

**SIDE LETTER AGREEMENT
BETWEEN CITY OF OCEANSIDE AND
WESTERN COUNCIL OF ENGINEERS (WCE)
REGARDING CLASSIFICATION PAY**

Pursuant to the provisions of the Meyers-Milias-Brown Act ("MMBA") and Article XIV, entitled "Term of the Agreement" of the Memorandum of Understanding between the City of Oceanside ("City") and Western Council of Engineers (WCE), effective July 1, 2024 through June 30, 2026 ("2024 MOU WCE"), this Side Letter Agreement is entered into on April 9, 2025 between the City and WCE ("Side Letter Agreement") as an amendment to the 2024 MOU WCE. It is understood and agreed that the specific provisions contained in this Side Letter Agreement shall supersede any previous agreements, whether oral and/or written, regarding the matters contained herein. Except as provided herein, all wages, hours and other terms and conditions of employment presently enjoyed by WCE in the 2024 MOU WCE shall remain in full force and effect.

Therefore, the City and WCE have agreed to amend the 2024 MOU WCE Article IV, Salary/Classification Plan, Section B, Salary Plan Administration, Sub-section (3), as follows:

Senior Engineering Assistant – Increase Compensation range by 5%
Assistant Engineer – Increase Compensation Range by 8.76%
Associate Engineer – Increase Compensation Range by 2.01%

The compensation increase of the impacted employees shall occur in the pay period immediately following approval and adoption of the resolution modifying the WCE MOU and updates the City of Oceanside Salary Schedule (Exhibit "A").

This Side Letter Agreement will only become effective upon formal ratification by the City Council, and upon ratification shall remain in effect for the duration of the 2024 MOU WCE, which expires June 30, 2026. Any amendments or modifications to this Side Letter Agreement shall be in writing, signed and dated by both parties.

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Signed and dated as follows:

For Western Council of Engineers:

 04/02/2025
Diane Dillon (Apr 2, 2025 09:11 PDT)

Diane Dillon (Chief Negotiator) (Date)
WCE Executive Director

 04/02/2025
Valentina Esquer (Apr 2, 2025 08:55 PDT)

Valentina Esquer (Date)
WCE President

For the City of Oceanside:

 04/02/2025
Chelsea Phebus (Date)
Director of HR/RM

 04/02/2025
Jonathan Borrego (Date)
City Manager

Approved As To Form:



T. Steven Burke, Jr. (Apr 2, 2025 08:28 PDT)

T. Steven Burke, City Attorney

WCE Side Letter Agreement ENG PAY REV FINAL 3.26.25

Final Audit Report

2025-04-02

| | |
|-----------------|---|
| Created: | 2025-04-02 |
| By: | CHELSEA PHEBUS (cphebus@oceansideca.org) |
| Status: | Signed |
| Transaction ID: | CBJCHBCAABAAgT_XtfnFSLawkJ6dowpYE53badGgTE1 |

"WCE Side Letter Agreement ENG PAY REV FINAL 3.26.25" History

-  Document created by CHELSEA PHEBUS (cphebus@oceansideca.org)
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-  Document emailed to dillonwce@gmail.com for signature
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Signature Date: 2025-04-02 - 3:55:38 PM GMT - Time Source: server

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2025-04-02 - 4:11:24 PM GMT

 Document e-signed by Diane Dillon (dillonwce@gmail.com)
Signature Date: 2025-04-02 - 4:11:26 PM GMT - Time Source: server

 Agreement completed.
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**City of Oceanside WCE
Side Letter Agreement
April 9, 2025
Exhibit "A"**

| Effective April 2025 | | | |
|-----------------------------|---------------|----------------|-----------------|
| Assistant Engineer | | | |
| | Hourly | Monthly | Annually |
| Step A | \$ 42.24 | \$ 7,321.60 | \$ 87,859.20 |
| Step B | \$ 44.33 | \$ 7,683.87 | \$ 92,206.40 |
| Step C | \$ 46.57 | \$ 8,072.13 | \$ 96,865.60 |
| Step D | \$ 48.88 | \$ 8,472.53 | \$ 101,670.40 |
| Step E | \$ 51.32 | \$ 8,895.47 | \$ 106,745.60 |
| Step F | \$ 53.89 | \$ 9,340.93 | \$ 112,091.20 |
| Step G | \$ 56.58 | \$ 9,807.20 | \$ 117,686.40 |

| Effective April 2025 | | | |
|-----------------------------|---------------|----------------|-----------------|
| Associate Engineer | | | |
| | Hourly | Monthly | Annually |
| Step A | \$ 48.67 | \$ 8,436.13 | \$ 101,233.60 |
| Step B | \$ 50.91 | \$ 8,824.40 | \$ 105,892.80 |
| Step C | \$ 53.24 | \$ 9,228.27 | \$ 110,739.20 |
| Step D | \$ 55.88 | \$ 9,685.87 | \$ 116,230.40 |
| Step E | \$ 58.44 | \$ 10,129.60 | \$ 121,555.20 |
| Step F | \$ 61.20 | \$ 10,608.00 | \$ 127,296.00 |
| Step G | \$ 64.27 | \$ 11,140.13 | \$ 133,681.60 |

| Effective April 2025 | | | |
|-------------------------------------|---------------|----------------|-----------------|
| Senior Engineering Associate | | | |
| | Hourly | Monthly | Annually |
| Step A | \$ 39.34 | \$ 6,818.93 | \$ 81,827.20 |
| Step B | \$ 41.31 | \$ 7,160.40 | \$ 85,924.80 |
| Step C | \$ 43.40 | \$ 7,522.67 | \$ 90,272.00 |
| Step D | \$ 45.56 | \$ 7,897.07 | \$ 94,764.80 |
| Step E | \$ 47.80 | \$ 8,285.33 | \$ 99,424.00 |
| Step F | \$ 50.20 | \$ 8,701.33 | \$ 104,416.00 |
| Step G | \$ 52.71 | \$ 9,136.40 | \$ 109,636.80 |