

**CITY OF SANTA CLARA / AFSCME LOCAL 101 (UNIT 6)
SIDE LETTER AGREEMENT REGARDING CRANE OPERATOR
CERTIFICATION PAY**


The City of Santa Clara (City) and AFSCME Local 101 have met and conferred in good faith regarding the City paying Crane Operator Certification Pay and agree as follows:

1. Employees in the classification of Equipment Operator assigned to the Water and Sewer Department shall receive Crane Operator Certification premium pay for attaining and maintaining the State required National Commission for the Certification of Crane Operators certification (Crane Operator Certification) for operating cranes. The Crane Operator Certification premium pay shall be 2.5% of base pay, applicable to all hours in a paid status, including regularly scheduled hours worked, paid leave hours used and MOU overtime hours.


2. The City shall pay the Crane Operator Certification retroactive premium pay described in the prior paragraph to May 19, 2019.

3. The parties agree that the job description for Equipment Operator shall be updated to include as a job requirement that an employee hired or promoted or transferred into an Equipment Operator position assigned to the Water and Sewer Department must possess the Crane Operator Certification within 12 months of such employment/assignment and thereafter maintain the Crane Operator Certification. Failure of an Equipment Operator assigned to the Water and Sewer Department to attain, possess or maintain the Crane Operator certification consistent with this paragraph shall constitute good cause for discipline up to and including termination.

4 This Side Letter shall be effective following both execution by the signatories indicated below and approval by the Santa Clara City Council.



Deanna J. Santana
City of Santa Clara
City Manager



Carol McEwan
AFSCME Local 101
Business Agent

Dated: 10/1/19

Dated: 10/3/19