

Side Letter Agreement
Between
City of Roseville
And
IBEW, Local 1245

Updated Apprentices Program

The City of Roseville (hereinafter referred to as "City") and International Brotherhood of Electrical Workers, AFLCIO, Local 1245 (hereinafter referred to as "IBEW Local 1245") entered into a Memorandum of Understanding ("MOU") with a term May 1, 2019, to April 30, 2022. The City and IBEW Local 1245 are collectively referred to herein as the "Parties."

Overview and Background:

In accordance with an agreement reached with IBEW Local 1245 on October 16, 2019, the City developed an apprentice program for both Electric Substation Technicians and Electric Metering Systems Technicians. This program was modeled after the Line Tech Apprentices Program.

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-Milius-Brown Act ("MMBA"). Except as provided here, all wage, hours, and other terms and conditions of employment, including but not limited to those presently in the City's MOU and SLAs with the IBEW Local 1245, and Personnel Rules Chapter 3.16 Discipline, remain in full force and effect.

The parties agree to implement an update to the existing apprentice program that is consistent with the current MOU provisions, Chapter 7, Article IX, except as follows, which is captured in the Apprentices Program (see attached):

1. **Probation:** The probation period for Apprentice Electric Metering Systems Technician is not to exceed forty-two (42) months and the Apprentice Electric Substation Technician probation period is not to exceed fifty-four (54) months.
2. **Salary:** Both The Electric Metering Systems Technician I/II and Electric Substation Technician I/II will become single level classifications. Both the Electric Metering Systems Technician and Electric Substation Technician salary schedules will become one step only, Step A. Current Technician II Step H on the A schedule and current Technician II Step O on the B schedule will become the single Step A for both.

The pay schedule for **Apprentice Electric Substation Technician** is as follows: Pay scale is percentage of top step Electric Substation Technician (six month increments). Progress through the steps is based on completing training assigned for each step.

<u>Step</u>	<u>Hourly %</u>
Step A.....	55% (1-6 months)
Step B.....	60% (7-12 months)
Step C.....	65% (13-18 months)
Step D.....	70% (19-24 months)
Step E.....	75% (25-30 months)
Step F.....	80% (31-36 months)
Step G.....	85% (37-42 months)
Step H.....	90% (43-48 months)

Upon successful completion of the Journeyman Electric Substation Technician test, the Apprentice Substation Technician Step H promotes to Electric Substation Technician pay scale (i.e., the top salary step effective as 1/1/22).

The pay schedule for **Apprentice Metering System Technician** is as follows: Pay scale is percentage of top step Electric Metering Systems *Technician* (six month increments). Progress through the steps is based on completing training assigned for each step.

<u>Step</u>	<u>Hourly %</u>
Step A.....	65% (1-6 months)
Step B.....	70% (7-12 months)
Step C.....	75% (13-18 months)
Step D.....	80% (19-24 months)
Step E.....	85% (25-30 months)
Step F.....	90% (31-36 months)

Upon Successful completion of Journeyman Electric Metering Technician test, the Apprentice Electric Metering System Technician Step F promotes to Electric Metering Technician pay scale (i.e., the top salary step effective as 1/1/22).

The parties mutually agree that probationary period identified in this side letter shall be incorporated into the successor Memorandum of Understanding.

THESE ARE TENTATIVE TERMS SUBJECT TO APPROVAL OF THE CITY COUNCIL.

Date: _____

City:

IBEW Local 1245:

Dom Casey, City Manager



Charley Souders, Business Representative