

**To the Memorandum of Understanding
Between the City of Pittsburg and AFSCME Units
July 1, 2022 – June 30, 2025**

This will confirm an understanding reached between the City of Pittsburg and the American Federation of State, County and Municipal Employees (AFSCME), Miscellaneous A Unit.

During the contract period and through the meet and confer process, the City will:

- 1) Take a systematic approach to update outdated job classifications; and
- 2) Eliminate job classifications that are no longer utilized from the classification plan.

The City will retain a classification consultant to redesign the City's classification plan with the following major objectives:

- To examine and eliminate artificial barriers and biases within job description language.
- To assist with the development of a classification structure that reflects the City's overall classification strategy and includes a clear definition of terms.
- To develop a consistent format for class specifications aligned with job families.
- To provide a framework for the allocation of positions to the appropriate class based on the duties and responsibilities assigned.

For AFSCME:



Kym Anderson,
Business Agent

For the City of Pittsburg:



Jennifer Brizel,
Director of Human Resources