

SIDE LETTER TO AMEND MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF POWAY AND THE NON-SAFETY EMPLOYEES
DATED JULY 1, 2021 THROUGH JUNE 30, 2027

WHEREAS, the City of Poway (City) and Non-Safety employees, represented by California Teamsters Local 911 (Teamsters), have entered into a Memorandum of Understanding (MOU) for the period of July 1, 2021 through June 30, 2027, covering specified items which are within the scope of representation, within the meaning of Government Code section 3504;

WHEREAS, pursuant to the terms of the MOU, Article 5 (Wages) includes across-the-board salary increases beginning in Year 3 through Year 6;

WHEREAS, the City endeavors to stay competitive in the labor market so that it may recruit and retain qualified and talented employees;

WHEREAS, the City has approved salary range adjustments that bring salaries for Teamsters positions to median within the San Diego market and City of Poway classification and compensation structure effective the first day of the pay period that includes July 1, 2024;

WHEREAS, the City and Teamsters have met and conferred in good faith, in compliance with Government Code section 3505, on the subject covered in this Amendment.

NOW, THEREFORE, the City and Teamsters agree to amend Article 5. Wages (Year 4) in the MOU for the period of July 1, 2021 through June 30, 2027, to read as follows:

Article 5. Wages

Year 4


Effective at the beginning of the pay period that includes July 1, 2024, an across-the-board salary increase of 5% will be provided to all employees in the bargaining unit.

Effective at the beginning of the pay period that includes July 1, 2024, positions below median based on market surveys in March 2024 will be brought to median within the City of Poway classification and compensation structure.

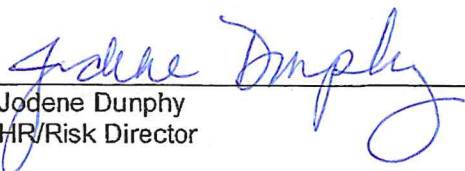
Except as expressly provided herein, all other terms and conditions of the July 1, 2021 through June 30, 2027 MOU shall otherwise remain in full force and effect.

The City of Poway and Teamsters Local 9-1-1 agree to this Side Letter as a Fourth Amendment to the MOU for the period of June 24, 2024 to June 30, 2027 for the City and Teamsters as contained herein.

City of Poway:

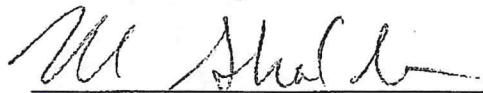


Chris Hazelline
City Manager

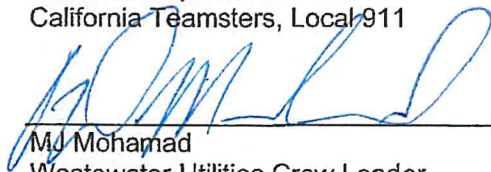


Jodene Dunphy
HR/Risk Director

**City of Poway Non-Safety Employees
Bargaining Unit (California Teamsters
Local 911):**



Neil Sholander,
Business Representative
California Teamsters, Local 911



Mj Mohamad
Wastewater Utilities Crew Leader
Chief Steward