

March 22, 2024

**City of Escondido  
2023 Meet-and-Confer Process  
Teamsters  
Maintenance & Operations and Administrative, Clerical & Engineering Units**

**Tentative Agreement**

**1. Term:**

Two-year term, July 1, 2023 through June 30, 2025.

None of the terms are retroactive; all changes take effect upon the agreed upon effective date after the ratification by both parties.

**2. Classification and Compensation:**

Implementation of classification and compensation study as provided by employee name in the spreadsheet titled "Teamsters M&O Proposal C&C Implementation w Early Step for Designated Employees" dated 3/31/2024 and provided today.

- Steps 6 and 7 will be added to the compensation plan. All steps will be 5% apart.
- All future step increases will require one year in the step. The City will no longer provide advancement from Step 1 or Step 2 after six months.

**3. Probation:**

Employees hired or promoted on or after March 31, 2024 will serve a probationary period of 12 months/1 year.

**4. Safety Shoe Allowance:**

Safety Shoe allowance will increase to \$225 annually.

**5. Tuition Reimbursement:**

The City agrees to increase the tuition reimbursement amount from \$1,500 to \$2,500 per fiscal year per employee up to a maximum of \$8,000 per fiscal year for the entire M&O bargaining unit and up to a maximum of \$4,000 per fiscal year for the entire ACE bargaining unit.

March 22, 2024

**6. American Rescue Plan Act (ARPA) – Premium Pay:**

The City will pay eligible employees a one-time stipend of \$2,000. To be eligible, employee must currently be employed and worked for the City of Escondido between March 2020 to April 10, 2023.

**7. Vacation Cash Out:**

Each July and December, employees may cash-out up to 40 hours of vacation leave, for a total of 80 vacation hours per year. Employees must maintain a minimum balance of 80 hours of vacation leave after the requested payoff to ensure a sufficient balance to cover future planned time off requests.

**8. Floating Holiday:**

Effective July 1, 2024 and annually thereafter, all employees will receive one floating holiday per fiscal year on July 1st, equal to nine hours of straight time. This benefit will not be prorated for those hired after July 1. The floating holiday may be used at the discretion of the employee with prior management approval. An unused floating holiday credit will not carry over to the next fiscal year, has no cash value, and thus cannot be paid out upon separation of employment.

**9. MOU Language:**

The parties will meet and confer over revisions to current MOU language to the limited extent necessary to effectuate the above terms and maintain compliance with the law.

DATED: 3/22/24

CITY OF ESCONDIDO



Jessica Perpetua



Gary McCarthy

DATED: March 22, 2024

TEAMSTERS LOCAL 911



Raymond Whitmer



Neil Sholander