

City of San Bruno and Teamsters #350 for the Mid Management Bargaining Unit

December 13, 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 Mid Management Bargaining Unit represented by Teamsters Local #350 Union on December 13, 2017

The undersigned agree to recommend the following to their respective principals. However, the parties acknowledge that the following is subject to ratification by the union membership and adoption by the City Council.

Term – 3 years (1/1/2017-12/31/2019)

COLA – 3% for each of the three years. First increase to be paid retroactive to the first full pay period after January 1, 2017. The second to be paid first full pay period in January 2018. Third to be paid first full pay period January 2019.

Retirement – No change to current MOU provisions

Health – No change to general provisions. Rates to be updated annually.

Market Equity Adjustments -

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 equal to 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 (example – if a class is 6% below market, it would receive a 2% adjustment)
- For benchmarks/classes which are 7.1% - 9.5% below market median, the adjustment would be 3%
- For benchmarks/classes which are 9.6% - 12% below market median, the adjustment would be 4%
- For benchmarks/classes which are 12.1% - 15% below market median, the adjustment would be 5%

Maintenance Services Manager – the salary rate for this classification shall be adjusted to be equal to the rate for the class of Water System and Conservation Manager.

Recreation Supervisor - Salary rate for Recreation Supervisor shall be adjusted to be equal to Field Supervisor.

Implementation Schedule for Equity Adjustments

Up to 2% of any adjustment will be paid retroactive to the first full pay period in April 2017. Any additional adjustment will be added in conjunction with payment of the second COLA (2018)

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 will be limited to those who actually use the bilingual skill as part of the performance of their job duties.

Building Inspector class series –the City shall create at least one additional class in this series. The salary differential between the Building Inspector and the next highest class in the series shall be 10%. Creation of the new class does not guarantee appointment of any incumbent to the new class.

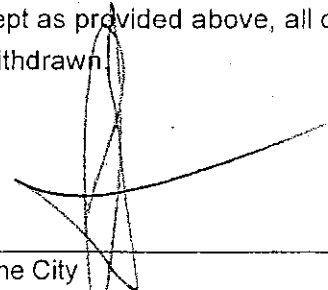
Detail of Market Equity Adjustments By Class (Bolded class is a benchmark)

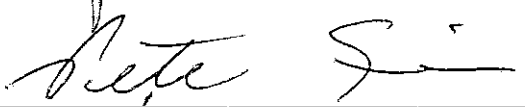
Equity Adjustment	CLASSIFICATION
0.3%	ACCOUNTANT
0.3%	FINANCIAL SERVICES SUPERVISOR
2.0%	FINANCIAL SERVICES MANAGER
2.0%	ACCOUNTING MANAGER
2.0%	ASSISTANT FINANCE DIRECTOR
2.0%	CATV SYSTEM ENGINEER
2.0%	CATV BUSINESS MANAGER
2.0%	CATV PROGRAMMING TECHNOLOGY MANAGER
2.0%	POLICE COMMUNICATIONS & RECORDS SUPERVISOR
2.0%	HOUSING & REDEVELOPMENT (LONG-RANGE PLANNING) MANAGER

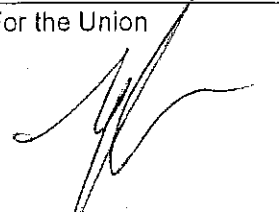
0.3%	ASSISTANT PLANNER
0.3%	ASSOCIATE PLANNER
0.3%	SENIOR PLANNER
2.0%	ASSISTANT ENGINEER
2.0%	ASSOCIATE CIVIL ENGINEER
2.0%	PRINCIPAL CIVIL ENGINEER
3.0%	BUILDING INSPECTOR
3.0%	CHIEF BUILDING OFFICIAL
4.0%	SYSTEMS ADMINISTRATOR
4.0%	INFORMATION TECHNOLOGY MANAGER
3.0%	FIELD SUPERVISOR
3.0%	FIELD SUPERVISOR - CATV
3.0%	FIELD SUPERVISOR - PARKS
Parity with Field Supervisor	RECREATION SERVICES SUPERVISOR
18% above Rec Supv	RECREATION SERVICES MANAGER
Parity with Field Supervisor	NUTRITION PROGRAM MANAGER
Parity with Water Sys & Conserv Mgr	MAINTENANCE SYSTEM SERVICES MANAGER
3.0%	WATER SYSTEM & CONSERVATION MANAGER
3.0%	DEPUTY PUBLIC WORKS DIR - PW Admin & Engineering

3.0%	DEPUTY PUBLIC WORKS DIR - PW Utilities & Operations
3.0%	DEPUTY PUBLIC WORKS DIR - PW Utilities & Operations with PE
0.7%	LIBRARY SERVICES MANAGER
0.7%	COMMUNITY SERVICES SUPERINTENDENT
0.7%	ASSISTANT LIBRARY DIRECTOR
2.0%	MANAGEMENT ANALYST I
2.0%	MANAGEMENT ANALYST II

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


 For the City 12/13/17
Date


 For the Union 12/13/17
Date

 12/13/17
 Robert Wood 12-13-17