

DATE SUBMITTED 10/10/2025
 SUBMITTED BY City Manager's Office
 DATE ACTION REQUIRED 10/15/2025

COUNCIL ACTION (X)
 PUBLIC HEARING REQUIRED ()
 RESOLUTION ()
 ORDINANCE 1ST READING ()
 ORDINANCE 2ND READING ()
 CITY CLERK'S INITIALS ()

**IMPERIAL CITY COUNCIL
 AGENDA ITEM**

SUBJECT:	DISCUSSION/ACTION: 1. Approve the Side Letter of Agreement by and between the City of Imperial and Teamsters Union Local 542, and authorize the City Manager to execute the agreement on behalf of the City.		
DEPARTMENT INVOLVED: City Manager's Office			
BACKGROUND/SUMMARY: Following the completion of a comprehensive Classification and Compensation Study by Gallagher, the City has entered into a Side Letter of Agreement with Teamsters Local Union 542. This agreement addresses the study's recommendations affecting their bargaining unit and outlines key provisions, including: - Implementation of Classification Study Recommendations including reclassifications, title changes, and job description updates - Reclassifications to MSPC Group - New Classifications within Teamsters The City and Teamsters Local Union 542 have agreed to defer discussions related to the compensation study at this time. Current contractual salary ranges will remain in place until June 30, 2026, with recommended adjustments to be negotiated during the contract re-opening period, scheduled for January 2026. This phased approach addresses the significant city-wide fiscal impact of a new salary schedule and structure. The agreement reflects a collaborative effort to enhance clarity, fairness, and market alignment for bargaining unit members. Approval will allow for the implementation of the agreed-upon study recommendations.			
FISCAL IMPACT: NOT TO EXCEED The fiscal impact associated with the side letter agreement is \$33,093 for FY 25-26. This impact is outlined on the City's request to implement classification study recommendations for Teamsters, also presented this evening. Any additional future fiscal impacts will be addressed and negotiated during the next contract re-opening.		FINANCE INITIALS	
STAFF RECOMMENDATION: Recommendation to approve the Side Letter of Agreement by and between the City of Imperial and Teamsters Local Union 542, and authorize the City Manager to execute the agreement on behalf of the City.		DEPT. INITIALS	
MANAGER'S RECOMMENDATION: Approve Staff Recommendation		CITY MANAGER'S INITIALS	
MOTION:			
SECONDED: AYES: NAYES: ABSENT:	APPROVED () DISAPPROVED () REFERRED TO:	REJECTED () DEFERRED ()	



**TEAMSTERS, CHAUFFEURS,
WAREHOUSEMEN AND HELPERS
LOCAL UNION No. 542**

San Diego and Imperial Counties, California
and the City of Yuma, Arizona

Affiliated with
INTERNATIONAL BROTHERHOOD OF TEAMSTERS



Jaime Vasquez
Secretary-Treasurer

Dwayne Garrett
President

Mike West
Vice-President

Lynda Linville
Recording Secretary

Robert Moreno II
Trustee

Ed Swank
Trustee

Jennie Vasquez
Trustee

Thursday, September 25, 2025

Kristen Smith
Human Resources Manager
City of Imperial
420 S. Imperial Ave.
Imperial, CA 92251

RE: Class and Comp Study – Teamsters Positions

Dear Mrs. Smith,

After our meeting on Thursday, September 4, 2025, and subsequent email on Monday, September 22, 2025, Teamsters Union Local 542 has reviewed the proposed recommendations completed by Gallagher to the City of Imperial. After further review, Teamsters Union Local 542 recommends the following agreement:

Please see attached agreement on following page.

Sincerely,

A handwritten signature in blue ink, appearing to read "Flavio Grijalva, Jr.", is written over a faint circular stamp.

Flavio Grijalva, Jr.
Business Agent
Teamsters Union Local 542

Cc: Fern Steiner (Legal Counsel)

SIDE LETTER OF AGREEMENT BY AND BETWEEN

CITY OF IMPERIAL

AND

TEAMSTERS UNION LOCAL 542

WHEREAS the City of Imperial approved and conducted a Classification and Compensation Study conducted by Gallagher US, to which all current City of Imperial job titles and classifications were reviewed;

WHEREAS Gallagher U.S., recommends certain job title classifications be removed from the Teamsters Union Local 542 Bargaining Unit and/or proposed a new compensation range;

WHEREAS some of the new classification titles and compensation ranges would be considered a reclassification to another Labor group based on current/updated job description;

THEREFORE, the City of Imperial and Teamsters Union Local 542 agree to the following:

1. Teamsters Union Local 542 will agree to accept the recommended changes for the specific titles listed below. Additionally, the classification titles from which the employee(s) are being reclassified from in the positions of Wastewater Treatment Plant Operator III, Administrative Assistant and Information Technology Technician III are not removed from the Teamsters Union Local 542 Bargaining Unit for the titles of and the City of Imperial agrees that should it find a need to fill the vacated classifications in the future, the original classification from which the promotion is being reflected will remain active with the Teamsters Union Local 542 Bargaining Unit.
2. The following reflected classifications will be reclassified from the Teamsters Union Local 542 Bargaining Unit into the MSPC Labor Group due to Supervisory roles taken on:
 - a. Teamsters Unit; Planner II reclassified to Associate Planner (MSPC)
 - b. Teamsters Unit; Wastewater Treatment Plant Operator III to Senior Wastewater Treatment Plant Operator (MSPC)
 - c. Teamsters Unit; Lead Equipment Mechanic to Senior Equipment Mechanic (MSPC)
 - d. New Titled Position without reclassification; Construction Project Coordinator (MSPC)
3. The following reflected titled positions will remain with the Teamsters Union Local 542 Bargaining Unit and become incorporated into the Memorandum of Understanding:
 - a. Teamsters Unit; Administrative Assistant reclassified to Administrative Specialist.
 - b. Teamsters Unit; Administrative Assistant reclassified to Administrative Specialist.
 - c. Teamsters Unit; Information Technology Technician III reclassified to Network Specialist.
4. The City of Imperial and Teamsters Union Local 542 agree that the following titled positions will be incorporated into the Teamsters Union Local 542 Bargaining Unit and subject to the current Memorandum of Understanding through this agreement:
 - a. Collection Systems Worker I (Range 62)
 - b. Collection Systems Worker II (Range 66)
 - c. Organic Waste Specialist (Range 65)
 - d. Purchasing Technician (Range 65)
 - e. Utility Billing Technician (Range 66)
 - f. Utility Maintenance Worker I (Range 62)

- g. Utility Maintenance Worker II (Range 66)
5. The City of Imperial and Teamsters Union Local 542 agree the remaining current and proposed reclassified Title changes and proposed salary ranges, as presented by Gallagher US, as noted in the August 6, 2025 letter sent by email to Teamsters Union Local 542, to continue with Teamsters Union Local 542. (See attachment)
 6. Regarding the Compensation Study recommendations, the Parties agree to hold the proposed salary recommendations by Gallagher U.S., until June 30, 2026. Due to existing contract in place, the outlined contractual salary range will remain in place and the recommended range adjustments to be implemented based on the current Memorandum of Understanding, upon approval by the City Council.
 7. The City of Imperial and Teamsters Union Local 542 agree to review updated wage recommendations during contract re-openings as part of negotiations. The compensation study's recommendations would have a significant city-wide fiscal impact, creating an entirely new salary schedule and structure across the board. Therefore, the Parties acknowledge that the impact of these recommendations will be reviewed and negotiated during the contract re-opening period, which is scheduled to begin in January 2026.
 8. These steps will enhance clarity, fairness, and market alignment for bargaining unit members. Both parties look forward to continued collaboration. By signing this agreement, the City of Imperial and Teamsters Local 542 agree to implement the classification study recommendations presented by Gallagher U.S., as noted above and will proceed with providing the recommendations as outlined in this Letter of Agreement to the City Council for consideration at the scheduled City Council meeting October 1, 2025.

Agreed to on this 25th day of September, 2025 and accepted by:

For the CITY OF IMPERIAL



Dennis H. Morita, City Manager



Kristen Smith, Human Resources Manager

For TEAMSTERS LOCAL UNION 542



Flavio Grijalva, Jr., Business Representative



Cody Burch, Lead Steward



CITY COUNCIL
 James Tucker - Mayor
 Ida Obeso-Martinez- Mayor Pro-Tern
 Robert Amparano - Councilmember
 Katie Burnworth- Councilmember
 Stacy Mendoza- Councilmember

CITY CLERK
 Kristina Shields

CITY MANAGER
 Dennis H. Morita

CITY ATTORNEY
 Katherine Turner

September 24, 2025

DELIVERED VIA EMAIL

Via email: fgrijalva@teamsters542.org

Teamsters Local 542
 2298 Merrill Center Drive
 El Centro, CA 92243
 Attn: Flavio Grijalva, Jr., Union Representative

Subject: Letter of Agreement on Classification Study Recommendations between the City of Imperial and Teamsters Local 542

Dear Mr. Grijalva,

This Letter formally memorializes the mutual agreement between the City of Imperial and the Teamsters Local 542 (collectively the “Parties”) regarding the recommendations from the Classification Study conducted by Gallagher for the City of Imperial.

Pursuant to the study's findings, the Parties mutually agree to present the following recommendations made by the Classification Study completed by Gallagher to the City Council for review and consideration for implementation.

Reclassifications: The Parties recommend updating positions through reclassification for staff who are already performing the tasks of a recommended position. This action will ensure that their job titles accurately reflect their current responsibilities as follows:

Employee Name	Current Classification	Current Salary Range	Proposed Reclassification	Proposed Salary Range	Proposed Labor Group
Stephanie Sanchez	Administrative Assistant	60	Administrative Specialist	72	Teamsters
Alissa Ulloa	Administrative Assistant	60	Administrative Specialist	72	Teamsters
David Ramirez	Code Enforcement Inspector	69	Code Enforcement Inspector II	70	Teamsters
Lorena Galindo	Community Development Technician	57	Community Development Technician II	66	Teamsters
Cody Burch	General Maintenance Technician I	64	HVAC/Electrical Technician	68	Teamsters
Cesar Luna	General Maintenance Worker III	64	Utility Maintenance Worker II	66	Teamsters
Gustavo Cardenas-Coronel	General Maintenance Worker III	64	Utility Maintenance Worker II	66	Teamsters
Erick Quero	Information Technology Technician III	69	Network Specialist	78	Teamsters
Alexus Kastoll	Recreation Specialist	60	Recreation and Event Specialist I	62	Teamsters

Reclassifications Continued from previous page:

Employee Name	Current Classification	Current Salary Range	Proposed Reclassification	Proposed Salary Range	Proposed Labor Group
Martin Torres	Recreation Specialist	60	Recreation and Event Specialist II	66	Teamsters
Yvonne Cordero	Planner II	77	Associate Planner	85	MSPC
Clifford Schneider	Wastewater Treatment Plant Operator III	80	Senior Wastewater Treatment Plant Operator	82	MSPC

Title Changes: The Parties recommend updating classification titles to align with current market standards as set forth below. This will facilitate easier recognition and transfer of equivalent skills and experience from comparable positions across the job market. Additionally, Gallagher recommended updating the City’s series classifications to include level I and level II within the series, and eliminating the level III position within the series based on the size of the City organization.

Employee Name	Current Classification	Current Salary Range	Proposed Reclassification	Proposed Salary Range	Proposed Labor Group
Sandra Redfern	Accounting Assistant III	66	Utility Billing Technician	66	Teamsters
Michael Lankford	Building Services Worker	60	Facilities Maintenance Worker	60	Teamsters
Jorge Ruiz	Distribution Utility Worker I	64	Water Meter/Distribution Operator I	64	Teamsters
James Bentley	Distribution Utility Worker II	67	Water Meter/Distribution Operator II	67	Teamsters
Isaiah Gonzalez	Engineering Technician/Inspector	74	Engineering Technician II	74	Teamsters
Jose Aguilera	General Maintenance Worker I	57	Public Services Maintenance Worker I	57	Teamsters
Jesus Alvarado	General Maintenance Worker I	57	Public Services Maintenance Worker I	57	Teamsters
Anthony Cardenas	General Maintenance Worker I	57	Public Services Maintenance Worker I	57	Teamsters
Francisco Esqueda	General Maintenance Worker I	57	Public Services Maintenance Worker I	57	Teamsters
Javier Tinajero	General Maintenance Worker I	57	Public Services Maintenance Worker I	57	Teamsters
Ricardo Trujillo	General Maintenance Worker I	57	Public Services Maintenance Worker I	57	Teamsters
Anthony Zepeda	General Maintenance Worker I	57	Public Services Maintenance Worker I	57	Teamsters
Gilbert Ortega	Info Technology Technician III	69	Info Technology Technician II	69	Teamsters
Gustavo A. Cardenas	Lead Equipment Mechanic	70	Senior Equipment Mechanic	70	MSPC
Robert De Dios	Library Assistant	60	Library Clerk	60	Teamsters
Emmanuel Gonzalez	Library Assistant	60	Library Clerk	60	Teamsters
Rudy Arreola	Maintenance Electrician	78	Electrician	78	Teamsters
Emmett Fried	Organic Waste Monitor	65	Organic Waste Specialist	65	Teamsters
Victor Fierro	Wastewater Plant Operator I	71	Wastewater Treatment Plant Operator I	71	Teamsters
Christian Felix	Wastewater Plant Operator I	71	Wastewater Treatment Plant Operator I	71	Teamsters
Adam Carpenter	Wastewater Plant Operator III	80	Wastewater Treatment Plant Operator III	80	Teamsters

Updated Job Descriptions: The Parties recommend updating job descriptions to better reflect the current scope of work completed by staff and outline necessary requirements and skills. These descriptions will be broad enough to avoid excluding potentially qualified applicants and will help the City's job descriptions align with industry standards, allowing for more equitable comparisons across agencies.

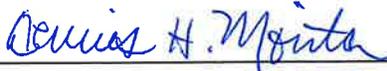
Class Title	Proposed Range	Class Title	Proposed Range
Accounting Assistant I	57	Library Technician	63
Accounting Assistant II	61	Network Specialist	78
Accounting Technician	69	Organic Waste Specialist	65
Administrative Assistant	60	Parks Maintenance Worker I	57
Administrative Specialist	72	Parks Maintenance Worker II	60
Assistant Planner	80	Public Services Maintenance Worker I	57
Building Inspector I	75	Public Services Maintenance Worker II	60
Building Inspector II	77	Purchasing Technician	65
Code Enforcement Inspector I	66	Recreation and Event Specialist I	62
Code Enforcement Inspector II	70	Recreation and Event Specialist II	66
Collection System Worker I	62	Utility Billing Technician	66
Collection System Worker II	66	Utility Maintenance Worker I	62
Community Development Technician I	61	Utility Maintenance Worker II	66
Community Development Technician II	66	Wastewater Operator in Training	60
Electrician	78	Wastewater Treatment Plant Operator I	71
Engineering Technician I	67	Wastewater Treatment Plant Operator II	74
Engineering Technician II	74	Wastewater Treatment Plant Operator III	80
Equipment Mechanic	67	Water Meter/Distribution Operator I	64
Facilities Maintenance Worker	60	Water Meter/Distribution Operator II	67
HVAC/Electrical Technician	68	Water Operator In Training	60
Information Technology Technician I	63	Water Treatment Plant Operator I	71
Information Technology Technician II	69	Water Treatment Plant Operator II	74
Library Clerk	60	Water Treatment Plant Operator III	80

Regarding the Compensation Study recommendations, due to existing contracts in place until June 30, 2026, the Parties will review these recommendations during contract re-openings as part of negotiations. The compensation study's recommendations would have a significant city-wide fiscal impact, creating an entirely new salary schedule and structure across the board. Therefore, the Parties acknowledge that the impact of these recommendations will be reviewed and negotiated during the contract re-opening period, which is scheduled to begin in January 2026.

These steps will enhance clarity, fairness, and market alignment for bargaining unit members. The Parties look forward to continued collaboration. By signing this agreement, the City of Imperial and Teamsters Local 542 agree to implement the classification study recommendations presented by Gallagher and will proceed with providing the recommendations as outlined in this Letter of Agreement to the City Council for consideration at the scheduled City Council meeting on October 1, 2025.

Agreed to and accepted by:

For the CITY OF IMPERIAL



Dennis H. Morita, City Manager



Kristen Smith, Human Resources Manager

For TEAMSTERS LOCAL UNION 542



Flavio Grijalva, Jr., Business Representative



Cody Burch, Lead Steward