

**SIDE LETTER AGREEMENT BETWEEN THE CITY OF SAN DIEGO (CITY)
AND
AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL
EMPLOYEES, LOCAL 127 (LOCAL 127) RELATED TO WORK SCHEDULES IN
THE PUBLIC WORKS DEPARTMENT – FACILITIES DIVISION**

Pursuant to the provisions of the Meyers-Milias-Brown Act (MMBA) and Council Policy 300-06, this Side Letter Agreement related to work schedules in the Public Works Department, Facilities Division, is entered into on March 12, 2015, between the City of San Diego (City) and American Federation of State, County, and Municipal Employees Local 127, (Local 127). Local 127 and the City are collectively referred to herein as the Parties.

The Parties are currently bound by a Memorandum of Understanding covering the term July 1, 2013 through June 30, 2018 (MOU). Article 55, Paragraph C of the MOU provides that the Parties agreed to a four-day a week, ten-hour a day, weekly work schedule (4-10) for Facilities Division employees on a one-year trial basis, from July 1, 2013 through June 30, 2014. The Parties agreed to meet following the one-year trial to review the cost effectiveness and productivity of employees under the 4-10 schedule, and either continue the schedule or discontinue it.

Pursuant to Article 55 of the MOU, the Parties have met and conferred in good faith on the one-year trial, and agree as follows:

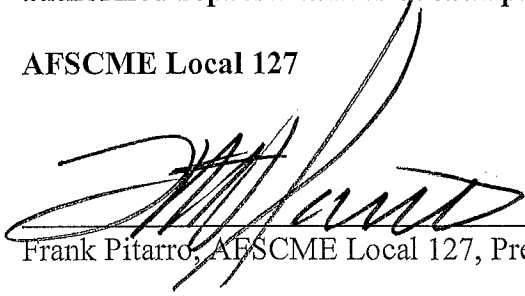
1. The Parties agree to extend the trial period for the 4-10 schedule through June 30, 2015, in order to provide Facilities Division the opportunity to further evaluate the cost effectiveness and productivity of employees under the 4-10 schedule in accordance with Article 55, Section C(1)(a) and (b).
2. The Parties agree to meet in June 2015 to review the information compiled by Facilities Division to compare the standard eight-hour a day, five-day per week work schedule (5-8) with the trial period 4-10 schedule.
3. The Parties agree to meet in February, April and June of 2015 on mutually agreed upon dates and times to discuss the data collected by the Facilities Division, at that time, regarding the 4-10 schedule.
4. The Parties agree that the 4-10 schedule will not be modified before July 1, 2015.
5. The Parties agree that this Side Letter Agreement is intended to be read together with the MOU, and is not intended to modify any terms and conditions of employment as set forth in the MOU, except as expressly provided in this Side Letter Agreement.

SIDE LETTER AGREEMENT BETWEEN CITY AND LOCAL 127 RE: WORK SCHEDULES FOR PUBLIC WORKS DEPARTMENT, FACILITIES DIVISION

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This Agreement is executed on this 12th day of March, 2015, by the following authorized representatives of each party:

AFSCME Local 127

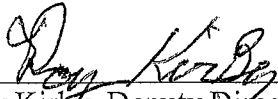


Frank Pitarro, AFSCME Local 127, President

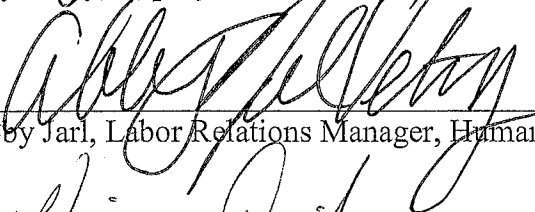


Marcos Cárdenas, AFSCME Local 127, Business Representative

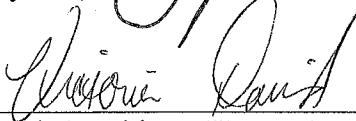
City of San Diego



Roy Kirby, Deputy Director, Public Works Department - Facilities Division



Abby Jarl, Labor Relations Manager, Human Resources Department



3-11-15

Victoria Davidson, Human Resources Officer, Human Resources Department