

Side Letter Agreement Amending the Memorandum of Understanding between the City of Sanger and I.U.O.E. Stationary Local 39 Regarding Wages

The City of Sanger (“City”) and I.U.O.E. Stationary Local 39 (“Local 39”) entered a Memorandum of Understanding (MOU) effective July 1, 2021 through June 30, 2024.

Article 19.1 of said MOU provides a 2.5% salary increase effective July 1, 2021, and an additional 2.5% salary increase effective July 1, 2022.

Article 19.2 of said MOU provides for an Off-Schedule Pay Adjustment or On-Schedule Pay Adjustment of 2.5% effective July 1, 2023.

On November 18, 2021, the City Council approved a 3.5% salary increase for members of the Sanger Police Officers Association effective July 1, 2021, an additional 3.5% increase effective July 1, 2022, and an additional 3.5% increase effective July 1, 2023.

Pursuant to Article 19.3 of the Local 39 MOU, authorized representatives of the City and Local 39 have met and conferred to discuss the provisions under Article 19 Wage Provisions with respect to an additional 1% salary increase effective July 1, 2021; an additional 1% salary increase effective July 1, 2022; a 3.5% salary increase effective July 1, 2023, and rescission of Article 19.2 regarding an Off-Schedule Pay Adjustment.

By executing this Side Letter Agreement, the City and Local 39 agree to amend Article 19 WAGE PROVISIONS to read as follows:

Section 1. Section 19.1 is amended to read as follows:

- 19.1 Effective July 1, 2021, Unit members shall receive a 2.5% salary increase.
Effective July 1, 2021, Unit members shall receive an additional 1% salary increase.
- Effective July 1, 2022, Unit members shall receive a 3.5% salary increase.
- Effective July 1, 2023, Unit members shall receive a 3.5% salary increase.

Section 2. Section 19.2 is rescinded.

Section 3. Except as expressly modified in this Side Letter Agreement, the terms and conditions of the MOU and the rights, duties, and obligations of the parties thereunder are unchanged and remain in full force and effect.

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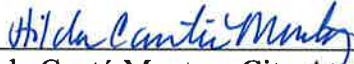
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Date: 1/6/22

City of Sanger:



Tim Chapa, City Manager



Hilda Cantú Montoy, City Attorney

Date: 1/6/22

**International Union of Operating Engineers
Stationary Local 39:**



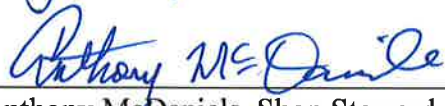
Bart Florence, Business Manager



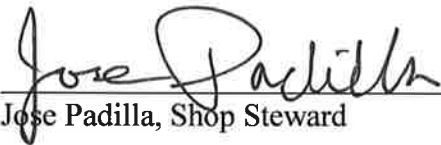
Charlie Solt, Director of Public Employees



Jennifer Osborn, Business Representative



Anthony McDaniels, Shop Steward



Jose Padilla, Shop Steward

CITY OF SANGER
STATIONARY ENGINEERS LOCAL 39
SALARY RANGES

EFFECTIVE JULY 1, 2021

Grade Code	Position Title	Step 1	Step 2	Step 3	Step 4	Step 5
L30	CONSTRUCTION WORKER I	\$ 2,977	\$ 3,126	\$ 3,282	\$ 3,446	\$ 3,619
L40	SANITATION WORKER I					
L50	MECHANIC I					
L60	STREETS, PARKS & FAC WKR I					
L19	GRAFFITI REMOVAL OPERATOR					
L20	OPERATOR TRAINEE	\$ 3,052	\$ 3,205	\$ 3,365	\$ 3,533	\$ 3,710
L31	CONSTRUCTION WORKER II	\$ 3,365	\$ 3,533	\$ 3,710	\$ 3,895	\$ 4,090
L41	SANITATION WORKER II					
L51	MECHANIC II					
L61	STREETS, PARKS & FAC WKR II					
L21	OPERATOR I					
L32	SENIOR CONSTRUCTION WORKER	\$ 3,621	\$ 3,802	\$ 3,992	\$ 4,192	\$ 4,401
L42	SENIOR SANITATION WORKER					
L52	SENIOR MECHANIC					
L62	SR STREETS, PARKS & FAC WKR					
L71	FACILITY MAINTENANCE WORKER					
L22	OPERATOR II	\$ 3,709	\$ 3,894	\$ 4,089	\$ 4,294	\$ 4,508
L33	LEAD CONSTRUCTION WORKER	\$ 4,192	\$ 4,402	\$ 4,622	\$ 4,853	\$ 5,095
L42	LEAD SANITATION WORKER					
L53	LEAD MECHANIC					
L63	LEAD STREETS, PARKS & FAC WKR					
L23	OPERATOR III	\$ 4,402	\$ 4,622	\$ 4,853	\$ 5,096	\$ 5,351
L24	CHIEF OPERATOR	\$ 4,852	\$ 5,095	\$ 5,349	\$ 5,617	\$ 5,898

1.10.22

CITY OF SANGER
STATIONARY ENGINEERS LOCAL 39
SALARY RANGES

EFFECTIVE JULY 1, 2022

Grade Code	Position Title	Step 1	Step 2	Step 3	Step 4	Step 5
L30	CONSTRUCTION WORKER I	\$ 3,082	\$ 3,236	\$ 3,398	\$ 3,568	\$ 3,746
L40	SANITATION WORKER I					
L50	MECHANIC I					
L60	STREETS, PARKS & FAC WKR I					
L19	GRAFFITI REMOVAL OPERATOR					
L20	OPERATOR TRAINEE	\$ 3,159	\$ 3,317	\$ 3,483	\$ 3,657	\$ 3,840
L31	CONSTRUCTION WORKER II	\$ 3,483	\$ 3,657	\$ 3,840	\$ 4,032	\$ 4,234
L41	SANITATION WORKER II					
L51	MECHANIC II					
L61	STREETS, PARKS & FAC WKR II					
L21	OPERATOR I					
L32	SENIOR CONSTRUCTION WORKER	\$ 3,747	\$ 3,934	\$ 4,131	\$ 4,338	\$ 4,555
L42	SENIOR SANITATION WORKER					
L52	SENIOR MECHANIC					
L62	SR STREETS, PARKS & FAC WKR					
L71	FACILITY MAINTENANCE WORKER					
L22	OPERATOR II	\$ 3,839	\$ 4,031	\$ 4,232	\$ 4,444	\$ 4,666
L33	LEAD CONSTRUCTION WORKER	\$ 4,339	\$ 4,556	\$ 4,784	\$ 5,023	\$ 5,274
L42	LEAD SANITATION WORKER					
L53	LEAD MECHANIC					
L63	LEAD STREETS, PARKS & FAC WKR					
L23	OPERATOR III	\$ 4,556	\$ 4,784	\$ 5,023	\$ 5,274	\$ 5,538
L24	CHIEF OPERATOR	\$ 5,022	\$ 5,273	\$ 5,537	\$ 5,814	\$ 6,104

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CITY OF SANGER
STATIONARY ENGINEERS LOCAL 39
SALARY RANGES

EFFECTIVE JULY 1, 2023

Grade Code	Position Title	Step 1	Step 2	Step 3	Step 4	Step 5
L30	CONSTRUCTION WORKER I	\$ 3,190	\$ 3,350	\$ 3,517	\$ 3,693	\$ 3,877
L40	SANITATION WORKER I					
L50	MECHANIC I					
L60	STREETS, PARKS & FAC WKR I					
L19	GRAFFITI REMOVAL OPERATOR					
L20	OPERATOR TRAINEE	\$ 3,270	\$ 3,434	\$ 3,605	\$ 3,785	\$ 3,975
L31	CONSTRUCTION WORKER II	\$ 3,605	\$ 3,785	\$ 3,975	\$ 4,173	\$ 4,382
L41	SANITATION WORKER II					
L51	MECHANIC II					
L61	STREETS, PARKS & FAC WKR II					
L21	OPERATOR I					
L32	SENIOR CONSTRUCTION WORKER	\$ 3,878	\$ 4,072	\$ 4,275	\$ 4,489	\$ 4,714
L42	SENIOR SANITATION WORKER					
L52	SENIOR MECHANIC					
L62	SR STREETS, PARKS & FAC WKR					
L71	FACILITY MAINTENANCE WORKER					
L22	OPERATOR II	\$ 3,973	\$ 4,172	\$ 4,380	\$ 4,599	\$ 4,829
L33	LEAD CONSTRUCTION WORKER	\$ 4,491	\$ 4,716	\$ 4,951	\$ 5,199	\$ 5,459
L42	LEAD SANITATION WORKER					
L53	LEAD MECHANIC					
L63	LEAD STREETS, PARKS & FAC WKR					
L23	OPERATOR III	\$ 4,715	\$ 4,951	\$ 5,198	\$ 5,458	\$ 5,731
L24	CHIEF OPERATOR	\$ 5,198	\$ 5,458	\$ 5,731	\$ 6,017	\$ 6,318

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