

ORIGINAL

**Side Letter of Agreement
Between the City of Palmdale
and the California Teamsters Local 911
June 5, 2018**

Pursuant to the provisions of the Meyers-Milias-Brown Act ("MMBA") and the Memorandum of Understanding between the City of Palmdale ("City") and California Teamsters Local 911 ("Union") effective July 1, 2017 through June 30, 2021 ("MOU"), this Side Letter of Agreement is entered into on June 5, 2018, between the City and the Union ("Side Letter Agreement") as an amendment to the MOU. The City and the Union 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 the Union have met and conferred in good faith concerning the terms and conditions of this Side Letter Agreement and its implementation and agree that Section 4.03 of the MOU shall be amended with the following language:

Section 4.03 Accrued Leave Buy Back

Twice each fiscal year, as of the first pay period in April and November, a full-time employee who has a combined total of at least 280 hours in their vacation, compensatory time and floating holiday accrued banks may convert 20 or more hours of accrued leave (excluding sick leave) to cash. In no event can an employee use this conversion to reduce his or her combined accrued leave balance (excluding sick leave) below 240 hours.

***** Signatures Appear on Next Page *****

CITY OF PALMDALE

CALIFORNIA TEAMSTERS LOCAL 911

Dated: _____

Dated: _____



Kelly A. Trainer, Chief Negotiator




Carlos Rubio, Chief Negotiator




James Purtee, City Manager



Paul Ewing, Steward




Anne Ambrose, Administrative Services Director




Michael Johnson, Steward



Patricia M. Nevarez, Human Resources Manager



John Nemeth, Steward



James Ledford, Mayor




Chad Thomas, Steward

6/14/18

Date



Paul Wood, Steward

Attest:


Rebecca J. Smith
City Clerk

APPROVED AS TO FORM:



Wm. Matthew Ditzhazy, City Attorney