and Teamsters #856 for the Miscellaneous Bargaining Unit

**April 14, 2017**

**Mediated Tentative Agreement of Outstanding Successor MOU Negotiations Issues**

The following agreement is the outcome of a mediation conducted by mediator Paul Roose with the City of San Bruno and the Miscellaneous Bargaining Unit represented by Teamsters Local 856 Union on April 14, 2017.

The parties acknowledge that any final agreement regarding a successor agreement is contingent upon the resolution of outstanding issues related to a current assessment by the City regarding the contracting out of city tree maintenance services and the retroactivity of economic improvements provided below.

The parties tentatively agree to the following, subject to ratification by the union membership and adoption by the City Council.

Contract Term - Three years (1/1/2017 – 12/31/2019)

COLA – 3% in each contract year effective the first full pay period of each year. The first year implementation remains an open issue (see conditions above).

Retirement Benefits – unchanged

Health Benefits – continue current MOU benefit and cost share for any future increases.

Market Equity Adjustments – for all benchmarks which are between 5% (rounded up) and 7.5% below market mean as determined by the City's compensation survey, an adjustment of 2% of salary to be paid at the same time as the first salary increase. For all benchmarks which are between 7.6% and 9.9% below market mean, an adjustment of 3% of salary to be paid in increments of 2% at the same time as the first salary increase and 1% at the same time as the second salary increase

Tuition Reimbursement – set a cap equivalent to the part time tuition (6 units or less) at SFSU for the appropriate class of enrollment (undergraduate or graduate).

Bilingual Pay – for recipients new to the program eligibility for this supplement must be determined to actually use the bilingual skill as part of the performance of their job duties.

Applicator Spray Certification Pay – for employees assigned applicator spray duties and who hold a applicator spray certificate, a pay supplement of \$50 per month.

Classification Study – the parties will undertake a classification study of all Maintenance Worker positions. The study shall be conducted by an expert firm or individual selected jointly by the city and the union, and shall be funded equally by the parties. The study shall commence by January 2018, and be completed by December 2018.

Waste Water Certification– Maintenance Workers regularly assigned to waste water duties shall be eligible for certification pay of up to \$75 for possession of waste water treatment certificates issued by the CWEA and/or the state water resources control board. The first certificate shall be eligible for a pay supplement of \$40 per month, and the second for a pay supplement of an additional \$35 per month.

Residency for Standby Duty - Eligibility for Standby Duty shall require residency within a 45 minute drive of the City of San Bruno. This area shall include all parts of the City and County of San Francisco which are south of Geary Boulevard to the Great Highway. In San Mateo County this shall include all areas north of Hwy 84 from the Bay to I-280, and all areas north of Hwy 92 from I-280 to the Pacific Ocean. Cities which are bisected by either highway shall be considered qualified. Individual managers may grant exceptions where they deem that another location outside of these definitions also meets the 45 minute requirement.

Deferred Compensation – The City agrees to match employee contributions to a '457' deferred compensation program to a maximum of \$300 per year.

Library staff – if work schedules are modified and upon request of the union, the parties will meet and confer

Except as provided above, all other issues and proposals are deemed to have been settled or withdrawn.

For the City

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4/14/2017

For the Union

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4/14/17