

**SIDE LETTER AGREEMENT
BETWEEN CITY OF OCEANSIDE AND MANAGEMENT EMPLOYEES
OF THE CITY OF OCEANSIDE (MECO)
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 Management Employees of the City of Oceanside (MECO), effective July 1, 2024 through June 30, 2026 ("2024 MOU MECO"), this Side Letter Agreement is entered into on April 9, 2025 between the City and MECO ("Side Letter Agreement") as an amendment to the 2024 MOU MECO. 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 MECO in the 2024 MOU MECO shall remain in full force and effect.

Therefore, the City and MECO have agreed to amend the 2024 MOU MECO Article IV, Salary/Classification Plan, Section G, Reclassification:

Retitle the Environmental Specialist I/II/Senior series into three separate series of classifications as follows:

1. *Zero Waste Specialist I/II/Senior*
2. *Water Efficiency Specialist I/II/Senior*
3. *Watershed Protection Specialist I/II/Senior*

The salary range for each of the three (3) classifications established shall be set as the base Environmental Specialist I/II/Senior rate, plus the percentage denoted below.

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

| Job Title | Percentage of Increase |
|--|-------------------------------|
| <i>Chief Plant Operator</i> | <i>20.20%</i> |
| <i>Environmental Specialist I (Retitle to Zero Waste, Water Efficiency, and Watershed Protection Specialist I)</i> | <i>2.60%</i> |
| <i>Environmental Specialist II (Retitle to Zero Waste, Water Efficiency, and Watershed Protection Specialist II)</i> | <i>2.37%</i> |
| <i>GIS Supervisor</i> | <i>25.47%</i> |
| <i>Instrumentation Supervisor</i> | <i>21.21%</i> |
| <i>Laboratory Supervisor</i> | <i>4.30%</i> |
| <i>Meter Services Supervisor</i> | <i>20.53%</i> |
| <i>Plant Maintenance Supervisor</i> | <i>12.37%</i> |
| <i>Senior Chemist</i> | <i>14.29%</i> |

| | |
|---|--------|
| <i>Senior Civil Engineer</i> | 7.24% |
| <i>Senior Environmental Specialist (Retitle to Senior Zero Waste, Water Efficiency, and Watershed Protection Specialist)</i> | 2.37% |
| <i>Utility Supervisor</i> | 12.37% |
| <i>Wastewater Plant Supervisor</i> | 20.34% |
| <i>Water Distribution Supervisor</i> | 18.01% |
| <i>Water Treatment Supervisor</i> | 21.62% |

The compensation increase to the pay range of the impacted employees shall occur in the pay period immediately following approval and adoption of the resolution modifying the 2024 MOU MECO 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 MECO, 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 Management Employees for City of Oceanside:

For the City of Oceanside:

Jeremy Kemp (Date)
Utility Supervisor

Chelsea D. Phebus 04/02/2025

Chelsea D. Phebus (Date)
Director of HR/RM

Jonathan Borrego 04/02/2025

Jonathan Borrego (Date)
City Manager

Approved As To Form:

T. Steven Burke, Jr.

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

Steve Burke, City Attorney

2024 MOU MECO
SIDE LETTER AGREEMENT

APRIL 9, 2025

"EXHIBIT A"

| Job Title | Step A | Step B | Step C | Step D | Step E | Step F | Step G |
|------------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Chief Plant Operator | \$54.99 | \$57.74 | \$60.68 | \$63.71 | \$66.89 | \$70.23 | \$73.71 |
| Environmental Specialist I | \$33.20 | \$34.86 | \$36.64 | \$38.45 | \$40.38 | \$42.39 | \$44.51 |
| Environmental Specialist II | \$36.54 | \$38.37 | \$40.29 | \$42.30 | \$44.40 | \$46.61 | \$48.95 |
| GIS Supervisor | \$50.70 | \$53.25 | \$55.92 | \$58.71 | \$61.62 | \$64.68 | \$67.94 |
| Instrumentation Supervisor | \$52.54 | \$55.14 | \$57.91 | \$60.84 | \$63.87 | \$67.04 | \$70.37 |
| Laboratory Supervisor | \$50.72 | \$53.26 | \$55.93 | \$58.67 | \$61.61 | \$64.72 | \$67.94 |
| Meter Services Supervisor | \$43.45 | \$45.62 | \$47.89 | \$50.18 | \$52.77 | \$55.43 | \$58.22 |
| Plant Maintenance Supervisor | \$48.87 | \$51.27 | \$53.87 | \$56.54 | \$59.40 | \$62.38 | \$65.50 |
| Senior Chemist | \$44.12 | \$46.32 | \$48.61 | \$51.06 | \$53.65 | \$56.29 | \$59.09 |
| Senior Civil Engineer | \$58.99 | \$61.95 | \$65.01 | \$68.27 | \$71.66 | \$75.24 | \$79.00 |
| Senior Environmental Specialist | \$40.18 | \$42.19 | \$44.30 | \$46.52 | \$48.84 | \$51.29 | \$53.85 |
| Utilities Superintendent | \$62.42 | \$65.54 | \$68.82 | \$72.27 | \$75.88 | \$79.67 | \$83.65 |
| Utility Supervisor | \$48.87 | \$51.33 | \$53.87 | \$56.60 | \$59.40 | \$62.39 | \$65.50 |
| Wastewater Plant Supervisor | \$48.87 | \$51.33 | \$53.87 | \$56.60 | \$59.40 | \$62.39 | \$65.50 |
| Water Distribution Supervisor | \$51.35 | \$53.85 | \$56.57 | \$59.38 | \$62.38 | \$65.51 | \$68.79 |
| Water Efficiency Specialist I | \$33.20 | \$34.86 | \$36.64 | \$38.45 | \$40.38 | \$42.39 | \$44.51 |
| Water Efficiency Specialist II | \$36.54 | \$38.37 | \$40.29 | \$42.30 | \$44.40 | \$46.61 | \$48.95 |
| Water Treatment Supervisor | \$48.87 | \$51.33 | \$53.87 | \$56.60 | \$59.40 | \$62.39 | \$65.50 |
| Watershed Protection Specialist I | \$33.20 | \$34.86 | \$36.64 | \$38.45 | \$40.38 | \$42.39 | \$44.51 |
| Watershed Protection Specialist II | \$36.54 | \$38.37 | \$40.29 | \$42.30 | \$44.40 | \$46.61 | \$48.95 |
| Zero Waste Program Specialist I | \$33.20 | \$34.86 | \$36.64 | \$38.45 | \$40.38 | \$42.39 | \$44.51 |
| Zero Waste Program Specialist II | \$36.54 | \$38.37 | \$40.29 | \$42.30 | \$44.40 | \$46.61 | \$48.95 |

LATE DISTRIBUTION OF MATERIALS

DATE: April 7, 2025

TO: Honorable Mayor and Councilmembers

FROM: Maddison Zafra, City Manager's Office

SUBJECT: RECEIVE AND ACCEPT THE FINAL WATER UTILITIES COMPREHENSIVE SALARY AND COMPENSATION REPORT; AND ADOPT RESOLUTIONS MODIFYING THE COMPENSATION PLAN FOR UNREPRESENTED EMPLOYEES AND APPROVING SIDE LETTER AGREEMENTS BETWEEN THE CITY AND THE OCEANSIDE CITY EMPLOYEES' ASSOCIATION, MANAGEMENT EMPLOYEES OF THE CITY OF OCEANSIDE, AND WESTERN COUNCIL OF ENGINEERS

Item #14 – Attachment 8 – One of the side letters was missing from the attachment. Please see attached.

**SIDE LETTER AGREEMENT
BETWEEN CITY OF OCEANSIDE AND MANAGEMENT EMPLOYEES
OF THE CITY OF OCEANSIDE (MECO)
REGARDING GENERAL – UNIT DESCRIPTION**

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 Management Employees of the City of Oceanside (MECO), effective July 1, 2024 through June 30, 2026 ("2024 MOU MECO"), this Side Letter Agreement is entered into on April 9, 2025 between the City and MECO ("Side Letter Agreement") as an amendment to the 2024 MOU MECO. 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 MECO in the 2024 MOU MECO shall remain in full force and effect.

Therefore, the City and MECO have agreed to amend the 2024 MOU MECO Article I, General, Section B., Unit Description; by adding the following positions to the list of classifications covered within the unit:

*Wastewater Treatment Superintendent
Water Treatment Superintendent
Advanced Water Treatment Chief Plant Operator*

Additionally, MECO has agreed to reclassify the following individuals in their positions:

- Dwain Speigle, from Chief Plant Operator to Wastewater Treatment Superintendent.
- Ronald Lutge, from Chief Plant Operator to Advanced Water Treatment Chief Plant Operator.
- William Reedy, from Chief Plant Operator to Water Plant Supervisor (*existing position classification*).
- Shawn Alonzo from Chief Plant Operator to Wastewater Plant Supervisor (*existing position classification*)

The reclassification of the impacted individual employees shall occur in the pay period immediately following approval and adoption of the resolution modifying the MECO MOU.

Further, the City acknowledges that changing job titles from Chief Plant Operator to Wastewater Plant Supervisor is accepting a position of lower classification and therefore agrees that the incumbent currently assigned to La Salina Wastewater Treatment Facility, Shawn Alonzo, shall not enter the supervisor shift rotation assigned amongst other Wastewater Plant Supervisors at San Luis Rey and will stay in service at La Salina.

The adoption of the pay structure for the position of Wastewater Treatment Superintendent updates the City of Oceanside Salary Schedule in Exhibit "A", also in the pay period immediately following approval and adoption of the resolution modifying the MECO MOU.

This Side Letter Agreement shall remain in effect for the duration of the 2024 MOU MECO UNIT, 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 Management Employees for City of Oceanside:

 02/26/2025

Jeremy Kemp (Date)
Utility Supervisor

For the City of Oceanside:

 03/04/2025

Chelsea Phebus (Date)
Director of HR/RM

 02/25/2025

Jonathan Borrego (Date)
City Manager

Approved As To Form:



T. Steven Burke, Jr. (Feb 26, 2025 19:03 PST)

Steve Burke, City Attorney

MECO Side Letter Agreement RECLASS FINAL

Final Audit Report

2025-03-04

| | |
|-----------------|--|
| Created: | 2025-02-26 |
| By: | CHELSEA PHEBUS (cphebus@oceansideca.org) |
| Status: | Signed |
| Transaction ID: | CBJCHBCAABAawR3llaiHUaDrFknodHLRMsXxF8zLF_kn |

"MECO Side Letter Agreement RECLASS FINAL" History

-  Document created by CHELSEA PHEBUS (cphebus@oceansideca.org)
2025-02-26 - 0:40:32 AM GMT
-  Document emailed to jkemp@oceansideca.org for signature
2025-02-26 - 0:40:36 AM GMT
-  Document emailed to CHELSEA PHEBUS (cphebus@oceansideca.org) for signature
2025-02-26 - 0:40:36 AM GMT
-  Document emailed to Jonathan Borrego (jborrego@oceansideca.org) for signature
2025-02-26 - 0:40:37 AM GMT
-  Document emailed to sburke@oceansideca.org for signature
2025-02-26 - 0:40:37 AM GMT
-  Email viewed by sburke@oceansideca.org
2025-02-26 - 0:43:34 AM GMT
-  Email viewed by Jonathan Borrego (jborrego@oceansideca.org)
2025-02-26 - 2:30:56 AM GMT
-  Document e-signed by Jonathan Borrego (jborrego@oceansideca.org)
Signature Date: 2025-02-26 - 2:32:06 AM GMT - Time Source: server
-  Email viewed by jkemp@oceansideca.org
2025-02-26 - 3:29:21 PM GMT
-  Signer jkemp@oceansideca.org entered name at signing as Jeremy Kemp
2025-02-26 - 3:32:30 PM GMT
-  Document e-signed by Jeremy Kemp (jkemp@oceansideca.org)
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Adobe Acrobat Sign

 Signer sburke@oceansideca.org entered name at signing as T. Steven Burke, Jr.
2025-02-27 - 3:03:20 AM GMT

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Signature Date: 2025-02-27 - 3:03:22 AM GMT - Time Source: server

 Document e-signed by CHELSEA PHEBUS (cphebus@oceansideca.org)
Signature Date: 2025-03-04 - 7:07:19 PM GMT - Time Source: server

 Agreement completed.
2025-03-04 - 7:07:19 PM GMT