

SIDE LETTER AGREEMENT

BETWEEN

THE CITY OF SANTA CLARA

AND

THE ENGINEERS OF SANTA CLARA (UNIT 4)

CLASSIFICATIONS

The City and the Engineers of Santa Clara (Unit 4) agree to the following regarding classifications represented by Unit 4:

1. Total Compensation Survey
 - a. Section 2 of the Memorandum of Understanding (MOU) between the City and Unit 4 describes the agencies and classifications, as well as the elements to be included, when conducting a Total Compensation Survey.
 - b. The City and Unit 4 agree to have a mutually agreed upon neutral third-party expert to conduct a review and make recommendations to the parties on the Total Compensation Survey, including but not limited to what other agencies' classifications are the appropriate comparators and what elements should be included when conducting the Total Compensation Survey. The neutral third party shall conduct this review for the Associate Engineer (Civil) (Job Code 321) and Senior Civil Engineer (Job Code 322) classifications.
 - i. The neutral third party shall also conduct a review and make recommendations to the parties on a Total Compensation Survey for the Senior Electrical Utility Engineer (Job Code 730) classification, including but not limited to what agencies should be used, what other agencies' classifications are the appropriate comparators and what elements should be included when conducting the Total Compensation Survey.
2. Timelines
 - a. Unless there is mutual agreement to change the timelines, the City and Unit 4 agree that any review and recommendations as described in Sections 1 and 2 above shall be completed and provided to the parties no later than the first workday in January of 2025.
3. Costs
 - a. The City and Unit 4 will contract with a mutually agreed upon neutral third-party expert who will conduct the review and recommendations described in Sections 1 and 2 above. The City and Unit 4 will be responsible for any of their own expenses, including the costs of their representatives, related to this review.

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4. The review and recommendations as described in Sections 1 and 2 above shall be utilized by the parties during negotiations on a successor MOU. Neither party is obligated to agree to any recommendations made by the neutral third party as described in Sections 1 and 2.

This Side Letter Agreement is considered part of the tentative agreement for a successor Memorandum of Understanding (or “MOU”) between the parties, and shall become effective only as part of the overall tentative agreement for a successor MOU, and when signed by all parties below and approved by City Council.

FOR THE CITY:

Aracely Azevedo Digitally signed by Aracely Azevedo
Date: 2023.03.29 10:22:49 -07'00'

Aracely Azevedo Date
Director of Human Resources

Marco Mercado Digitally signed by Marco Mercado
Date: 2023.03.23 11:27:25 -07'00'

Marco Mercado Date
Assistant Director of Human Resources

FOR UNIT 4:

Jeevan Valath Digitally signed by Jeevan Valath
Date: 2023.03.23 11:36:59 -07'00'

Jeevan Valath Date
President, Unit 4