

**Side Letter of Agreement  
Between  
City of Fresno  
and  
International Union of Operating Engineers, Stationary Engineers, Local 39**

**Classification and Compensation Study Implementation**

This Side Letter of Agreement ("Agreement") is entered into by and between the City of Fresno ("City") and the International Union of Operating Engineers, Stationary Engineers, Local 39, ("Union"), and sets forth the full and entire understanding of the parties regarding the Classification and Compensation Study provision outlined in the Memorandum of Understanding ("MOU") dated January 2, 2023 through June 15, 2025 between the City and the Union. Both parties have met and conferred in good faith and have agreed to implementation of the Local 39 Classification and Compensation Study as follows:

1. Retroactively effective December 30, 2024, the City and Local 39 agree to the new salary schedule for each classification based on the results identified by the Local 39 Classification and Compensation Study and as negotiated and mutually agreed upon and accepted by both the City and Local 39 as reflected in Attachment I, attached hereto and incorporated by reference. The parties agree that these new salaries fulfill the following language found in Article VII, Section S of the MOU.

The City will implement up to \$2.9 million dollars in compensation adjustments based on the results identified by the classification and compensation study and mutually agreed upon and accepted by both parties and shall be implemented effective no later than December 30, 2024.

2. Retroactively effective December 30, 2024, the City and Local 39 agree that the titles for the 9 classifications below will be revised as follows based on the results identified by the Classification and Compensation Study and as negotiated and mutually agreed upon and accepted by both the City and Local 39:

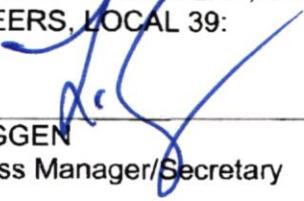
- Body and Fender Repairer → Body and Fender Repairer II
- Body and Fender Repairer Trainee → Body and Fender Repairer I
- Bus Air Conditioning Mechanic → Bus Air Conditioning Mechanic II
- Bus Air Conditioning Mechanic Trainee → Bus Air Conditioning Mechanic I
- Communications Technician I → Vehicle Upfitter
- Communications Technician II → Communications Technician
- Heavy Equipment Operator → Construction and Heavy Equipment Operator
- Parking Meter Attendant III → Parking Meter Attendant Leadworker
- Senior Heavy Equipment Operator → Senior Construction and Heavy Equipment Operator

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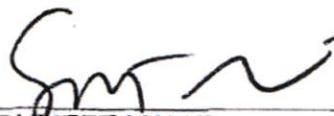
3. Effective the beginning of the pay period following Council approval, the City and Local 39 agree that the 4 classifications below will be benchmarked/deleted based on the results identified by the Classification and Compensation Study and as negotiated and mutually agreed upon and accepted by both the City and Local 39, as reflected in Attachment II, attached hereto and incorporated by reference. The classifications will be benchmarked/deleted the pay period following Council approval.
  - Brake and Front End Specialist (Job Code: 710085)
  - Electronic Equipment Installer (Job Code: 710060)
  - Locksmith (Job Code: 810015)
  - Welder (Job Code: 710065)
4. Effective the beginning of the pay period following Council approval, the City and Local 39 recognize and agree to keep the Physical Demands section in the classification specifications with modifications of removing the definitions. Both parties agree that if there are any inconsistencies in the Physical Demands section from either the Job Assessment Tool (JAT) or from the duties performed from the employees in the classifications, both parties shall meet to discuss those issues.
5. Effective the beginning of the pay period following Council approval, the City and Local 39 agree that current employees in classifications which require new or different certification(s) and/or license(s) resulting from the finalization of the Local 39 Classification and Compensation Study, shall not be required to obtain the new certification(s) and/or license(s), unless mandated by state and/or federal law. These employees, who are not required to obtain the new certification and/or license, must maintain their current certification(s) and/or license(s). This provision shall apply to employees occupying impacted classifications as of the execution of this Side Letter Agreement and shall apply to an employee's currently occupied classification only.

This Agreement shall be retroactively effective on December 30, 2024, and shall expire upon the ratification of a successor MOU.

FOR THE INTERNATIONAL UNION OF  
OPERATING ENGINEERS, STATIONARY  
ENGINEERS, LOCAL 39:

  
TIM EGGEN  
Business Manager/Secretary

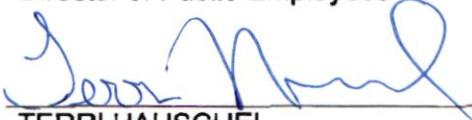
FOR THE CITY OF FRESNO:

  
SUMEET MALHI  
Director of Personnel Services

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\_\_\_\_\_  
BRANDY JOHNSON

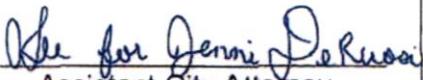
Director of Public Employees

  
\_\_\_\_\_  
TERRI HAUSCHEL

Business Representative

DATE: 10/3/2025

APPROVED AS TO FORM  
CITY ATTORNEY'S OFFICE

BY:   
Assistant City Attorney

**Attachment I**

NEW Local 39 Salary Schedule					
Classification	Job Code	A	B	C	D
Airports Building Maintenance Technician	310011	\$4,460	\$4,683	\$4,918	\$5,164
<b>Airports Operations Leadworker</b>	310010	<b>\$5,211</b>	<b>\$5,472</b>	<b>\$5,746</b>	<b>\$6,034</b>
Airports Operations Specialist	310012	\$4,740	\$4,977	\$5,226	\$5,488
<b>Automotive Parts Leadworker</b>	<b>145006</b>	<b>\$4,854</b>	<b>\$5,097</b>	<b>\$5,352</b>	<b>\$5,620</b>
Automotive Parts Specialist	145005	\$4,460	\$4,683	\$4,918	\$5,164
<b>Aviation Mechanic I</b>	<b>410039</b>	<b>\$6,136</b>	<b>\$6,443</b>	<b>\$6,766</b>	<b>\$7,105</b>
Aviation Mechanic II	410040	\$6,670	\$7,004	\$7,355	\$7,723
<b>Aviation Mechanic Leadworker</b>	<b>410041</b>	<b>\$7,338</b>	<b>\$7,705</b>	<b>\$8,091</b>	<b>\$8,110</b>
<b>Body &amp; Fender I</b>	320035	\$5,211	\$5,472	\$5,746	\$6,034
<b>Body &amp; Fender II</b>	320036	<b>\$5,840</b>	<b>\$6,132</b>	<b>\$6,439</b>	<b>\$6,761</b>
Body & Fender Repairer Leadworker	320037	\$6,423	\$6,745	\$7,083	\$7,438
<b>Bus Air Conditioning Mechanic I</b>	320030	<b>\$5,211</b>	<b>\$5,472</b>	<b>\$5,746</b>	<b>\$6,034</b>
<b>Bus Air Conditioning Mechanic II</b>	320031	\$5,840	\$6,132	\$6,439	\$6,761
<b>Bus Air Conditioning Mechanic Leadworker</b>	<b>320032</b>	<b>\$6,423</b>	<b>\$6,745</b>	<b>\$7,083</b>	<b>\$7,438</b>
Bus Equipment Attendant Leadworker	320040	\$4,740	\$4,977	\$5,226	\$5,488
<b>Bus Mechanic I</b>	320020	\$5,211	\$5,472	\$5,746	\$6,034
<b>Bus Mechanic II</b>	320021	\$5,840	\$6,132	\$6,439	\$6,761
<b>Bus Mechanic Leadworker</b>	<b>320022</b>	<b>\$6,423</b>	<b>\$6,745</b>	<b>\$7,083</b>	<b>\$7,438</b>
Collection System Maintenance Specialist	630002	\$5,270	\$5,534	\$5,811	\$6,102
<b>Collection System Maintenance Technician</b>	<b>630001</b>	<b>\$4,817</b>	<b>\$5,058</b>	<b>\$5,311</b>	<b>\$5,577</b>
Combination Welder	710067	\$5,796	\$6,086	\$6,391	\$6,711
<b>Combination Welder Leadworker</b>	<b>710066</b>	<b>\$6,359</b>	<b>\$6,677</b>	<b>\$7,011</b>	<b>\$7,362</b>
<b>Communications Technician</b>	710051	\$5,796	\$6,086	\$6,391	\$6,711
<b>Construction &amp; Heavy Equipment Operator</b>	<b>710025</b>	<b>\$5,377</b>	<b>\$5,646</b>	<b>\$5,929</b>	<b>\$6,226</b>
Cross Connection Control Specialist	610040	\$5,854	\$6,147	\$6,455	\$6,778
					\$7,117

NEW Local 39 Salary Schedule						
Classification	Job Code	A	B	C	D	E
Custodian	810001	\$3,589	\$3,769	\$3,958	\$4,156	\$4,364
Equipment Service Worker I	710075	\$4,460	\$4,683	\$4,918	\$5,164	\$5,423
Equipment Service Worker II	710076	\$4,854	\$5,097	\$5,352	\$5,620	\$5,901
Fire Equipment Mechanic I	420010	\$5,211	\$5,472	\$5,746	\$6,034	\$6,336
Fire Equipment Mechanic II	420011	\$5,840	\$6,132	\$6,439	\$6,761	\$7,100
Fire Equipment Mechanic Leadworker	420012	\$6,423	\$6,745	\$7,083	\$7,438	\$7,810
Graffiti Abatement Technician	710009	\$4,249	\$4,462	\$4,686	\$4,921	\$5,168
Heavy Equipment Mechanic I	710100	\$5,211	\$5,472	\$5,746	\$6,034	\$6,336
Heavy Equipment Mechanic II	710101	\$5,840	\$6,132	\$6,439	\$6,761	\$7,100
Heavy Equipment Mechanic Leadworker	710102	\$6,423	\$6,745	\$7,083	\$7,438	\$7,810
Instrumentation Specialist	620025	\$6,086	\$6,391	\$6,711	\$7,047	\$7,400
Instrumentation Technician	620026	\$5,537	\$5,814	\$6,105	\$6,411	\$6,732
Irrigation Specialist	510005	\$4,676	\$4,910	\$5,156	\$5,414	\$5,685
Laborer	710005	\$3,589	\$3,769	\$3,958	\$4,156	\$4,364
Light Equipment Mechanic I	710095	\$5,211	\$5,472	\$5,746	\$6,034	\$6,336
Light Equipment Mechanic II	710096	\$5,840	\$6,132	\$6,439	\$6,761	\$7,100
Light Equipment Mechanic Leadworker	710097	\$6,423	\$6,745	\$7,083	\$7,438	\$7,810
Light Equipment Operator	710020	\$4,740	\$4,977	\$5,226	\$5,488	\$5,763
Maintenance & Construction Worker	710015	\$4,333	\$4,550	\$4,778	\$5,017	\$5,268
Maintenance & Operations Assistant	710001	\$3,589	\$3,769	\$3,958	\$4,156	\$4,364
Maintenance Carpenter I	810020	\$4,778	\$5,017	\$5,268	\$5,532	\$5,809
Maintenance Carpenter II	810021	\$5,270	\$5,534	\$5,811	\$6,102	\$6,408
Park Equipment Mechanic I	710109	\$4,307	\$4,523	\$4,750	\$4,988	\$5,238
Park Equipment Mechanic II	710110	\$4,740	\$4,977	\$5,226	\$5,488	\$5,763
Park Equipment Mechanic Leadworker	710111	\$5,211	\$5,472	\$5,746	\$6,034	\$6,336
Parking Meter Attendant I	710125	\$3,891	\$4,086	\$4,291	\$4,506	\$4,732

NEW Local 39 Salary Schedule						
Classification	Job Code	A	B	C	D	E
Parking Meter Attendant II	710126	\$4,307	\$4,523	\$4,750	\$4,988	\$5,238
<b>Parking Meter Attendant Leadworker</b>	710127	\$4,709	\$4,945	\$5,193	\$5,453	\$5,726
Parks Maintenance Leadworker	510003	<b>\$4,676</b>	<b>\$4,910</b>	<b>\$5,156</b>	<b>\$5,414</b>	<b>\$5,685</b>
Parks Maintenance Worker I	510001	\$3,589	\$3,769	\$3,958	\$4,156	\$4,364
<b>Parks Maintenance Worker II</b>	510002	<b>\$4,249</b>	<b>\$4,462</b>	<b>\$4,686</b>	<b>\$4,921</b>	<b>\$5,168</b>
Power Generation Operator/Mechanic	620055	\$6,416	\$6,737	\$7,074	\$7,428	\$7,800
Property Maintenance Leadworker	810007	<b>\$4,778</b>	<b>\$5,017</b>	<b>\$5,268</b>	<b>\$5,532</b>	<b>\$5,809</b>
Property Maintenance Worker	810006	\$4,460	\$4,683	\$4,918	\$5,164	\$5,423
<b>Roofer</b>	810010	<b>\$4,355</b>	<b>\$4,573</b>	<b>\$4,802</b>	<b>\$5,043</b>	<b>\$5,296</b>
Sanitation Operator	640021	\$4,740	\$4,977	\$5,226	\$5,488	\$5,763
<b>Senior Collection System Maintenance Specialist</b>	630004	<b>\$5,798</b>	<b>\$6,088</b>	<b>\$6,393</b>	<b>\$6,713</b>	<b>\$7,049</b>
Senior Communications Technician	710052	\$6,359	\$6,677	\$7,011	\$7,362	\$7,731
<b>Senior Construction &amp; Heavy Equipment Operator</b>	710026	<b>\$6,617</b>	<b>\$6,948</b>	<b>\$7,296</b>	<b>\$7,661</b>	<b>\$8,045</b>
Senior Custodian	810002	\$3,891	\$4,086	\$4,291	\$4,506	\$4,732
Senior Sanitation Operator	640022	<b>\$5,377</b>	<b>\$5,646</b>	<b>\$5,929</b>	<b>\$6,226</b>	<b>\$6,538</b>
Senior Wastewater Mechanical Specialist	620062	\$6,306	\$6,622	\$6,954	\$7,302	\$7,668
<b>Senior Wastewater Treatment Plant Operator</b>	620043	<b>\$6,995</b>	<b>\$7,345</b>	<b>\$7,713</b>	<b>\$8,099</b>	<b>\$8,504</b>
Senior Water Distribution/Production Operator	610030	\$6,995	\$7,345	\$7,713	\$8,099	\$8,504
<b>Senior Water Treatment Plant Operator</b>	610039	<b>\$7,321</b>	<b>\$7,688</b>	<b>\$8,073</b>	<b>\$8,477</b>	<b>\$8,901</b>
Solid Waste Safety & Training Specialist	640005	\$5,128	\$5,385	\$5,655	\$5,938	\$6,235
<b>Street Maintenance Leadworker</b>	710040	<b>\$4,854</b>	<b>\$5,097</b>	<b>\$5,352</b>	<b>\$5,620</b>	<b>\$5,901</b>
Street Sweeper Lead Operator	710036	\$5,211	\$5,472	\$5,746	\$6,034	\$6,336
<b>Street Sweeper Operator</b>	710035	<b>\$4,740</b>	<b>\$4,977</b>	<b>\$5,226</b>	<b>\$5,488</b>	<b>\$5,763</b>
Tire Maintenance & Repair Technician	710081	\$4,854	\$5,097	\$5,352	\$5,620	\$5,901
<b>Tire Maintenance Worker</b>	710080	<b>\$4,460</b>	<b>\$4,683</b>	<b>\$4,918</b>	<b>\$5,164</b>	<b>\$5,423</b>
Traffic Maintenance Leadworker	710046	\$4,854	\$5,097	\$5,352	\$5,620	\$5,901

Classification	Job Code	A	B	C	D	E
Traffic Maintenance Worker I	710044	\$4,003	\$4,204	\$4,415	\$4,636	\$4,868
Traffic Maintenance Worker II	710045	\$4,404	\$4,625	\$4,857	\$5,100	\$5,355
Tree Trimmer Leadworker	510010	\$4,817	\$5,058	\$5,311	\$5,577	\$5,856
Utility Leadworker	710010	\$4,676	\$4,910	\$5,156	\$5,414	\$5,685
<b>Vehicle Upfitter</b>	<b>710050</b>	<b>\$5,270</b>	<b>\$5,534</b>	<b>\$5,811</b>	<b>\$6,102</b>	<b>\$6,408</b>
Waste Container Maintenance Worker	640010	\$3,891	\$4,086	\$4,291	\$4,506	\$4,732
Wastewater Distributor Technician	620050	\$4,404	\$4,625	\$4,857	\$5,100	\$5,355
Wastewater Mechanical Specialist	620061	\$5,854	\$6,147	\$6,455	\$6,778	\$7,117
Wastewater Mechanical Technician	620060	\$5,270	\$5,534	\$5,811	\$6,102	\$6,408
Wastewater Treatment Plant Operator-In-Training	620040	\$4,663	\$4,897	\$5,142	\$5,400	\$5,671
Wastewater Treatment Plant Specialist	620042	\$6,168	\$6,477	\$6,801	\$7,142	\$7,500
Wastewater Treatment Plant Technician	620041	\$5,830	\$6,122	\$6,429	\$6,751	\$7,089
Water Distribution/Production Specialist	610029	\$5,854	\$6,147	\$6,455	\$6,778	\$7,117
Water Distribution/Production Technician	610028	\$5,270	\$5,534	\$5,811	\$6,102	\$6,408
Water Maintenance Mechanic Specialist	610032	\$5,830	\$6,122	\$6,429	\$6,751	\$7,089
Water Maintenance Mechanic Technician	610031	\$5,270	\$5,534	\$5,811	\$6,102	\$6,408
Water Quality Specialist	610034	\$5,854	\$6,147	\$6,455	\$6,778	\$7,117
Water Quality Technician	610033	\$5,270	\$5,534	\$5,811	\$6,102	\$6,408
Water System Trainee	610023	\$3,589	\$3,769	\$3,958	\$4,156	\$4,364
Water Treatment Plant Operator	610042	\$6,359	\$6,677	\$7,011	\$7,362	\$7,731
Water Treatment Plant Operator-In-Training	610041	\$4,709	\$4,945	\$5,193	\$5,453	\$5,726

**Attachment II**

Classification	Job Code	A	B	C	D	E
Brake & Front End Specialist - <b>DELETED</b>	710085	\$6,617	\$6,948	\$7,296	\$7,661	\$8,045
Electronic Equipment Installer - <b>DELETED</b>	710060	\$4,307	\$4,523	\$4,750	\$4,988	\$5,238
Locksmith - <b>DELETED</b>	810015	\$4,355	\$4,573	\$4,802	\$5,043	\$5,296
Welder - <b>DELETED</b>	710065	\$5,211	\$5,472	\$5,746	\$6,034	\$6,336