

**SIDE LETTER OF AGREEMENT  
BETWEEN  
VALLEJO FLOOD & WASTEWATER DISTRICT  
AND  
TEAMSTERS, CHAUFFERS, WAREHOUSEMEN AND HELPERS, LOCAL 315**

Pursuant to the provisions of the Meyers-Milias-Brown Act ("MMBA"), this Side Letter of Agreement ("Side Letter Agreement") is entered between the Vallejo Flood & Wastewater District (the "District") and Teamsters, Chauffeurs, Warehouseman and Helpers, Local 315 ("Teamsters"). This Side Letter Agreement is made for the purpose of addressing changes to the CalPERS requirements, specifically, pursuant to the circular letter which was issued on October 30, 2019 (200-050-19). Except as provided herein, all wages, hours and other terms and conditions of employment presently enjoyed by Teamsters in the existing Memorandum of Understanding ("MOU") shall remain in full force and effect.

The District and Teamsters have met and conferred in good faith, in accordance with the MMBA, concerning the terms and conditions of this Side Letter Agreement and agree that Section 8.10 UNIFORMS of the MOU (effective July 1, 2013 - June 30, 2023) is hereby revised as follows:

The District will provide thirteen (13) sets of uniforms and laundry service for specific employees. Employees in the following classifications are required to wear uniforms while performing work during work hours. All other employees who interact with the public are allowed to receive District attire for a maximum annual allowance of \$70.00 and any overage must be paid by the employee. District-approved uniforms include pants, shirts, coveralls and jackets. Only pants and shirts are considered special compensation that are subject to income tax and must be reported to CalPERS as a uniform allowance. Coveralls and jackets are not considered special compensation. The uniform allowance applies to the following classifications in each department:

**Field Operations**

Collections Systems Supervisor  
Collections Systems Technician Entry Level/ I/II  
Collections Systems Technician II / Equipment Operator  
Field Operations Superintendent

**Operations/Facilities Maintenance**

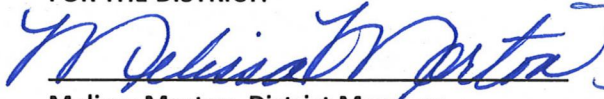
Electrical Instrumentation Supervisor  
Electrical Instrumentation Technician  
Maintenance Mechanic Entry Level/I/II/III  
Maintenance Mechanic Supervisor  
Operator Entry Level/ I/II/III  
Shift Supervisor  
Utility Person/Truck Driver

Approved and Accepted:

Date: 5/7/2020

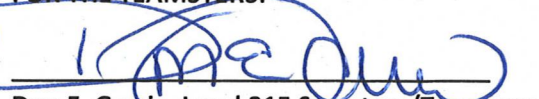
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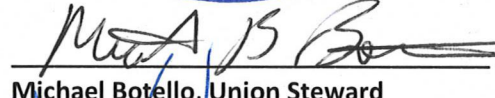
FOR THE DISTRICT:

  
Melissa Morton, District Manager

  
Alexandria Bell, Human Resources Director

FOR THE TEAMSTERS:

  
Don E. Garcia, Local 315 Secretary/Treasurer

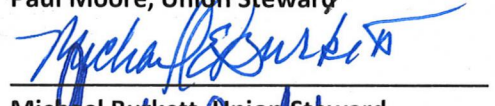
  
Michael Botello, Union Steward

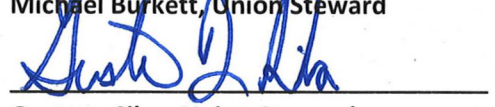
  
Michael James Lamphear, Union Steward

  
Mary Ann Mundy, Union Steward

  
Mark Hall, Union Steward

  
Paul Moore, Union Steward

  
Michael Burkett, Union Steward

  
Gustavo Silva, Union Steward