

To the Memorandum of Understanding  
Between the City of Pittsburg and AFSCME MPC Unit  
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), MPC Unit.

### 7.3 Professional Certifications

#### 7.3.1 Professional Engineer Certification

A regular full-time employee who is either an Assistant Engineer, Associate Engineer, or Compliance Principal and who possesses a State of California Professional Engineer license shall receive an additional five percent (5%) of base pay for Professional Engineer Certification.

#### 7.3.2 American Institute of Certified Planners Certification

A regular full-time employee who is either an Assistant Planner, an Associate Planner, Principal Planner or a Senior Planner and who possesses an active and valid American Institute of Certified Planners (AICP) Certification shall receive an additional five percent (5%) of base pay for AICP Certification.

#### 7.3.3 California Water Distribution Certification

A regular full-time employee who is a Public Works Supervisor and possesses an active and valid California D-4 Water Distribution Certificate shall receive an additional five percent (5%) of base pay for D-4 Certification.

A regular full-time employee who is a Water Plant Supervisor or Laboratory Supervisor and possesses an active and valid D-1 Water Distribution Certificate shall receive an additional one percent (1%) of base pay for D-1 Certification.

A regular full-time employee who is a Water Plant Supervisor or Laboratory Supervisor and possesses an active and valid D-2 Water Distribution Certificate shall receive an additional two percent (2%) of base pay for D-2 Certification.

#### 7.3.4 Certified Professional in Storm Water Quality

A regular full-time employee who is a Compliance Principal and who possesses a certification as Certified Professional in Storm Water Quality shall receive an additional five percent (5%) of base pay for Certified Professional in Storm Water Quality (CPSWQ). The maximum incentive available for Compliance Principal is 5% for Professional Engineer Certification or Certified Professional in Storm Water Quality certification.

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7.3.5 Environmental Protection Agency Certification

A regular full-time employee who is a Police System Coordinator and possesses a Universal EPA certification from the Environmental Protection Agency shall receive 5% of base pay.

For AFSCME:

Signed by:  
By: Kym Anderson 8/16/2024  
Kym Anderson  
Business Agent

For the City of Pittsburg:

DocuSigned by:  
By: Jennifer Brizer 8/22/2024  
Jennifer Brizer  
Director of Human Resources