

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 agreed to certain amendments to the Memorandum of Understanding that is in effect from July 28, 2005 through January 8, 2009. Specifically, the parties have agreed to the following terms and conditions:

1. Appendix "A" Wages of the Memorandum of Understanding shall be amended to reflect general wage adjustments of:

- One percent (**1%**) effective June 2, 2006;
- One percent (**1%**) effective December 1, 2006;
- Two percent (**2%**) effective January 12, 2007;
- Two percent (**2%**) effective January 11, 2008; and
- Four percent (**4%**) effective January 9, 2009.

2. Special market realignment adjustments in addition to the one percent (1%) general wage adjustment shall be made to the following benchmark classifications effective June 2, 2006:

➤ <u>Benchmark Classification</u>	<u>additional percentage</u>
Customer Information Systems Specialist	3%
Line Mechanic	4%
Utilities Customer Service Rep II	4%
Substation Electrician	5%
Meter Reader	2%
Water Production Technician	5%

3. Article 73 of the Memorandum of Understanding shall be amended to read:

Article 73
DURATION

73.1 The terms of this Memorandum are to remain in full force and effect until the 28th day of January, 2009. Upon adoption of a resolution approving this Memorandum, and the terms hereof by the Anaheim City Council, this Memorandum shall be in full force and effect.

4. ANAHEIM and IBEW agree that, during the term of this Memorandum of Understanding, labor market exigencies may require special market realignment increases to one or more benchmark classifications in addition to scheduled general wage adjustments in order for ANAHEIM to attract and retain qualified employees in classifications represented by the IBEW. IBEW agrees that the Human Resources Director may propose special market realignment increases when he or she determines that such adjustments are necessary to continue to attract and retain qualified employees. The IBEW agrees to an expedited bargaining process with respect to such proposals. Specifically, IBEW agrees that bargaining with respect to such proposals shall be limited to no more than two (2) meetings. At the conclusion of the second meeting, the City shall have the right to unilaterally implement its last, best, and final offer and the IBEW specifically waives its right to impasse proceedings.

The parties acknowledge that the provisions described above apply solely to special market realignment increases proposed by the Human Resources Director during the term of this Memorandum of Understanding. The parties further agree that the limited waiver of the IBEW's right to demand impasse proceedings shall not succeed the term of this Memorandum of Understanding which expires January 7, 2010.

5. Except as modified herein, all other terms and conditions of the Memorandum of Understanding dated July 28, 2005 through January 8, 2009 and extended to January 7, 2010 shall remain in full force and effect.

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

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

By: David Hill

By: _____

By: CSK

By: [Signature]

By: [Signature]

By: Ron Bengochia

By: [Signature]

By: _____

By: Patricia Saldias

By: _____

By: _____

By: _____

By: _____

By: _____

By: _____

By: _____

Dated: 5-23-2006

Dated: 5-23-2006

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