

**SIDE LETTER RE: MOU AMENDMENT  
BETWEEN THE CITY OF HEALDSBURG AND THE MID-MANAGEMENT AND  
PROFESSIONAL EMPLOYEES ASSOCIATION**

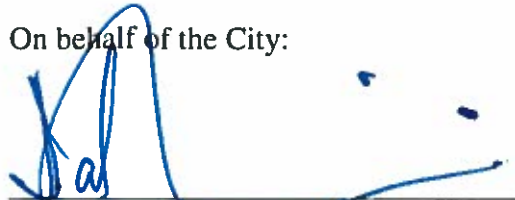
1. This Side Letter Agreement is between the CITY OF HEALDSBURG, hereinafter referred to as "City", and the MID-MANAGEMENT AND PROFESSIONAL EMPLOYEES ASSOCIATION ("Mid-Management") collectively called "the parties".
2. The intent of this Side Letter Agreement is to add Section 2.9 of the Memorandum of Understanding ("MOU") between the parties, pertaining to "Salary Plan" as follows:

2.9 The City of Healdsburg and Mid-Management have met and conferred in good faith and have agreed to implementation of pay adjustments as follows:

Effective the first full pay period in July, 2019, pay adjustment will be as reflected in Attachment 1, attached hereto and incorporated by reference.

3. The terms and conditions set forth in this Side Letter Agreement have been agreed upon by the designated bargaining representatives of the City and Mid-Management.
4. Upon ratification and adoption, this Side Letter will amend the MOU between the parties.

On behalf of the City:



David Mickaelian, City Manager



Heather Ippoliti, Administrative Services Director

On behalf of the Mid-Management and Professional Employees Association:



Todd Woolman, Representative



Matt Jenkins, Representative

Date Signed: 11-7-19.

	Recommended Range	1	2	3	4	5	% increase
Accountant	189.5	6,880.47	7,230.93	7,600.24	7,988.41	8,395.42	0.00%
Human Resources Analyst	203.5	7,377.32	7,753.29	8,148.10	8,563.99	9,000.95	0.00%
Accounting Manager	226	8,268.06	8,681.46	9,115.54	9,571.31	10,049.87	13.90%
Central Services Manager	226	8,268.06	8,681.46	9,115.54	9,571.31	10,049.87	0.08%
Finance Manager	245.5	9,090.78	9,554.36	10,042.34	10,554.72	11,092.60	0.00%
Human Resources Manager	245.5	9,090.78	9,554.36	10,042.34	10,554.72	11,092.60	0.00%
Information Technology Manager	259	9,747.28	10,234.64	10,746.37	11,283.69	11,847.88	6.81%
Deputy City Clerk	169.5	6,222.67	6,538.13	6,872.67	7,222.80	7,592.00	0.00%
Public Information and Community Outreach Coordinator	183	6,672.10	7,005.71	7,355.99	7,723.79	8,109.98	3.01%
City Clerk	230	8,434.66	8,856.39	9,299.22	9,764.17	10,252.39	5.18%
Housing Administrator	245.5	9,090.78	9,554.36	10,042.34	10,554.72	11,092.60	0.00%
Administrative Analyst II	189.5	6,880.47	7,230.93	7,600.24	7,988.41	8,395.42	0.00%
Recreation Supervisor	171.5	6,291.57	6,612.09	6,949.23	7,304.12	7,676.76	0.00%
Recreation Manager	221	8,064.42	8,467.65	8,891.02	9,335.57	9,802.35	7.83%
Parks and Open Space Superintendent	229	8,392.70	8,812.34	9,252.95	9,715.60	10,201.38	2.60%
Fire Marshal	261.5	9,935.55	10,444.76	10,974.66	11,535.32	12,123.40	0.00%
Associate Planner	176	6,443.18	6,765.34	7,103.61	7,458.79	7,831.72	new
Senior Planner	243.5	9,090.78	9,554.36	10,042.34	10,554.72	11,092.60	0.00%
Building Official	251	9,366.02	9,834.31	10,326.03	10,842.33	11,384.45	2.63%
Police Lieutenant	284	11,148.33	11,705.75	12,291.03	12,905.59	13,550.55	14.02%
Assistant Engineer	188	6,840.58	7,182.61	7,541.75	7,918.83	8,314.77	new
Associate Civil Engineer	215.5	7,830.92	8,230.17	8,649.39	9,090.78	9,554.36	0.00%
Senior Civil Engineer	247.5	9,181.72	9,650.85	10,142.15	10,660.08	11,203.50	0.00%
Utility Maintenance Superintendent	255	9,554.75	10,032.48	10,534.11	11,060.81	11,613.86	7.87%

	Recommended Range	1	2	3	4	5	% increase
Principal Civil Engineer	271.5	10,373.94	10,894.08	11,438.62	12,009.77	12,610.88	0.00%
Utility Safety Compliance Officer	193	7,013.32	7,363.99	7,732.18	8,118.79	8,524.73	0.53%
Water and Wastewater Operations Superintendent	266	10,093.60	10,598.27	11,128.19	11,684.60	12,268.83	13.95%
Utilities Engineering Manager	291	11,433.98	12,005.68	12,605.97	13,236.26	13,898.07	10.21%
Electric Operations Superintendent	300	11,958.93	12,556.86	13,184.71	13,843.95	14,536.14	22.23%