

CITY OF SAN BRUNO COUNTER PROPOSALS
2021 SUCCESSOR AGREEMENT NEGOTIATIONS
SAN BRUNO MID-MANAGEMENT BARGAINING UNIT, TEAMSTERS LOCAL 350

COMPREHENSIVE SUPPOSAL
July 21, 2022
All other City and Union Proposals dropped

If Union does not ratify this supposal, the parties shall return to its last position prior to this supposal.

6. SALARY PLAN

6.1 Salary Ranges

6.1.1 The following represents agreed upon modifications to salary during the term of this contract:

- ~~• 3% increase effective the first full pay period after January 1, 2017, and to be paid retroactive to the first full pay period after January 1, 2017.~~
- ~~• 3% increase effective the first full pay period in January 2018.~~
- ~~• 3% increase effective the first full pay period in January 2019.~~

- 4% increase effective the first full pay period in January 2022.
- 3% increase effective the first full pay period in January 2023.
- 3% increase effective the first full pay period in January 2024.
- 3% increase effective the first full pay period in January 2025.

6.2 Market Equity Adjustments

~~6.2.1 Adjustments to be based on April 2017 union survey data and appropriate benchmarking in order to maintain various internal relationships as described in the City supposal of 7/28/17. For benchmarks/classes which are 3.1% – 4.5% below market median, the adjustment would be the actual % which is greater than 3%. However, the adjustment would not be greater than 1% (example – if a class is 3.5% below market, it would receive a .5% adjustment). For benchmarks/classes which are 4.6% – 7% below market median, the adjustment would be the actual % which is greater than 3%. However, the adjustment would not be greater than 2% (example – if a class is 6% below market, it would receive a 2% adjustment). For benchmark/classes which are 7.1% – 9.5% below market median, the adjustment would be 3%. For benchmark/classes which are 12.1% – 15% below market median, the adjustment would be 5%.~~

6.2.1 Equity adjustments for the classifications in this bargaining unit will be conferred as described in the chart below. Whenever multiple pay adjustments occur on the same date, all adjustments shall be added together for calculation purposes.

Classification	Department	% San Bruno Above or Below Labor Market Median	Adjusted Internal Relationship Analysis (IRA) Benchmark	2022 Equity effective first full pay period in January 2022	2023 Equity effective first full pay period in January 2023	2024 Equity effective first full pay period in January 2024	2025 Equity effective first full pay period in January 2025	Total Equity Adjustment
Field Supervisor-Public Works	PW	-22.98%	-22.98%	2.00%	3.00%	3.00%	4.00%	12.00%
Field Supervisor - CATV	CityNet	-22.98%	-22.98%	2.00%	3.00%	3.00%	4.00%	12.00%
Field Supervisor - Parks	CS	-17.61%	-22.98%	2.00%	3.00%	3.00%	4.00%	12.00%
Recreation Services Supervisor ¹	CS	-19.28%	-22.98%	2.00%	3.00%	3.00%	4.00%	12.00%
Planning & Housing Manager	CED	-22.56%	-22.56%	2.00%	3.00%	3.00%	4.00%	12.00%
Nutrition Program Manager	CS	-19.28%	-19.28%	2.00%	1.00%	3.00%	3.00%	9.00%
Deputy Public Works Director - Public Works Administration & Engineering	PW	-18.92%	-18.92%	8.00%	1.00%	0.00%	0.00%	9.00%
Deputy Public Works Director - Public Works Utilities And Operations (PE)	PW	-18.92%	-18.92%	8.00%	1.00%	0.00%	0.00%	9.00%
Deputy Public Works Director - Public Works Utilities And Operations	PW	-18.92%	-18.92%	3.00%	2.00%	2.00%	1.00%	8.00%
Chief Building Official	CED	-18.47%	-18.47%	3.00%	2.00%	2.00%	1.00%	8.00%
Systems Administrator	IT	-17.01%	17.01%	2.00%	2.00%	1.00%	1.00%	6.00%
CATV Programming Technology Manager	CityNet	# N/A	17.01%	2.00%	2.00%	1.00%	1.00%	6.00%
Information Technology Associate	IT	# N/A	17.01%	1.00%	2.00%	1.00%	2.00%	6.00%
Accountant	Finance	-14.54%	-14.97%	2.00%	1.00%	1.00%	0.00%	4.00%
Financial Services Supervisor	Finance	-14.97%	-14.97%	2.00%	1.00%	1.00%	0.00%	4.00%
Information Technology Manager	IT	-14.54%	-14.54%	2.00%	1.00%	1.00%	0.00%	4.00%
Associate Planner	CED	-11.46%	-11.46%	0.00%	0.00%	0.00%	0.00%	0.00%
Assistant Planner	CED	-11.46%	-11.46%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Planner	CED	-11.46%	-11.46%	0.00%	0.00%	0.00%	0.00%	0.00%
Building Inspector II	CED	-9.88%	-9.88%	0.00%	0.00%	0.00%	0.00%	0.00%
Building Inspector I	CED	-9.88%	-9.88%	0.00%	0.00%	0.00%	0.00%	0.00%
Management Analyst II	ALL	-9.55%	-9.55%	0.00%	0.00%	0.00%	0.00%	0.00%
Management Analyst I	ALL	-9.55%	-9.55%	0.00%	0.00%	0.00%	0.00%	0.00%
Accounting Manager	Finance	-9.29%	-9.29%	0.00%	0.00%	0.00%	0.00%	0.00%
Financial Services Manager	Finance	-9.29%	-9.29%	0.00%	0.00%	0.00%	0.00%	0.00%
CATV Business Manager	CityNet	-9.29%	-9.29%	0.00%	0.00%	0.00%	0.00%	0.00%
CATV System Engineer	CityNet	-9.29%	-9.29%	0.00%	0.00%	0.00%	0.00%	0.00%
Parks And Facilities Manager	CS	# N/A	-9.29%	0.00%	0.00%	0.00%	0.00%	0.00%
Recreation Services Manager	CS	# N/A	-9.29%	0.00%	0.00%	0.00%	0.00%	0.00%
Community Services Superintendent	CS	# N/A	-9.29%	0.00%	0.00%	0.00%	0.00%	0.00%
Library Services Manager	CS	# N/A	-9.29%	0.00%	0.00%	0.00%	0.00%	0.00%
Police Communications and Records Supervisor	Police	# N/A	-9.29%	0.00%	0.00%	0.00%	0.00%	0.00%
Associate Civil Engineer	PW	-5.03%	-5.03%	8.00%	1.00%	0.00%	0.00%	9.00%
Senior Civil Engineer	PW	-5.03%	-5.03%	8.00%	1.00%	0.00%	0.00%	9.00%
Principal Civil Engineer	PW	-5.03%	-5.03%	8.00%	1.00%	0.00%	0.00%	9.00%
Assistant Engineer	PW	-5.03%	-5.03%	8.00%	1.00%	0.00%	0.00%	9.00%
Maintenance Services Manager	PW/CS	-23.21%	-23.21%	3.00%	3.00%	3.00%	3.00%	12.00%
CATV - Technical Manager	CityNet	-23.21%	-23.21%	3.00%	3.00%	3.00%	3.00%	12.00%

¹ Parity to Field Supervisor

33. HEALTH AND WELFARE

33.6 Beginning January 1, ~~2017~~2022 through December 31, 2025, the City shall pay 75% and employee shall pay 25% of the health and welfare benefit premium increase over the prior plan year. ~~Beginning January 1, 2018, the City shall pay 75% and the employee shall pay 25% of health and welfare benefit premium increase over the prior plan year. Beginning January 1, 2019, the City shall pay 75% and employee shall pay 25% of health and welfare benefit premium increase over the prior plan year.~~

33.7. Retiree Plus Health Coverage

33.7.1. Employees in this unit participate in Retiree Plus Health Coverage established January 1, 2021. For the term of this contract the City shall pay 75% and employee shall pay 25% of Retiree Plus Health Coverage premium.

33.7.2. Eligibility for any Retiree coverage: If you retire from employment with an employer who is making contributions for retiree coverage, you will be eligible for retiree benefits provided (1) You were covered under this Plan for a total of 120 months and (2) You were eligible for at least 12 continuous months immediately prior to the date of your retirement.

33.7.3. Eligibility for Retiree Plus coverage: If you retire from employment with an employer who is making the required contributions for Retiree Plus coverage, you will be eligible for the reduced Monthly Self-Pay rate provided (1) you have at least 240 months of coverage and (2) 12 continuous months immediately prior to the date of your retirement with an employer who paid into the Retiree Plus Plan. If you have at least 120 months, but less than 240 months, you will be eligible for Retiree coverage but not for the reduced Monthly Self-Pay rate. Retirees are encouraged to review the Retiree Plus Health Coverage Plan Document for exceptions and enrollment deadlines.

58. TERM

58.1 This Memorandum of Understanding, ~~entered into on,~~ shall remain in effect for those employees employed in the classifications set forth in Appendix A for the period from January 1, ~~2017~~2022 to December 31, ~~2019~~2025, except to the extent that such Memorandum of Understanding may be modified by the parties during such period, and shall continue in full force and effect until either superseded by a subsequent Memorandum of Understanding or by such other action of the City Council affecting wages, hours, and conditions of employment of the employees in classifications covered by this Memorandum of Understanding.

WATER DIVISION RE-ORGANIZATION

This section shall not be incorporated into a successor MOU unless mutually agreed upon by the parties. The City and the bargaining unit have met and conferred in good faith concerning the terms and conditions of the reorganization and implementation and now therefore agree to the new job specifications (attached) and the following classification amendments effective the first full pay period following Union ratification and City Council approval on the regular agenda.

CURRENT CLASSIFICATION	STUDY PROPOSED RANGE	PROPOSED TITLE CHANGE	PROPOSED REQUIRED CERTIFICATIONS	CURRENT TOP STEP WITH CERTIFICATIONS	PROPOSED TOP MONTHLY STEP
Water Quality Technician II (Miscellaneous)	21.19%	Water Quality & Production Supervisor (Mid-Management)	D3/T2	\$7,937	\$10,045
Water System & Conservation Manager (Mid-Management)	-4.96%	Water Field Services Supervisor (Mid-Management)	D3/T2	\$10,569	\$10,045
Maintenance Services Manager - Water Services (Mid-Management)	9.30%	Water Distribution Manager (Mid-Management)	D4/T2	\$10,569	\$11,552

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.

Water Quality Technician 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 Water Quality Technician II, and will be reclassified to Water Quality & Production Supervisor upon receiving required D3/T2 certifications.



Agreed upon by City of San Bruno representative:

DocuSigned by:

 9752EB3ACEAF41D 7/22/2022

Dania Torres Wong, Chief Negotiator, Sloan Sakai Yeung & Wong, LLC Date

Agreed upon by Mid-Management representative Teamsters Local 856:

DocuSigned by:

 5690C12F50FD405... 7/22/2022

Peter Finn, Secretary/Treasurer/Principal Officer Date