

**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

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.

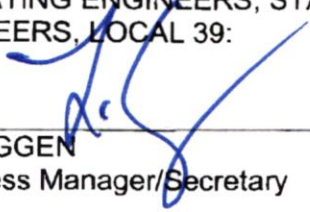
- Brake and Front End Specialist (Job Code: 710085)
- Electronic Equipment Installer (Job Code: 710060)
- Locksmith (Job Code: 810015)
- Welder (Job Code: 710065)

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.

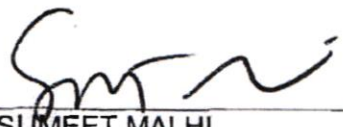
This Agreement shall be retroactively effective on December 30, 2024, and shall expire upon the ratification of a successor MOU.

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



TIM EGGEN
Business Manager/Secretary

FOR THE CITY OF FRESNO:

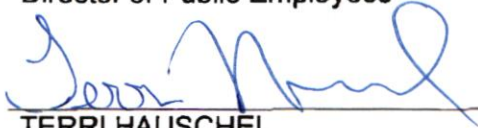


SUMEET MALHI
Director of Personnel Services

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City of Fresno and Local 39
Classification and Compensation Study Implementation
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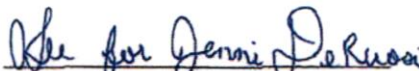
BRANDY JOHNSON
Director of Public Employees



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	E
Airports Building Maintenance Technician	310011	\$4,460	\$4,683	\$4,918	\$5,164	\$5,423
Airports Operations Leadworker	310010	\$5,211	\$5,472	\$5,746	\$6,034	\$6,336
Airports Operations Specialist	310012	\$4,740	\$4,977	\$5,226	\$5,488	\$5,763
Automotive Parts Leadworker	145006	\$4,854	\$5,097	\$5,352	\$5,620	\$5,901
Automotive Parts Specialist	145005	\$4,460	\$4,683	\$4,918	\$5,164	\$5,423
Aviation Mechanic I	410039	\$6,136	\$6,443	\$6,766	\$7,105	\$7,461
Aviation Mechanic II	410040	\$6,670	\$7,004	\$7,355	\$7,723	\$8,110
Aviation Mechanic Leadworker	410041	\$7,338	\$7,705	\$8,091	\$8,496	\$8,921
Body & Fender I	320035	\$5,211	\$5,472	\$5,746	\$6,034	\$6,336
Body & Fender II	320036	\$5,840	\$6,132	\$6,439	\$6,761	\$7,100
Body & Fender Repairer Leadworker	320037	\$6,423	\$6,745	\$7,083	\$7,438	\$7,810
Bus Air Conditioning Mechanic I	320030	\$5,211	\$5,472	\$5,746	\$6,034	\$6,336
Bus Air Conditioning Mechanic II	320031	\$5,840	\$6,132	\$6,439	\$6,761	\$7,100
Bus Air Conditioning Mechanic Leadworker	320032	\$6,423	\$6,745	\$7,083	\$7,438	\$7,810
Bus Equipment Attendant Leadworker	320040	\$4,740	\$4,977	\$5,226	\$5,488	\$5,763
Bus Mechanic I	320020	\$5,211	\$5,472	\$5,746	\$6,034	\$6,336
Bus Mechanic II	320021	\$5,840	\$6,132	\$6,439	\$6,761	\$7,100
Bus Mechanic Leadworker	320022	\$6,423	\$6,745	\$7,083	\$7,438	\$7,810
Collection System Maintenance Specialist	630002	\$5,270	\$5,534	\$5,811	\$6,102	\$6,408
Collection System Maintenance Technician	630001	\$4,817	\$5,058	\$5,311	\$5,577	\$5,856
Combination Welder	710067	\$5,796	\$6,086	\$6,391	\$6,711	\$7,047
Combination Welder Leadworker	710066	\$6,359	\$6,677	\$7,011	\$7,362	\$7,731
Communications Technician	710051	\$5,796	\$6,086	\$6,391	\$6,711	\$7,047
Construction & Heavy Equipment Operator	710025	\$5,377	\$5,646	\$5,929	\$6,226	\$6,538
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
Parking Meter Attendant Leadworker	710127	\$4,709	\$4,945	\$5,193	\$5,453	\$5,726
Parks Maintenance Leadworker	510003	\$4,676	\$4,910	\$5,156	\$5,414	\$5,685
Parks Maintenance Worker I	510001	\$3,589	\$3,769	\$3,958	\$4,156	\$4,364
Parks Maintenance Worker II	510002	\$4,249	\$4,462	\$4,686	\$4,921	\$5,168
Power Generation Operator/Mechanic	620055	\$6,416	\$6,737	\$7,074	\$7,428	\$7,800
Property Maintenance Leadworker	810007	\$4,778	\$5,017	\$5,268	\$5,532	\$5,809
Property Maintenance Worker	810006	\$4,460	\$4,683	\$4,918	\$5,164	\$5,423
Roofer	810010	\$4,355	\$4,573	\$4,802	\$5,043	\$5,296
Sanitation Operator	640021	\$4,740	\$4,977	\$5,226	\$5,488	\$5,763
Senior Collection System Maintenance Specialist	630004	\$5,798	\$6,088	\$6,393	\$6,713	\$7,049
Senior Communications Technician	710052	\$6,359	\$6,677	\$7,011	\$7,362	\$7,731
Senior Construction & Heavy Equipment Operator	710026	\$6,617	\$6,948	\$7,296	\$7,661	\$8,045
Senior Custodian	810002	\$3,891	\$4,086	\$4,291	\$4,506	\$4,732
Senior Sanitation Operator	640022	\$5,377	\$5,646	\$5,929	\$6,226	\$6,538
Senior Wastewater Mechanical Specialist	620062	\$6,306	\$6,622	\$6,954	\$7,302	\$7,668
Senior Wastewater Treatment Plant Operator	620043	\$6,995	\$7,345	\$7,713	\$8,099	\$8,504
Senior Water Distribution/Production Operator	610030	\$6,995	\$7,345	\$7,713	\$8,099	\$8,504
Senior Water Treatment Plant Operator	610039	\$7,321	\$7,688	\$8,073	\$8,477	\$8,901
Solid Waste Safety & Training Specialist	640005	\$5,128	\$5,385	\$5,655	\$5,938	\$6,235
Street Maintenance Leadworker	710040	\$4,854	\$5,097	\$5,352	\$5,620	\$5,901
Street Sweeper Lead Operator	710036	\$5,211	\$5,472	\$5,746	\$6,034	\$6,336
Street Sweeper Operator	710035	\$4,740	\$4,977	\$5,226	\$5,488	\$5,763
Tire Maintenance & Repair Technician	710081	\$4,854	\$5,097	\$5,352	\$5,620	\$5,901
Tire Maintenance Worker	710080	\$4,460	\$4,683	\$4,918	\$5,164	\$5,423
Traffic Maintenance Leadworker	710046	\$4,854	\$5,097	\$5,352	\$5,620	\$5,901

NEW Local 39 Salary Schedule						
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
Vehicle Uprifter	710050	\$5,270	\$5,534	\$5,811	\$6,102	\$6,408
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

Local 39 Classifications to be Deleted						
Classification	Job Code	A	B	C	D	E
Brake & Front End Specialist - DELETED	710085	\$6,617	\$6,948	\$7,296	\$7,661	\$8,045
Electronic Equipment Installer - DELETED	710060	\$4,307	\$4,523	\$4,750	\$4,988	\$5,238
Locksmith - DELETED	810015	\$4,355	\$4,573	\$4,802	\$5,043	\$5,296
Welder - DELETED	710065	\$5,211	\$5,472	\$5,746	\$6,034	\$6,336