SIDE LETTER OF AGREEMENT
BETWEEN
CALIFORNIA TEAMSTERS, PROFESSIONAL & MEDICAL EMPLOYEES UNION,
LOCAL 911,
SERVICE, MAINTENANCE, OPERATIONS AND CRAFTS UNIT
AND THE
SAN DIEGO UNIFIED PORT DISTRICT

The intent of this side letter is to memorialize the agreement reached between the California Teamsters, Local 911, Service, Maintenance, Operations and Crafts Units ("Union") and the San Diego Unified Port District ("District") whereby the Union agrees to implement a transition plan to move the employee Classifications of Community Service Officer and Community Service Officer Supervisor from the Maritime department to the Harbor Police department.

1. The District and the Union are Parties to a Memorandum of Understanding (MOU) that has a term of October 1, 2008 through September 30, 2013.
2. The District and the Union are committed to maintaining cooperative labor relations now and in the future.
3. The District and the Union recognize that due to the nature and type of information accessible to employees located in the Harbor Police department, these employees will be subject to pass a Level II background screen before the move can take place.
4. The Parties agree to implement the Community Service Officer Transition Plan dated February 1, 2013 and attached hereto as "Exhibit A" and incorporated by this reference.
5. The projected move to the Harbor Police department shall take place on or about March 1, 2013; however, the facility may not be ready to accommodate the Community Service Officer employees until sometime in mid to late March. In the meantime, the department will accommodate the employees in a manner that will enable them to continue to be able to perform their daily functions and will endeavor to complete the new facility as soon as possible.

By Union

[Signature]
Chester Mordasini
President/Business Representative

[Signature] 2-19-2013
Date

By District

[Signature]
Karen G. Porteous
Executive Vice President

[Signature] 02/22/2013
Date

Doc #563154

DUPLICATE ORIGINAL

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EXHIBIT “A”
PROPOSED COMMUNITY SERVICE OFFICER (CSO) TRANSITION PLAN
February 1, 2013

Transition Timing
- The transition will begin when the transit shed is scheduled to be demolished
  - Estimated start date at HPHQ is March 1st
- All affected employees will move at the same time

Prior to Transition
- Harbor Police will determine if all affected employees are able to pass Level II background screening, in accordance with the Harbor Police Background Investigation Protocol. Harbor Police Investigations Unit will conduct the background investigations.
  - Level II background includes:
    - Personal History Statement (PHS)
    - Personal Information Questionnaire (PIQ)
    - Fingerprints
    - Credit check
    - Lexis Nexis Check
    - Law Enforcement Check
    - Various Internet searches (Google, Myspace, etc)
    - DMV check
    - CLETS, ARJIS, Cal-Gangs check
  - Restrictions will be handled on a case by case basis in accordance with District policy and applicable law.

Personnel Transition
- The CSO Supervisor will report to a designated Harbor Police Sergeant.
  - All CSOs will continue to report to the CSO Supervisor, with oversight by the designated Harbor Police Sergeant.

Qualification and Training
- There are currently no proposed changes in the classification specification.
- CSOs will be trained on: applicable Harbor Police Department Standard Operating Procedures; provided a tour of the facility; assigned lockers.

After Qualification
- All CSOs, including the CSO Supervisor, will continue to perform their current duties and responsibilities.
  - Any proposed changes will be communicated prior to implementation