

CITY OF MANTECA
AND
OPERATING ENGINEERS LOCAL UNION NO.3
SIDE LETTER OF AGREEMENT

This Side Letter Agreement ("Side Letter") is made and entered into on November 5, 2025, pursuant to meet and confer with the Operating Engineers Local Union No.3 (OE3). The City and OE3 are sometimes referred to in this Side Letter as "Party" or, collectively, as the "Parties."

All other provisions of the parties' Memorandum of Understanding (MOU) effective July 1, 2023 through June 30, 2026, shall remain unchanged unless otherwise agreed to by the parties or as a result of subsequent negotiations over a successor MOU.

Certification Pay

All lead positions will have a minimum of 7.5% separation in pay from the next lowest position.

Members of this bargaining unit, including lead workers or Seniors holding Water or Wastewater certificates not required as a condition of their employment and after the flex staffing criteria has been exhausted will receive 2.5% pay for the next highest-grade certificate.

Effective October 16, 2025, employees in the Parks/Golf Operations classification series represented by this bargaining unit who have exhausted the flex staffing criteria, and possess/maintain any of the following certifications not required as a condition of employment: Certified Playground Safety Inspector (CPSI), Certified Pool Operator (CPO), or Backflow Certification shall receive a pay incentive of 2.5% of base pay per certification.

This incentive shall be paid routinely and consistently to all eligible employees within the classification who meet the established criteria. Eligibility is based on the employee providing valid proof of certification to the Human Resources Department and maintaining such certification in good standing.

The City may, at its discretion, determine operational needs and the total number of employees who may be approved for each certification type; however, once eligibility is established and the certification is verified, the incentive shall be applied consistently to all approved employees.

All certificate incentives will be capped at a total of 5%.

Manteca Operating Engineers Local No. 3

By  11-25-25

Mike DeAnda, Business
Representative,

Operating Engineers Local Union No. 3

City of Manteca

By 

Stephanie Van Steyn

Director of Human Resources