

**SIDE LETTER AGREEMENT TO THE  
MISCELLANEOUS BARGAINING UNIT  
NORTHERN CALIFORNIA DISTRICT COUNCIL OF LABORERS  
AND  
THE CITY OF CERES  
LABOR AGREEMENT**

This side letter agreement is to modify the language and intent of *Article IV, Section 4.7, Certificate Pay* in the current labor agreement adopted July 3, 2014.

**Section 4.7 Certificate Pay**

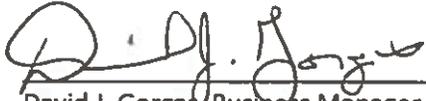
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- d. State and federal regulations require crane operator certification for employees who operate such equipment, as defined in General Industry Safety Orders Article 98. When the Department Head deems it appropriate to the needs of the job being performed or future needs of the City, employees who possess and maintain a valid Crane Operator certification shall receive incentive pay of 2.5% of base pay.

This provision shall be effective December 1, 2014, for department-designated employees as of that date, who were certified as crane operators.

The above section and language is the sole issue regarding the current contract between the City and the Miscellaneous Bargaining Unit. This side letter does not change, modify, or otherwise alter any other terms or conditions of the current labor agreement between the City of Ceres and the Miscellaneous Bargaining Unit Northern California District Council of Laborers, dated July 3, 2014.

Agreed:



David J. Gorgas, Business Manager  
NCDCL/Laborers' Local 1130

11/4/2015  
Date



Toby Wells, City Manager  
City of Ceres

11/30/2015  
Date