

LETTER OF AGREEMENT  
BETWEEN  
CITY OF PITTSBURG  
AND  
AFSCME, LOCAL UNION NO. 512  
Management, Professional & Confidential (MPC)

On July 31, 2024, the City of Pittsburg ("City") and the AFSCME, Local Union No. 512, Misc A, met to confer on the impacts of 1) Global Positioning System ("GPS") being installed in City operated vehicles, 2) installation of cameras in areas where City property is exposed, and 3) body worn cameras for Code Enforcement Officers. After completing the meet and confer process, the City and Union have agreed to the following:

GPS

Data gathered through telematics will be routinely used by the City as a tool to evaluate vehicle and equipment performance, fueling, meter updates, location, maintenance notifications, utilization and oversight of regulatory requirements to reduce greenhouse gas emissions. The data may also be relied on to help ensure the safety of workers, to support investigations of property damage claims against the City as well as assisting in any other investigation. Telematics data may be used in the support of disciplinary action but will not be the sole basis for such action. Telematics data will be accessible through a request from the Information Technology Division, through approval from the Human Resources Director.

The parties agree that the tampering with or disabling of any GPS monitoring system is subject to disciplinary action pursuant to the MOU and Personnel Rule, 20.6.

Historically, the City has allowed employees to use work vehicles pursuant to Personnel Rule 22.4. Pursuant to City policy, unauthorized use of City vehicles or equipment is not permitted. The Rule allows the use of City vehicles for employee use in the course of business and in the interest of efficiency, with supervisor approval. This Side Letter makes no change to the above.

Cameras

The City intends to implement a more comprehensive security plan with the increased utilization of a camera systems to enhance the safety and security of employees and the public. The surveillance of public areas is intended to deter crime, facilitate enforcement of laws, and assist in protecting the safety and property of the Pittsburg community. Security cameras may be installed in situations and places where the security and safety of either property or persons would be enhanced.

Camera images and recordings will be accessible through a request from the Information Technology Division, on approval from the Human Resources Director or through the Police Department.

Body-Worn Cameras

The City may provide employees assigned to the Code Enforcement Division with access to portable recorders, either audio or video or both, for use during the performance of their duties. All recordings made by employees on any department-issued device at any time, and any recording made while acting in an official capacity for this department, shall remain the property of the City.

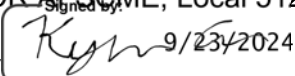
Prior to going into service, each Code Enforcement employee will be responsible for making sure that they are equipped with a portable recorder issued by the City, and that the recorder is in good working order. If the recorder is not in working order or the employee becomes aware of a malfunction at any time, the employee

shall promptly report the failure to their supervisor and obtain a functioning device as soon as reasonably practicable. Code Enforcement employees shall abide by City policy for use of recorders in code enforcement functions.

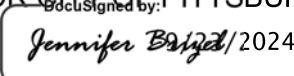
When using a portable recorder, the employee shall record their name and the current date and time at the beginning and the end of the shift or other period of use, regardless of whether any activity was recorded. This procedure is not required when the recording device and related software captures the user's unique identification and the date and time of each recording.

This Letter of Agreement represents a full and complete resolution of any claims and disputes between the parties based upon the above-reference matter.

FOR AFSCME, Local 512

Signed by:  9/23/2024  
By \_\_\_\_\_  
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Kym Anderson  
Business Agent

FOR CITY OF PITTSBURG

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By \_\_\_\_\_  
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Jennifer Brizel  
Director of Human Resources