


LETTER OF UNDERSTANDING  
between the  
INTERNATIONAL BROTHERHOOD of ELECTRICAL WORKERS, Local 47  
and the  
CITY OF ANAHEIM

The International Brotherhood of Electrical Workers, Local 47 (IBEW), and the City of Anaheim (ANAHEIM) have met and conferred and reached an agreement intended to ensure that the Electric Systems Operations Division of the City of Anaheim Public Utilities Department is adequately prepared in the event the Division becomes subject to mandatory reliability standards as the result of registration as a "Transmission Operator" by the North American Reliability Corporation (NERC). The Parties hereby agree:

1. Any employee in a classification in the Utilities Systems Operator series who obtains NERC certification as a Transmission Operator on or before December 31, 2009 shall receive a one-time certification award of \$5,000.
2. The Parties acknowledge that the provisions of Section 1 above are an interim measure intended to ensure that ANAHEIM is adequately prepared in the event of registration as a "Transmission Operator" by the NERC, and ANAHEIM hereby acknowledges its obligation to meet and confer regarding the possible impact on terms and conditions of employment of employees in classifications represented by the IBEW at such time as ANAHEIM is actually registered as a "Transmission Operator" by the NERC.

**STAFF OFFICIALS of the CITY OF ANAHEIM,  
a Municipal Corporation**

By: 

By: \_\_\_\_\_

By: \_\_\_\_\_

Dated: 7-9-09

**INTERNATIONAL BROTHERHOOD of  
ELECTRICAL WORKERS. Local 47**

By: 

By: 

By: \_\_\_\_\_

Dated: 7-9-09