

**City of Escondido
Side Letter to the Memorandum of Understanding**

**Escondido City Employees Association
Administrative Clerical and Engineering Bargaining Unit**

**Hale Avenue Resource Recovery Facility
Laboratory Staff Work Schedules**

The City and the Bargaining Unit agree to the following relative to work schedules for lab personnel at the Hale Avenue Resource Recovery Facility (HARRF):

Purpose:

Staffing schedules at the HARRF are based on demand for testing to meet the requirements of the Health Department and the Regional Water Quality Control Board. Testing demand has changed recently with the implementation of Reclaimed Water production on a consistent schedule. Full production of Reclaimed Water will increase in the next few months, requiring consistent scheduling of lab staff seven days per week. In addition to the testing requirements for the production of Reclaimed Water, periodic testing to meet the requirements of the Regional Water Quality Board or other regulatory agencies may require overtime assignments.

Existing Personnel

Currently assigned Associate Chemists and Lab Technicians will be assigned weekend testing schedules and will be compensated by overtime pay when the assigned schedule exceeds the normal work schedule.

Overtime will be assigned on an equitable basis and will be voluntary. If sufficient lab staffing cannot be achieved through voluntary assignment, mandatory overtime assignments will be made on a rotational basis based on seniority among laboratory personnel, regardless of classification.

New Personnel

New employees hired after January 1, 2006 may, when assigned, be required to work weekends as part of their normal work schedule. This requirement will be defined within the position description for both Associate Chemist and Laboratory Technician personnel hired after the effective date of this requirement. When such work schedule assignments take place, the employee will only be eligible for overtime pay when the work schedule exceeds the normally assigned work period.

Call Back Overtime

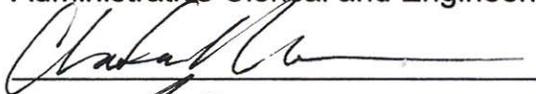
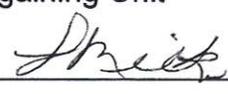
In those cases when an employee has completed their normally assigned work shift and they are called back to the worksite to conduct testing procedures (unanticipated or unscheduled testing), employees will be paid a three (3) hour minimum at the rate of time and one-half for each call back circumstance. Multiple call-back instances within the same three-hour period will not be eligible for an additional three-hour overtime increment.

Security Contact

The City will install an emergency alarm device connecting the lab to a twenty-four hour per day monitored point.

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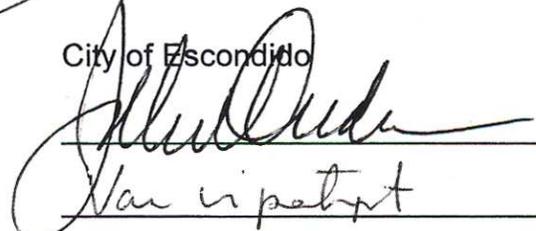
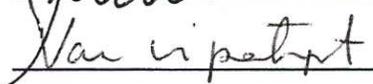
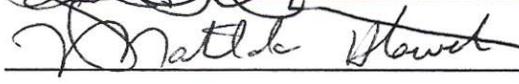
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City of Escondido

Date 10/25/05

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