

SIDE LETTER OF AGREEMENT

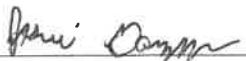
**To the Memorandum of Understanding
Between the City of South San Francisco
and
AFSCME Local 829**

This purpose of this letter is to confirm that the City of South San Francisco and AFSCME Local 829 (the “parties”) have met and conferred and reached agreement on an amendment to the Memorandum of Understanding between the parties. This amendment is intended to comply with CalPERS requirements regarding reportable income, while maintaining the mutual intent of the parties. Therefore, the parties agree to amend Article 4.4 of the Memorandum of Understanding between the City of South San Francisco and AFSCME Local 829 Effective July 1, 2025-June 30, 2027 as follows:

- 4.4. *Dispatcher Education Incentive*—This educational incentive is available only for communication center employees. It is the employee’s responsibility to submit written verification and notification to the employee’s department head requesting the Education Incentive and it will not be retroactive if the written notice has not been submitted and received in compliance with departmental policy.
- 4.4.1. *Associate Degree*—An employee who has completed ~~2 full years of employment probation~~ and who has an Associate degree or higher ~~in any field~~ or 60-accredited units in a ~~field that enhances the employee’s ability to perform their job duties any field or a field related to the employee’s position~~ shall be compensated at 2.5% above the employee’s base hourly rate of pay for which the employee otherwise qualifies pursuant to the provisions of this memorandum.
- 4.4.2. *Bachelor’s Degree*—~~Effective 7/1/2000~~, An employee who has completed ~~2 full years of employment probation~~ and who has a bachelor’s degree or higher ~~in a field that enhances the employee’s ability to perform their job duties in any field~~ shall be compensated at 5% above the employee’s base hourly rate of pay for which the employee otherwise qualifies pursuant to the provisions of this memorandum. In no case, shall an employee be eligible to receive more than 5% education incentive.
- 4.4.3. *Application and Review*—~~The City shall maintain a program to evaluate and approve degrees or courses that enhance the employee’s ability to perform their job duties. The parties shall meet and confer regarding any changes to approved degrees or courses, or evaluation criteria, prior to such changes taking effect.~~
- 4.4.4. *Special Compensation Reportability*—To the extent permitted by law, education incentive shall be reported to CalPERS as special compensation per Title 2 California Code of Regulations, sections 571(a)(2) and 571.1(b)(2).

This amendment shall be effective July 1, 2025, subject to final approval by City Council.

For AFSCME Local 829



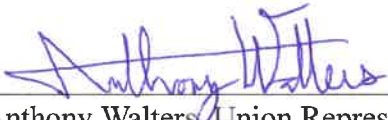
Josue Gonzalez, Chief Steward

For the City of South San Francisco



Leah Lockhart, Director of Human
Resources

Date _____



Anthony Walters, Union Representative

Date 4-14-2026

Date _____



City Attorney (Approved as to form)

City Council Approval

Resolution: 26-1504

Date: March 25, 2026



City of South San Francisco

P.O. Box 711 (City Hall,
400 Grand Avenue)
South San Francisco, CA

Master

File Number: 26-1504

File ID: 26-1504

Type: Resolution

Status: Passed

Version: 1

**Planning
Number:**

In Control: City Council

File Created: 02/25/2026

Subject:

Final Action: 03/25/2026

Title: Resolution approving a side letter agreement amending Article 4 of the Memorandum of Understanding between the City and AFSCME Local 829

Internal Notes:

Sponsors:

Enactment Date: 03/25/2026

Attachments: Exhibit A Sideletter AFSCME Dispatcher Education
Incentive eff 7.1.25

Enactment Number: RES 22-2026

Agenda Section: Consent Calendar

Hearing Date:

Entered by: leah.lockhart@ssfca.gov

Effective Date:

History of Legislative File

Ver- sion:	Acting Body:	Date:	Action:	Sent To:	Due Date:	Return Date:	Result:
1	City Council	03/25/2026	approved				Pass
	Action Text: Motion - Councilmember Nicolas / Second - Councilmember Flores: that this Resolution, RES 22-2026, be approved. Approved by roll call vote: Yes: 5 Mayor Addiego, Vice Mayor Nagales, Councilmember Coleman, Councilmember Flores, and Councilmember Nicolas						