

**Side Letter of Agreement**  
**Between the City of Pinole and AFSCME Public Employees Union, Local One**

This will confirm that the representatives of the City of Pinole (“City”) and the AFSCME Public Employees Union, Local One (“PEU”) have met and conferred and have agreed to the following modifications of their memorandum of understanding (“MOU”) covering the term July 1, 2023, through June 30, 2025, as follows:

The parties agree to modify the following paragraph under Article II, Section 2.1, Unit Composition and Attachment A:

**ARTICLE II. RECOGNITION**

**2.1 Unit Composition.**

The City hereby recognizes the Union as the majority representative of the following job classifications:

- Accounting Technician
- Administrative Assistant
- Cable Access Technician
- Community Services Officer
- Cook
- Food Services Specialist
- Laboratory Technician I
- Laboratory Technician II
- Permit Technician I
- Permit Technician II
- Permit Technician III
- Police Property Specialist
- Police Records Specialist
- Public Works Maintenance Worker Assistant
- Public Works Maintenance Worker
- Public Works Senior Maintenance Worker
- Wastewater Treatment Plant Senior Operator
- Wastewater Treatment Plant Operator
- Wastewater Treatment Plant Senior Maintenance Mechanic
- Wastewater Treatment Plant Maintenance Mechanic
- Wastewater Treatment Plant Operator in Training

**ATTACHMENT A – MASTER SALARY SCHEDULE**

**City of Pinole Salary Ranking**

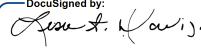
Class Series	Proposed Salary Range				
	A	B	C	D	E
PW Maintenance Worker Assistant	27.2983	28.6632	30.0964	31.6012	33.1812

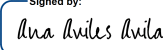
There shall be no change to any other portion of Article II or Attachment A or to any section(s) of the existing agreement other than those identified in this and any preceding Side Letter of Agreements.

**Side Letter of Agreement**  
**Between the City of Pinole and AFSCME Public Employees Union, Local One**

Dated: February 4, 2025

**AFSCME PUBLIC EMPLOYEES UNION**

By:   
DocuSigned by:  
4AC2E08D7ACA44A...  
Lisa Davis  
PEU Representative

By:   
Signed by:  
8906B747A564451...  
Ana Aviles Avila  
PEU Representative

**CITY OF PINOLE**

By:   
Signed by:  
8024A02B3DF4495...  
Kelcey Young  
City Manager

By:   
Signed by:  
B029A656DACC469...  
Stacy Shell  
Human Resources Director