

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

The City of Anaheim (ANAHEIM) and the International Brotherhood of Electrical Workers, Local 47 (IBEW) have met and conferred, and reached an agreement to modify certain provisions of the Memorandum of Understanding between the Parties dated July 28, 2005 through January 7, 2010.

1. Article 60 – Water Incentive Pay Program – of the Memorandum of Understanding between the parties is amended by adding Article 60.8 and 60.9 as follows:

ARTICLE 60
WATER INCENTIVE PAY PROGRAM

- 60.1 All current Equipment Operators in the Water Utility who agree to attempt the program outlined below will be reclassified to Maintenance Pipe Fitter B.*
- 60.2 All current Equipment Operators in the Water Utility who decline to participate in the program outlined below will remain classified as Equipment Operators in the Water Utility.*
- 60.3 All current Maintenance Pipe Fitter in the Water Utility who decline to participate in the program outlined below shall be reclassified to Maintenance Pipe Fitter B.*
- 60.4 Employees in the classifications of Apprentice Maintenance Pipe Fitter or Maintenance Pipe Fitter B shall be promoted without competition to Maintenance Pipe Fitter upon completion of the following: (a) certification as a fully qualified Maintenance Pipe Fitter; (b) certification as a fully qualified Equipment Operator, and (c) possession of a Water Distribution Operator; ~~Grade I Certificate from the California Section, American Water Works Association~~ **Grade II Certificate from the State of California Department of Heath Services.***
- 60.5 Any Equipment Operator who participates in the program for three years and does not obtain certification as a fully qualified Maintenance Pipe Fitter will be reclassified to Equipment Operator in the Water Utility at the conclusion of the three years.*
- 60.6 Future appointments to Water Service Working Supervisor shall require achievement of all three requirements outlined in ARTICLE 60.4 above.*

60.7 *Water Service Working Supervisor shall be paid the Water Service Working Supervisor rate of pay if they have three or fewer employees on their crew and shall be upgraded and paid the Maintenance Pipe Fitter Working Supervisor rate of pay if they have four or more employees on their crew.*

60.8 **ANAHEIM shall provide certification pay to employees in the Water Utility who possess Department of Health Services ("DHS") certification in Water Treatment and/or Water Distribution in accordance with the following schedule:**

<u>Classification</u>	<u>Certification Level I</u>		<u>Certification Level II</u>	
	<u>Treatment</u>	<u>Distribution</u>	<u>Treatment</u>	<u>Distribution</u>
-				
<u>WATER PRODUCTION</u>				
<u>Water Production Senior Supervisor</u>	<u>3</u>	<u>3</u>	<u>5</u>	<u>5</u>
<u>Water Production Supervisor</u>	<u>3</u>	<u>3</u>	<u>5</u>	<u>5</u>
<u>Water Production Technician</u>	<u>3</u>	<u>3</u>	<u>5</u>	<u>5</u>
<u>Apprent. Prod.Tech</u>	<u>3</u>	<u>3</u>	<u>5</u>	<u>5</u>
-				
<u>WATER OPERATIONS</u>				
<u>Senior Water System Operator</u>	<u>N/A</u>	<u>4</u>	<u>5</u>	<u>5</u>
<u>Water System Operator</u>	<u>4</u>	<u>4</u>	<u>5</u>	<u>5</u>
<u>Water System Operator Trainee</u>	<u>3</u>	<u>3</u>	<u>4</u>	<u>4</u>
-				
<u>WATER TRANSMISSION & DISTRIBUTION</u>				
<u>Maint. Pipefitter Work Supv.</u>	<u>2</u>	<u>3</u>	<u>5</u>	<u>5</u>
<u>Water Serv. Work Supv.</u>	<u>2</u>	<u>3</u>	<u>5</u>	<u>5</u>
<u>Maintenance Pipefitter</u>	<u>2</u>	<u>3</u>	<u>5</u>	<u>5</u>
<u>Water Meter Repairer II</u>	<u>2</u>	<u>3</u>	<u>5</u>	<u>5</u>
<u>Water Meter Repairer I</u>	<u>1</u>	<u>2</u>	<u>2</u>	<u>3</u>
-				
<u>WATER INSPECTION</u>				
<u>Senior Water Utility Inspector</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
<u>Water Utility Inspector</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>4</u>

60.8.1 An employee who has been certified at the grade level required for Level I in Water Treatment or Water Distribution as specified above shall receive \$45 per pay period for each category in which they have obtained the minimum required grade level.

60.8.2 An employee who has been certified at the grade level required for Level II in Water Treatment or Water Distribution as specified above shall receive \$75 for each category in which they have obtained the minimum required grade level.


60.8.3 In no event shall any employee receive more than \$75 per pay period for any category for which they may be eligible for certification pay.

60.8.4 Eligibility for certification pay shall continue only as long as the employee remains certified in good standing by the DHS.

60.9 Notwithstanding the provisions of Article 60.8 above, an employee who obtains a grade 5 certificate in Water Treatment or Water Distribution from the DHS shall be paid a one-time bonus of \$500, payable one (1) year after the date of the employee's certification by the DHS. An employee must be an active, full time employee at the time the payment is made in order to receive the bonus.

2. An employee in a classification listed in Article 60.8 above who currently possesses a grade 5 certification in either Water Treatment or Water Distribution shall be deemed eligible for the \$500 bonus payment authorized by Article 60.9 one (1) year following the approval of this Letter of Understanding by the Anaheim City Council.

STAFF OFFICIALS of the CITY OF ANAHEIM, a Municipal Corporation

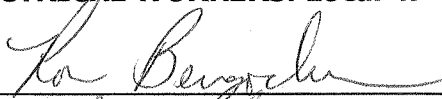
By: 

By: _____

By: _____

Dated: 1-26-07

INTERNATIONAL BROTHERHOOD of ELECTRICAL WORKERS. Local 47

By: 

By: 

By: _____

Dated: 1-26-07