

November 4, 2025

**SECOND AMENDMENT**

**City of Escondido  
Side Letter to the Memorandum of Understanding**

**Maintenance and Operations Bargaining Unit  
Teamsters Local 986**

**Hale Avenue Resource Recovery Facility (HARRF)  
Wastewater Treatment Plant Operators Work Schedule  
As of January 4, 2015**

1. This side letter is amended to incorporate mutually agreed upon changes to Graveyard shift hours. Effective immediately, **Wastewater Treatment Plant Operator I/II/III Graveyard** shift hours shall be 9:00 p.m. to 7:00 a.m.

**City of Escondido**

**Teamsters 986  
Maintenance and Operations  
Bargaining Unit**



Signature

JESSICA FERRETTUA

Name

Director of Human Resources

Title



Signature

Neil Shalander

Name

Business Representative

Title