

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 in good faith and reached an understanding regarding employee wages and other terms and conditions of employment. The PARTIES have reached an understanding to amend the Memorandum of Understanding between the Parties as follows:

1. IBEW and ANAHEIM agree that Appendix "A" Wages will be modified, per the attached, to reflect a 3½% base wage increase to be effective January 2, 2004, and to reflect a special equity adjustment to be effective January 2, 2004, to the Line Mechanic benchmark of an additional 2%.
2. Commencing July 1, 2004, IBEW and ANAHEIM agree to meet and confer concerning Wages and possible modifications to Article 63 Post- Retirement Medical Benefits. Any changes resulting from these negotiations will be effective no sooner than January 14, 2005.
3. IBEW and ANAHEIM agree that Article 48, Shift Differential, will be amended as follows:


ARTICLE 48
SHIFT DIFFERENTIAL

- 48.1 *All work periods, regularly scheduled to begin at noon or later, but before 3:00 p.m.; will receive a shift differential of \$1.00 per hour. Effective January 3, 2003, such shift differential will increase to \$1.10 per hour. **Effective January 2, 2004, such shift differential will increase to \$1.25 per hour.***
 - 48.2 *All work periods regularly scheduled to begin at 3:00 p.m. or later, but before 3:00 a.m., will receive a shift differential of \$1.45 per hour. Effective January 3, 2003, such shift differential will increase to \$1.55 per hour. **Effective January 2, 2004, such shift differential will increase to \$1.75 per hour.***
 - 48.3 *When a shift premium is applicable to time worked at the overtime rate of pay, the overtime rate shall be applied to the applicable shift premium.*
 - 48.4 *When an employee is required to work continuously without a break beyond the end of his/her night shift, the overtime rate shall be applied to the applicable shift premium.*
 - 48.5 *Shift premium shall be payable only for hours actually worked and shall not be paid for non-work time, such as vacations, holidays, sick leave, etc.*
4. This Agreement constitutes the entire Agreement between the PARTIES. No modification of this Agreement shall be valid unless in writing and signed by the PARTIES. Any representation, warranty,

promise, or statement of information shall not bind the PARTIES unless it is specifically set forth in this Agreement.

STAFF OFFICIALS of the CITY of ANAHEIM, a Municipal Corporation

International Brotherhood of Electrical Workers, Local 47

By: 

By: Lee J. Sheldon

By: Mark B. [unclear]

By: Kathryn Spandolati

By: Ray [unclear]

By: Mike M. [unclear]

By: Ron Bengochia

By: 

Dated: 1-8-2004

APPENDIX "A"

WAGES

JANUARY 2, 2004 through JANUARY 13, 2005

<u>Classification</u>	<u>Sched/Step</u>	<u>Hourly Rates</u>	<u>Monthly Rates</u>	<u>Annual Rates</u>
Apparatus Repairer	U 3148 E-E	\$31.48 - \$31.48	\$5,456.53 - \$5,456.53	\$65,478.40 - \$65,478.40
Apprentice Electric Meter Technician	S 2676 J-E	\$21.99 - \$26.76	\$3,811.60 - \$4,638.40	\$45,739.20 - \$55,660.80
Apprentice Line Mechanic	S 2837 J-E	\$23.32 - \$28.37	\$4,042.13 - \$4,917.47	\$48,505.60 - \$59,009.60
Apprentice Maintenance Pipefitter	2076 B-E	\$18.45 - \$20.75	\$3,198.00 - \$3,596.67	\$38,376.00 - \$43,160.00
Apprentice Substation Electrician	S 2676 J-E	\$21.99 - \$26.76	\$3,811.60 - \$4,638.40	\$45,739.20 - \$55,660.80
Apprentice Substation Test Technician	S 2676 J-E	\$21.99 - \$26.76	\$3,811.60 - \$4,638.40	\$45,739.20 - \$55,660.80
Apprentice Utilities Systems Operator	S 2837 J-E	\$23.32 - \$28.37	\$4,042.13 - \$4,917.47	\$48,505.60 - \$59,009.60
Apprentice Water Production Technician	2209 A-E	\$18.88 - \$22.09	\$3,272.53 - \$3,828.93	\$39,270.40 - \$45,947.20
Customer Information Support Center Assistan	U 2199 A-E	\$18.80 - \$21.99	\$3,258.67 - \$3,811.60	\$39,104.00 - \$45,739.20
Customer Information Systems Specialist	2513 A-E	\$21.48 - \$25.13	\$3,723.20 - \$4,355.87	\$44,678.40 - \$52,270.40
Electric Crew Supervisor	U 3905 E-E	\$39.05 - \$39.05	\$6,768.67 - \$6,768.67	\$81,224.00 - \$81,224.00
Electric Meter Supervisor	U 3526 E-E	\$35.26 - \$35.26	\$6,111.73 - \$6,111.73	\$73,340.80 - \$73,340.80
Electric Meter Technician	2991 E-E	\$29.91 - \$29.91	\$5,184.40 - \$5,184.40	\$62,212.80 - \$62,212.80
Electrical Helper	S 2337 R-E	\$18.47 - \$23.37	\$3,201.47 - \$4,050.80	\$38,417.60 - \$48,609.60
Electrical Utility Inspector	2994 J-E	\$24.61 - \$29.94	\$4,265.73 - \$5,189.60	\$51,188.80 - \$62,275.20
Equipment Operator	SU 2343 J-E	\$19.26 - \$23.43	\$3,338.40 - \$4,061.20	\$40,060.80 - \$48,734.40
Laboratory Technician I	2128 R-E	\$16.82 - \$21.28	\$2,915.47 - \$3,688.53	\$34,985.60 - \$44,262.40
Laboratory Technician II	U 2554 R-E	\$20.18 - \$25.54	\$3,497.87 - \$4,426.93	\$41,974.40 - \$53,123.20
Line Crew Supervisor	U 3905 E-E	\$39.05 - \$39.05	\$6,768.67 - \$6,768.67	\$81,224.00 - \$81,224.00
Line Mechanic	3338 C-E	\$30.86 - \$33.38	\$5,349.07 - \$5,785.87	\$64,188.80 - \$69,430.40
Maintenance Pipefitter	2441 B-E	\$21.70 - \$24.41	\$3,761.33 - \$4,231.07	\$45,136.00 - \$50,772.80
Maintenance Pipefitter B	2392 B-E	\$21.26 - \$23.92	\$3,685.07 - \$4,146.13	\$44,220.80 - \$49,753.60
Maintenance Pipefitter Working Supervisor	U 2856 E-E	\$28.56 - \$28.56	\$4,950.40 - \$4,950.40	\$59,404.80 - \$59,404.80
Meter Reader	S 2101 R-E	\$16.60 - \$21.01	\$2,877.33 - \$3,641.73	\$34,528.00 - \$43,700.80
Senior Apparatus Repairer	U 3463 C-E	\$32.02 - \$34.63	\$5,550.13 - \$6,002.53	\$66,601.60 - \$72,030.40
Senior Electric Meter Technician	U 3148 C-E	\$29.11 - \$31.48	\$5,045.73 - \$5,456.53	\$60,548.80 - \$65,478.40
Senior Electrical Utility Inspector	3443 A-E	\$29.43 - \$34.43	\$5,101.20 - \$5,967.87	\$61,214.40 - \$71,614.40
Senior Utilities Service Representative	U 2458 J-E	\$20.20 - \$24.58	\$3,501.33 - \$4,260.53	\$42,016.00 - \$51,126.40
Senior Warehouse & Toolroom Worker	U 2321 C-E	\$21.46 - \$23.21	\$3,719.73 - \$4,023.07	\$44,636.80 - \$48,276.80
Senior Water System Operator	U 3193 J-E	\$26.24 - \$31.93	\$4,548.27 - \$5,534.53	\$54,579.20 - \$66,414.40
Senior Water Utility Inspector	3443 A-E	\$29.43 - \$34.43	\$5,101.20 - \$5,967.87	\$61,214.40 - \$71,614.40
Service Crew Supervisor	U 3739 E-E	\$37.39 - \$37.39	\$6,480.93 - \$6,480.93	\$77,771.20 - \$77,771.20
Substation Electrician	3148 C-E	\$28.11 - \$31.48	\$6,045.73 - \$6,456.53	\$70,548.80 - \$76,478.40
Substation Electrician Supervisor	U 3683 E-E	\$36.83 - \$36.83	\$6,383.87 - \$6,383.87	\$76,606.40 - \$76,606.40
Substation Test Technician	3305 J-E	\$27.16 - \$33.05	\$4,707.73 - \$5,728.67	\$56,492.80 - \$68,744.00
Substation Test Technician Supervisor	U 3683 E-E	\$36.83 - \$36.83	\$6,383.87 - \$6,383.87	\$76,606.40 - \$76,606.40

APPENDIX "A"

WAGES

JANUARY 2, 2004 through JANUARY 13, 2005

<u>Classification</u>	<u>Sched/Step</u>	<u>Hourly Rates</u>	<u>Monthly Rates</u>	<u>Annual Rates</u>
Toolroom Technician	U 3338 E-E	\$33.38 - \$33.38	\$5,785.87 - \$5,785.87	\$69,430.40 - \$69,430.40
Utilities Customer Service Rep I	1745 J-E	\$14.34 - \$17.45	\$2,485.60 - \$3,024.67	\$29,827.20 - \$36,296.00
Utilities Customer Service Rep II	2053 J-E	\$16.87 - \$20.53	\$2,924.13 - \$3,558.53	\$35,089.60 - \$42,702.40
Utilities Customer Service Rep III	U 2156 J-E	\$17.72 - \$21.56	\$3,071.47 - \$3,737.07	\$36,857.60 - \$44,844.80
Utilities Generation Technician	3148 C-E	\$29.11 - \$31.48	\$5,045.73 - \$5,456.53	\$60,548.80 - \$65,478.40
Utilities Senior Customer Service Rep	U 2361 J-E	\$19.41 - \$23.61	\$3,364.40 - \$4,092.40	\$40,372.80 - \$48,108.80
Utilities Service Representative	U 2353 J-E	\$19.34 - \$23.53	\$3,352.27 - \$4,078.53	\$40,227.20 - \$48,942.40
Utilities Systems Operator	U 3572 A-E	\$30.53 - \$35.72	\$5,291.87 - \$6,191.47	\$63,502.40 - \$74,297.60
Utilities Troubleshooter	U 3572 E-E	\$35.72 - \$35.72	\$6,191.47 - \$6,191.47	\$74,297.60 - \$74,297.60
Utilities Troubleshooter Supervisor	U 3905 E-E	\$39.05 - \$39.05	\$6,768.67 - \$6,768.67	\$81,224.00 - \$81,224.00
Utilities Yard Working Supervisor	U 2476 E-E	\$24.76 - \$24.76	\$4,291.73 - \$4,291.73	\$51,500.80 - \$51,500.80
Warehouse & Toolroom Worker	U 2063 J-E	\$16.96 - \$20.63	\$2,939.73 - \$3,575.87	\$35,276.80 - \$42,910.40
Water Meter Repairer I	S 2153 A-E	\$18.40 - \$21.53	\$3,189.33 - \$3,731.87	\$38,272.00 - \$44,782.40
Water Meter Repairer II	SU 2225 A-E	\$19.02 - \$22.25	\$3,296.80 - \$3,856.67	\$39,561.60 - \$46,280.00
Water Production Technician	U 2599 B-E	\$23.11 - \$25.99	\$4,005.73 - \$4,504.93	\$48,068.80 - \$54,059.20
Water Production Technician Supervisor	U 2859 E-E	\$28.59 - \$28.59	\$4,955.60 - \$4,955.60	\$59,467.20 - \$59,467.20
Water Service Working Supervisor	U 2685 E-E	\$26.85 - \$26.85	\$4,654.00 - \$4,654.00	\$55,848.00 - \$55,848.00
Water System Operator	3041 J-E	\$24.99 - \$30.41	\$4,331.60 - \$5,271.07	\$51,979.20 - \$63,252.80
Water Treatment Operator	U 2432 R-E	\$19.22 - \$24.32	\$3,331.47 - \$4,215.47	\$39,977.60 - \$50,585.60
Water Utility Inspector	2994 J-E	\$24.61 - \$29.94	\$4,265.73 - \$5,189.60	\$51,188.80 - \$62,275.20

MAINTENANCE/CONVENTION CENTER CLASSIFICATIONS

Apprentice HVAC Mechanic	S 2408 J-E	\$19.79 - \$24.08	\$3,430.27 - \$4,173.87	\$41,163.20 - \$50,086.40
Facility & Event Electrician	2833 C-E	\$26.19 - \$28.33	\$4,539.60 - \$4,910.53	\$54,475.20 - \$58,926.40
HVAC Mechanic	2833 J-E	\$23.29 - \$28.33	\$4,036.93 - \$4,910.53	\$48,443.20 - \$58,926.40
Lead Facility & Event Electrician	U 3116 E-E	\$31.16 - \$31.16	\$5,401.07 - \$5,401.07	\$64,812.80 - \$64,812.80
Lead HVAC Mechanic	U 3116 A-E	\$26.64 - \$31.16	\$4,617.60 - \$5,401.07	\$55,411.20 - \$64,812.80

Reflects a General Salary Increase of 3.5%

Reflects a Special Equity Adjustment for Line Mechanic Benchmark series of 2%

