

Side Letter of Agreement
City of Atascadero
And
Local 620 Service Employees International Union Atascadero Chapter
June 24, 2025

Pursuant to the provisions of the Meyers-Milias-Brown Act (“MMBA”), and Sections 1.4.b and 6.2 of the Memorandum of Understanding (“MOU”) between the City of Atascadero (“City”) and the Local 620 Service Employees International Union Atascadero Chapter (“Union”) effective July 1, 2024 through June 30, 2027 (“MOU”), this Side Letter of Agreement (“Side Letter Agreement”) is entered into on July 1, 2025, between the City and the Union as an amendment to the MOU. The Union and the City are collectively referred to herein as the “parties.” It is understood and agreed that the specific provisions contained in this Side Letter Agreement shall supersede any previous agreements, whether oral and written, regarding the matters contained herein. Except as provided herein, all wages, hours and other terms and conditions of employment presently enjoyed by the Union in the MOU shall remain in full force and effect.

The City and Union have met and conferred in good faith concerning the terms and conditions of this Side Letter Agreement and its implementation and agree to the following changes:

Section 1.2 Recognition:

- a. Changes to classifications that the Union is the recognized and exclusive representative for are as follows:
 - Maintenance Supervisor
 - Lead Wastewater Treatment Plant Operator

Section 4.1 Salary:

The following monthly salaries are effective July 1, 2025:

| SALARY WORKSHEET | | | | | | |
|------------------------|-------|----------|----------|----------|----------|----------|
| MONTHLY SALARY | | | | | | |
| Effective July 1, 2025 | | | | | | |
| CLASSIFICATION | RANGE | STEP A | STEP B | STEP C | STEP D | STEP E |
| Lead WWTP Operator | 31 | 6,783.90 | 7,123.10 | 7,479.26 | 7,853.22 | 8,245.88 |
| Maintenance Supervisor | 25 | 5,860.19 | 6,153.20 | 6,460.86 | 6,783.90 | 7,123.10 |

The following monthly salaries are effective July 1, 2026:

SALARY WORKSHEET
MONTHLY SALARY
Effective July 1, 2026

| CLASSIFICATION | RANGE | STEP A | STEP B | STEP C | STEP D | STEP E |
|------------------------|-------|----------|----------|----------|----------|----------|
| Lead WWTP Operator | 31 | 6,987.41 | 7,336.78 | 7,703.62 | 8,088.80 | 8,493.24 |
| Maintenance Supervisor | 25 | 6,035.99 | 6,337.79 | 6,654.68 | 6,987.41 | 7,336.78 |

Section 4.10 Work Shoes:

Changes to classifications that the City shall contribute Two Hundred and Fifty (\$250.00) Dollars per fiscal year for the purchase of appropriate footwear to are as follows:

- Maintenance Supervisor
- Lead Wastewater Treatment Plant Operator

Section 4.12 Certifications:


Employees in the position of WWTPOIT, WWTPOI, WWTPOII and **Lead WWTPO** holding Grade certifications received and maintained from the California State Water Resources Control Board and/or the California Water Environment Association above what is required by their job description, shall receive 1% certification pay incentive on top of their base wages.

With approval of the Public Works Director, employees in the position of WWTPOIT, WWTPOI, WWTPOII, **Lead Wastewater Treatment Plant Operator**, Maintenance Worker I, Maintenance Worker II, Lead Maintenance Worker and **Maintenance Supervisor** who hold a valid Class A or Class B California driver's license, maintain a valid Medical Examiner's Certificate and are cleared by the Federal Motor Carrier Safety Administration Clearinghouse shall receive 1% certification pay incentive on top of their base wages. This certification pay is subject to City operational needs and may be stopped or denied at the discretion of the City Manager.

Certification pay shall cease in the event an employee loses the certification for which it was earned. Employees will be eligible for no more than two (2) certification pays (total of 2%).

This language shall be in effect beginning **July 1, 2025**.

For the City of Atascadero:

Signed by: 
 8E02D42EBE854A7...
 James R Lewis
 City Manager

7/11/2025
 Date

For SEIU Local 620:

Signed by: 
 F91E0C0A671440F...
 Nicole Bryant

7/8/2025
 Date

Signed by: 
 A3052EB06204447...
 SEIU

7/8/2025
 Date