

**SIDE LETTER AGREEMENT
BETWEEN CITY OF OCEANSIDE AND
OCEANSIDE CITY EMPLOYEES' ASSOCIATION
REGARDING CLASSIFICATION PAY**

Pursuant to the provisions of the Meyers-Milias-Brown Act ("MMBA") and Article XX, entitled "Term of the Agreement" of the Memorandum of Understanding between the City of Oceanside ("City") and Oceanside City Employees' Association (OCEA), effective July 1, 2024 through June 30, 2026 ("2024 MOU OCEA"), this Side Letter Agreement is entered into on April 9, 2025 between the City and OCEA ("Side Letter Agreement") as an amendment to the 2024 MOU OCEA. 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 OCEA in the 2024 MOU OCEA shall remain in full force and effect.

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

- *Reclassify Maintenance Worker I-III series in the Water Utilities Department to Mechanical Technologist I-III series.*
- *Realign the Cross Connection Control Technician and Senior Cross Connection Control Technician pay ranges so that the Senior Cross Connection Control Technician is equal to the Senior Distribution Operator and 7.8% above the Cross Connection Control Technician classification.*
- *Place Advanced Water Plant Operator I-III classifications 5% above the Water and Wastewater Plant Operator I-III classifications.*

Additionally, the following pay ranges for the classifications in the table below shall be increased by the percentage denoted.

<i>Job Title</i>	<i>Percentage of Increase</i>
<i>Associate Chemist</i>	<i>11.76%</i>
<i>Cross Connection Control Technician</i>	<i>1.82%</i>
<i>Distribution Operator I</i>	<i>21.48%</i>
<i>Distribution Operator II</i>	<i>21.55%</i>
<i>Distribution Operator III</i>	<i>10.00%</i>
<i>Environmental Compliance Inspector</i>	<i>16.80%</i>
<i>Facilities Maintenance Scheduler</i>	<i>17.26%</i>
<i>Geographic Information Systems Assistant</i>	<i>6.30%</i>
<i>Geographic Information Systems Specialist</i>	<i>8.51%</i>
<i>Instrumentation Technician I</i>	<i>15.33%</i>
<i>Instrumentation Technician II</i>	<i>20.60%</i>
<i>Laboratory Analyst</i>	<i>13.95%</i>

<i>Laboratory Assistant</i>	34.17%
<i>Laboratory Technician</i>	12.42%
<i>Lead Water Utilities Inspector</i>	8.71%
<i>Mechanical Technologist I</i>	11.19%
<i>Mechanical Technologist II</i>	16.49%
<i>Mechanical Technologist III</i>	16.49%
<i>Meter Service Worker I</i>	7.26%
<i>Meter Service Worker II</i>	7.27%
<i>Meter Service Worker III</i>	7.14%
<i>Microbiologist</i>	12.85%
<i>Senior Distribution Operator</i>	16.08%
<i>Senior Geographic Information Systems Specialist</i>	13.71%
<i>Senior Mechanical Technologist</i>	12.25%
<i>Senior Meter Service Worker</i>	0.49%
<i>Senior Utility Worker</i>	4.93%
<i>Utility Worker I</i>	9.46%
<i>Utility Worker II</i>	9.55%
<i>Utility Worker III</i>	4.95%
<i>Wastewater Plant Operator I</i>	5.52%
<i>Wastewater Plant Operator II</i>	6.36%
<i>Wastewater Plant Operator III</i>	5.26%
<i>Wastewater Plant Operator in Training</i>	6.40%
<i>Water Plant Operator I</i>	11.62%
<i>Water Plant Operator II</i>	12.55%
<i>Water Plant Operator III</i>	10.82%
<i>Water Plant Operator in Training</i>	12.65%
<i>Water Utilities Inspector</i>	9.81%
<i>Water Utilities Plant Electrician I</i>	11.31%
<i>Water Utilities Plant Electrician II</i>	20.60%

Compensation increases to the pay ranges of the impacted employees shall occur in the pay period immediately following approval and adoption of the resolution modifying the OCEA 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 OCEA, 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 Oceanside City Employees' Association:

For the City of Oceanside:


Neil Sholander (Apr 2, 2025 10:38 PDT)

04/02/2025

Neil Sholander (Chief Negotiator) (Date)
President/Business Agent


Richard R Miller (Apr 2, 2025 09:42 PDT)

Richard Miller (Date)
OCEA Member


Ahren Fox (Apr 2, 2025 12:44 PDT)

Ahren Fox (Date)
OCEA President


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 08:29 PDT)

T. Steven Burke, City Attorney

OCEA Side Letter Agreement RECLASS PAY 3.26.25

Final Audit Report

2025-04-02

Created:	2025-04-02
By:	CHELSEA PHEBUS (cphebus@oceansideca.org)
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Transaction ID:	CBJCHBCAABAAAdpxgDHRL8LwZiFvgG3et4FhZm_eiXjB8

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-  Document created by CHELSEA PHEBUS (cphebus@oceansideca.org)
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-  Document emailed to nsholander@teamsters911.com for signature
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 Signer rmiller@oceansideca.org entered name at signing as Richard R Miller

2025-04-02 - 4:42:44 PM GMT

 Document e-signed by Richard R Miller (rmiller@oceansideca.org)

Signature Date: 2025-04-02 - 4:42:46 PM GMT - Time Source: server

 Signer nsholander@teamsters911.com entered name at signing as Neil Sholander

2025-04-02 - 5:38:36 PM GMT

 Document e-signed by Neil Sholander (nsholander@teamsters911.com)

Signature Date: 2025-04-02 - 5:38:38 PM GMT - Time Source: server

 Email viewed by anfox@oceansideca.org

2025-04-02 - 7:34:10 PM GMT

 Signer anfox@oceansideca.org entered name at signing as Ahren Fox

2025-04-02 - 7:44:36 PM GMT

 Document e-signed by Ahren Fox (anfox@oceansideca.org)

Signature Date: 2025-04-02 - 7:44:38 PM GMT - Time Source: server

 Agreement completed.

2025-04-02 - 7:44:38 PM GMT

2024 MOU OCEA
SIDE LETTER AGREEMENT
APRIL 9, 2025
"EXHIBIT A"

Job Title	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
Associate Chemist	\$36.94	\$38.75	\$40.39	\$42.45	\$44.30	\$46.41	\$48.75
Cross Connection Control Technician	\$38.46	\$40.36	\$42.39	\$44.49	\$46.74	\$49.05	\$51.51
Distribution Operator I	\$33.54	\$34.89	\$36.54	\$38.17	\$39.91	\$41.62	\$43.71
Distribution Operator II	\$35.89	\$37.68	\$39.56	\$41.52	\$43.62	\$45.80	\$48.09
Distribution Operator III	\$37.71	\$39.60	\$41.58	\$43.65	\$45.80	\$48.07	\$50.49
Environmental Compliance Inspector	\$42.55	\$44.67	\$46.91	\$49.26	\$51.71	\$54.30	\$57.01
Facilities Maintenance Scheduler	\$43.30	\$45.45	\$47.74	\$50.13	\$52.63	\$55.26	\$58.01
Geographic Information Systems Assistant	\$31.83	\$33.38	\$35.08	\$36.81	\$38.69	\$40.63	\$42.66
Geographic Information Systems Specialist	\$37.39	\$39.14	\$40.94	\$42.81	\$44.91	\$46.87	\$49.21
Instrumentation Technician I	\$39.06	\$40.97	\$43.03	\$45.19	\$47.47	\$49.81	\$52.30
Instrumentation Technician II	\$42.89	\$45.03	\$47.32	\$49.68	\$52.18	\$54.80	\$57.54
Laboratory Analyst	\$33.08	\$34.73	\$36.46	\$38.28	\$40.20	\$42.18	\$44.32
Laboratory Assistant	\$24.10	\$25.09	\$26.11	\$27.17	\$28.43	\$29.65	\$31.11
Laboratory Technician	\$30.75	\$32.23	\$33.66	\$35.19	\$36.78	\$38.36	\$40.28
Lead Water Utilities Inspector	\$42.55	\$44.67	\$46.91	\$49.26	\$51.71	\$54.30	\$57.01
Mechanical Technologist I	\$33.55	\$35.20	\$37.00	\$38.83	\$40.80	\$42.82	\$44.95
Mechanical Technologist II	\$36.87	\$38.72	\$40.66	\$42.71	\$44.83	\$47.09	\$49.45
Mechanical Technologist III	\$38.74	\$40.66	\$42.72	\$44.85	\$47.09	\$49.45	\$51.92
Meter Service Worker I	\$25.06	\$26.18	\$27.47	\$28.92	\$30.37	\$31.86	\$33.48
Meter Service Worker II	\$27.42	\$28.87	\$30.31	\$31.82	\$33.40	\$35.06	\$36.83
Meter Service Worker III	\$30.23	\$31.75	\$33.31	\$34.97	\$36.73	\$38.58	\$40.51
Microbiologist	\$38.84	\$40.68	\$42.44	\$44.56	\$46.51	\$48.74	\$51.18
Senior Distribution Operator	\$41.50	\$43.55	\$45.75	\$47.96	\$50.40	\$52.89	\$55.53
Senior Geographic Information Systems Specialist	\$40.39	\$42.41	\$44.55	\$46.78	\$49.11	\$51.57	\$54.14
Senior Mechanical Technologist	\$41.45	\$43.51	\$45.70	\$47.99	\$50.38	\$52.90	\$55.53
Senior Meter Service Worker	\$31.19	\$32.74	\$34.39	\$36.14	\$37.91	\$39.83	\$41.81
Senior Utility Worker	\$35.91	\$37.70	\$39.57	\$41.55	\$43.62	\$45.80	\$48.10
Utility Worker I	\$28.31	\$29.66	\$31.13	\$32.72	\$34.36	\$36.06	\$37.86
Utility Worker II	\$31.09	\$32.62	\$34.29	\$36.04	\$37.81	\$39.67	\$41.65
Utility Worker III	\$32.81	\$34.44	\$36.14	\$37.95	\$39.82	\$41.63	\$43.72
Wastewater Plant Operator I	\$32.62	\$34.25	\$35.96	\$37.77	\$39.66	\$41.64	\$43.71
Wastewater Plant Operator II	\$35.89	\$37.68	\$39.56	\$41.52	\$43.62	\$45.80	\$48.09
Wastewater Plant Operator III	\$39.45	\$41.46	\$43.53	\$45.71	\$48.01	\$50.38	\$52.89
Wastewater Plant Operator in Training	\$27.19	\$28.57	\$30.00	\$31.49	\$33.07	\$34.70	\$36.42
Water Plant Operator I	\$32.62	\$34.25	\$35.96	\$37.77	\$39.66	\$41.64	\$43.71
Water Plant Operator II	\$35.89	\$37.68	\$39.56	\$41.52	\$43.62	\$45.80	\$48.09
Water Plant Operator III	\$39.45	\$41.46	\$43.53	\$45.71	\$48.01	\$50.38	\$52.89
Water Plant Operator in Training	\$27.19	\$28.57	\$30.00	\$31.49	\$33.07	\$34.70	\$36.42
Water Utilities Inspector	\$38.66	\$40.60	\$42.64	\$44.78	\$47.00	\$49.36	\$51.82
Water Utilities Plant Electrician I	\$37.70	\$39.54	\$41.53	\$43.61	\$45.82	\$48.07	\$50.48
Water Utilities Plant Electrician II	\$42.89	\$45.03	\$47.32	\$49.68	\$52.18	\$54.80	\$57.54