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EXHIBIT A

Side Letter of Agreement
Between the City of Pinole and the Professional and Technical Employees
Represented by AFSCME Local 512

This will confirm that the representatives of the City of Pinole ("City") and the Professional and Technical Employees represented by AFSCME Local 512 ("AFSCME") have met and conferred and have agreed to the following modifications of their memorandum of understanding ("MOU") covering the term July 1, 2025, through June 30, 2026, as follows:

The parties agree to modify the following paragraph under Article II, Section 2.1, Job Classifications in the Unit and Attachment A, effective September 13, 2025:

ARTICLE II. RECOGNITION

2.1 Job Classifications in the Unit.

The Professional and Technical unit consists of the following job classifications:

Accountant
Accounting Specialist
Administrative Coordinator
Assistant Engineer
Associate Civil Engineer
Associate Planner
Building Inspector I
Building Inspector II
Cable Access ~~Coordinator~~Supervisor
Code Enforcement Officer I
Code Enforcement Officer II
Information Systems Administrator
Information Systems Specialist
Junior Engineer
Laboratory Analyst I
Laboratory Analyst II
Laboratory Supervisor
Management Analyst
Public Works Maintenance Supervisor
Public Works Specialist
Recreation Coordinator
Rental Inspector
Senior Accountant
Senior Project Manager
Wastewater Treatment Plant Operations Supervisor
Water Pollution Control Plant Supervisor

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ATTACHMENT A – MASTER SALARY SCHEDULE

	Proposed Salary Adjustment				
	A	B	C	D	E
Cable Access Coordinator (*current*)	46.0631	48.3663	50.7846	53.3238	55.9900
Cable Access Supervisor (new)	50.2946	52.8093	55.4497	58.2222	61.1333

There shall be no change to any other portion of Article II or Attachment A or to any section(s) of the existing agreement other than those identified in this and any preceding Side Letter of Agreements.

Dated: 11/20/2026

AFSCME Local 512

By: Signed by: A25E0CD6B408454...
Bronson Silva
AFSCME Local 512 Representative

By: Signed by: 000FB851DCAE416...
Kim Young
AFSCME Local 512 Representative

CITY OF PINOLE

By: Signed by: FD33A6EFA3CE4FE...
Naomi Kelly
City Manager

By: DocuSigned by: 87A8304C5ABD470...
Stacy Shell
Human Resources Director