

**SIDE LETTER AGREEMENT
BETWEEN THE
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 1245
AND
THE CITY OF ROSEVILLE
RELATED TO THE DELAY OF THE NEGOTIATED LABOR MARKET ADJUSTMENTS**

The City of Roseville (hereinafter referred to as “City”) and the International Brotherhood of Electrical Workers, Local 1245 (hereinafter referred to as “Local 1245”) entered into a Memorandum of Understanding (“MOU”) with a term beginning on April 27, 2019, and expiring on April 30, 2022. The City and Local 1245 are collectively referred to herein as the “Parties.”

Background and Overview

The Parties voluntarily and in good faith mutually agreed to meet and confer concerning upcoming labor market adjustments in light of the unprecedented COVID-19 pandemic emergency. This Agreement relates to a modification of the City’s provision of labor market adjustments to delay the implementation from the first pay period of May 2020 to the first pay period in August 2020. The parties discussed implementing the delayed Labor Market Adjustments described below retroactive to the first pay period in May 2020.

The specific provisions contained in this Agreement are intended to supersede any previous agreements, whether oral or written, regarding the matters contained in this Agreement.

The Parties have satisfied their obligations to meet and confer in good faith in accordance with the Meyers-Milias-Brown Act (“MMBA”).

Except as provided here, all wages, hours, and other terms and conditions of employment presently in the City’s MOU with the Local 1245 remain in full force and effect.

A. The Parties mutually agree to replace Chapter 2, Article I, Salaries, section A (2) a., 2020 Labor Market Adjustments with the following language:

After the meet and confer is completed, the Total Compensation Study will be prepared at the City's expense and the City will provide a draft of the result of the Total Compensation Study to IBEW 1245 for comments and to review for accuracy no later than March 1, 2020. IBEW 1245 will provide any comments regarding the accuracy of the Total Compensation Survey no later than April 1, 2020. Salary increases, if applicable, for the surveyed classifications that are behind market median, and their related internal relationships, will be implemented in the first pay period in MayAugust 2020, for Salary Schedule B and Salary Schedule A, retroactive to the first pay period in May 2020.

The May 2020 Labor Market Adjustments are as follows:

<u>CLASS TITLE</u>	<u>Salary Schedule B % Changes</u>	<u>Salary Schedule A % Change</u>
<u>Electric Apprentice Line Technician</u>	<u>10.00%</u>	<u>10.00%</u>
<u>Electric Drafting Technician I</u>	<u>8.73%</u>	<u>8.73%</u>
<u>Electric Drafting Technician II</u>	<u>8.73%</u>	<u>8.73%</u>
<u>Electric Engineering Technician I</u>	<u>10.00%</u>	<u>10.00%</u>
<u>Electric Engineering Technician II</u>	<u>10.00%</u>	<u>10.00%</u>
<u>Electric Line Technician</u>	<u>10.00%</u>	<u>10.00%</u>
<u>Electric Line Troubleshooter</u>	<u>10.00%</u>	<u>10.00%</u>
<u>Electric Materials Technician I</u>	<u>2.04%</u>	<u>2.04%</u>
<u>Electric Materials Technician II</u>	<u>2.04%</u>	<u>2.04%</u>
<u>Electric Metering Systems Technician I</u>	<u>4.99%</u>	<u>4.99%</u>
<u>Electric Metering Systems Technician II</u>	<u>4.99%</u>	<u>4.99%</u>
<u>Electric Pre-Apprentice</u>	<u>10.00%</u>	<u>10.00%</u>
<u>Electric Preventive Data System Technician</u>	<u>2.04%</u>	<u>2.04%</u>
<u>Electric Substation Technician I</u>	<u>7.16%</u>	<u>7.16%</u>
<u>Electric Substation Technician II</u>	<u>7.16%</u>	<u>7.16%</u>
<u>Electric System Dispatcher</u>	<u>10.00%</u>	<u>10.00%</u>
<u>Electric Technology System Technician</u>	<u>6.35%</u>	<u>6.35%</u>
<u>Electric Utility Inspection Technician</u>	<u>10.00%</u>	<u>10.00%</u>
<u>Electronics Technician I</u>	<u>1.78%</u>	<u>0.00%</u>
<u>Electronics Technician II</u>	<u>1.78%</u>	<u>0.00%</u>
<u>Environmental Utilities Instrument and Control Technician I</u>	<u>1.78%</u>	<u>0.00%</u>
<u>Environmental Utilities Instrument and Control Technician II</u>	<u>1.78%</u>	<u>0.00%</u>
<u>Instrument and Control Technician</u>	<u>1.51%</u>	<u>1.51%</u>
<u>Materials Technician</u>	<u>2.04%</u>	<u>2.04%</u>
<u>Plant and Equipment Maintenance Worker I</u>	<u>2.04%</u>	<u>2.04%</u>
<u>Plant and Equipment Maintenance Worker II</u>	<u>2.04%</u>	<u>2.04%</u>
<u>Plant and Equipment Mechanic I</u>	<u>2.04%</u>	<u>2.04%</u>
<u>Plant and Equipment Mechanic II</u>	<u>2.04%</u>	<u>2.04%</u>
<u>Power Engineer I</u>	<u>3.74%</u>	<u>3.74%</u>
<u>Power Engineer II</u>	<u>3.74%</u>	<u>3.74%</u>
<u>Power Plant Engineer I</u>	<u>3.74%</u>	<u>3.74%</u>
<u>Power Plant Engineer II</u>	<u>3.74%</u>	<u>3.74%</u>
<u>Power Plant Mechanic</u>	<u>3.56%</u>	<u>3.56%</u>
<u>Power Plant Operator Technician I</u>	<u>1.51%</u>	<u>1.51%</u>
<u>Power Plant Operator Technician II</u>	<u>1.51%</u>	<u>1.51%</u>

<u>Predictive Maintenance Technician I</u>	<u>1.78%</u>	<u>0.00%</u>
<u>Predictive Maintenance Technician II</u>	<u>1.78%</u>	<u>0.00%</u>
<u>Preventative Maintenance Coordinator</u>	<u>0.00%</u>	<u>0.00%</u>
<u>Preventative Maintenance Technician I</u>	<u>6.40%</u>	<u>0.00%</u>
<u>Preventative Maintenance Technician II</u>	<u>6.40%</u>	<u>0.00%</u>
<u>SCADA System Technician</u>	<u>1.78%</u>	<u>0.00%</u>
<u>Senior Electric Line Technician</u>	<u>10.00%</u>	<u>10.00%</u>
<u>Senior Electric Materials Technician</u>	<u>2.04%</u>	<u>2.04%</u>
<u>Senior Electric Metering Systems Technician</u>	<u>4.99%</u>	<u>4.99%</u>
<u>Senior Electric Substation Technician</u>	<u>7.16%</u>	<u>7.16%</u>
<u>Senior Electric System Dispatcher</u>	<u>10.00%</u>	<u>10.00%</u>
<u>Senior Electronic Technician</u>	<u>1.78%</u>	<u>0.00%</u>
<u>Senior Plant and Equipment Mechanic</u>	<u>2.04%</u>	<u>2.04%</u>
<u>Senior Power Plant Operator Technician</u>	<u>1.51%</u>	<u>1.51%</u>
<u>Senior Preventative Maintenance Technician</u>	<u>1.78%</u>	<u>0.00%</u>
<u>Senior SCADA System Technician</u>	<u>1.78%</u>	<u>0.00%</u>
<u>Senior Wastewater Utility Maintenance Worker</u>	<u>4.00%</u>	<u>4.00%</u>
<u>Senior Water Distribution Worker</u>	<u>4.00%</u>	<u>4.00%</u>
<u>Traffic Signal Maintenance Worker I</u>	<u>4.01%</u>	<u>4.01%</u>
<u>Traffic Signal Maintenance Worker II</u>	<u>4.01%</u>	<u>4.01%</u>
<u>Wastewater Utility Maintenance Worker I</u>	<u>4.34%</u>	<u>4.34%</u>
<u>Wastewater Utility Maintenance Worker II</u>	<u>4.01%</u>	<u>4.01%</u>
<u>Water Conservation Specialist</u>	<u>4.00%</u>	<u>4.00%</u>
<u>Water Conservation Worker I</u>	<u>4.34%</u>	<u>4.34%</u>
<u>Water Conservation Worker II</u>	<u>4.01%</u>	<u>4.01%</u>
<u>Water Distribution Worker I</u>	<u>4.34%</u>	<u>4.34%</u>
<u>Water Distribution Worker II</u>	<u>4.01%</u>	<u>4.01%</u>

B. The Parties understand that this agreement needs to be presented to the membership for a ratification vote. If the vote is not approved by membership, the Parties agree that the City will take the Council Communication for approval of the Labor Market Adjustments on the May 20, 2020, Council agenda, to be paid retroactive to the first pay period in May 2020.

THESE TERMS WERE APPROVED BY A VOTE OF THE IBEW MEMBERSHIP.

Date: 5/7/2020

Charity Jordan

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 1245

Date: 5/7/2020


CITY OF ROSEVILLE