MEMORANDUM OF UNDERSTANDING

between

THE DESIGNATED REPRESENTATIVES OF THE CITY OF REDDING

and

THE DESIGNATED REPRESENTATIVES OF LOCAL UNION 1245
of
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
AFL-CIO
MAINTENANCE EMPLOYEES

EFFECTIVE:	July 1, 1970 (Insofar as legally possible)
AMENDED:	June 16, 1971, to be effective July 1, 1971
AMENDED:	June 15, 1972, to be effective July 1, 1972
AMENDED:	June 11, 1973, to be effective June 13, 1973
AMENDED:	June 26, 1974, to be effective July 1, 1974
AMENDED:	May 29, 1975, to be effective June 29, 1975
AMENDED:	June 21, 1978, to be effective June 25, 1978
AMENDED:	July 30, 1981, to be effective August 2, 1981
AMENDED:	July 16, 1984, to be effective July 15, 1984
AMENDED:	October 7, 1987, to be effective October 4, 1987
AMENDED:	November 15, 1990, to be effective October 28, 1990
AMENDED:	May 14, 1993, to be effective May 23, 1993
AMENDED:	September 28, 1994, to be effective September 20, 1994
AMENDED:	September 11, 1996, to be effective September 22, 1996
AMENDED:	February 1, 2000, to be effective December 12, 1999
AMENDED:	October 1, 2002, to be effective September 15, 2002
AMENDED:	September 7, 2004, to be effective September 12, 2004
AMENDED:	May 19, 2009, to be effective May 1, 2009
AMENDED:	January 5, 2011, to be effective December 26, 2010
AMENDED:	August 31, 2013, to be effective September 18, 2013
AMENDED:	January 31, 2016, to be effective February 2, 2016
AMENDED:	March 15, 2018, to be effective April 3, 2018
AMENDED:	December 3, 2019, to be effective December 4, 2019

TABLE OF CONTENTS

ARTICLE 1: PREAMBLE 1

ARTICLE 2: RECOGNITION 2

ARTICLE 3: UNION SECURITY 3

ARTICLE 4: GRIEVANCE PROCEDURE 4

ARTICLE 5: SAFETY 6

ARTICLE 6: DISABILITY AND UNEMPLOYMENT 6

ARTICLE 7: EMPLOYEE STATUS 8

ARTICLE 8: WAGES AND CLASSIFICATIONS 8

ARTICLE 9: HOURS AND OVERTIME 11

ARTICLE 10: SENIORITY 15

ARTICLE 11: PROMOTION AND TRANSFER 15

ARTICLE 12: DEMOTION, DISPLACEMENT, AND LAYOFF 19

ARTICLE 13: LEAVE OF ABSENCE 19

ARTICLE 14: EXPENSES 20

ARTICLE 15: SICK LEAVE 22

ARTICLE 16: FUNERAL LEAVE 23

ARTICLE 17: HOLIDAYS 24

ARTICLE 18: VACATIONS 25

ARTICLE 19: INCLEMENT WEATHER PRACTICE 26

ARTICLE 20: MISCELLANEOUS 26

ARTICLE 21: EMPLOYEE BENEFIT PROGRAMS 29

ARTICLE 22: ENTIRE AGREEMENT 34

ARTICLE 23: TERM 35

EXHIBIT A: SCHEDULE OF WAGE RATES

EXHIBIT B: JOB DEFINITIONS

EXHIBIT C: LINES OF PROGRESSION

EXHIBIT D: STANDBY DUTY

EXHIBIT E: STANDBY DUTY FOR CERTIFIED WATER DISTRIBUTION PERSONNEL

EXHIBIT F: VEHICLE/EQUIPMENT OPERATION DIRECTORY

EXHIBIT G: GRIEVANCE FORM

EXHIBIT H: HAZMAT RESPONSE PROGRAM

MEMORANDUM OF UNDERSTANDING

THIS MEMORANDUM OF UNDERSTANDING, made and entered into this 28th day of July 1970, by and between the designated representatives of the CITY OF REDDING (a public agency as defined in Section 3501(c) of Chapter 10 of Division 4 of Title 1 of the Government Code of the State of California), hereinafter referred to as the City, and the designated representatives of LOCAL UNION 1245 of INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, affiliated with the American Federation of Labor - Congress of Industrial Organizations (a recognized employee organization as defined in Section 3501(b) of Chapter 10 of Division 4 of Title 1 of the Government Code of the State of California), hereinafter referred to as Union,

WITNESSETH that:

WHEREAS, the parties hereto desire to facilitate the peaceful adjustment of differences that may from time to time arise between them, to promote harmony and efficiency to the end that the City, Union and the general public may benefit there from, and to establish fair and equitable wages, hours and working conditions for certain hereinafter designated employees of the City,

NOW, THEREFORE, the parties hereto do agree as follows:

ARTICLE 1: PREAMBLE

1.1 The parties acknowledge the provisions of Chapter 10 (Section 3500, et seq.) of Division 4 of Title 1 of the Government Code of the State of California.

1.2 It is the policy of the City and Union not to, and neither party will interfere with, intimidate, restrain, coerce or discriminate against any employee because of race, color, sex, sexual orientation, citizenship status, marital status, ethnicity, age (for people over 40), religion, gender identity, gender expression, genetic information, national origin and ancestry, political affiliation, creed, military or veteran status, physical disability, mental disability, medical condition or any other characteristic protected by state or federal law. 1.3 The City is engaged in rendering services to the public, and the City and Union recognize their mutual obligation for the continuous rendition and availability of such services.

1.4 The duties performed by employees of City as part of their employment pertain to and are essential to the operation of a municipality and the welfare of the public dependent thereon. During the term of this Memorandum of Understanding employees shall not partially or totally abstain from the performance of their duties for City during regular work hours or on an overtime basis. Union shall not call upon or authorize employees individually or collectively to engage in such activities and shall make a reasonable effort under the circumstances to dissuade employees from engaging in such activities and City shall not cause any lockout. Those employees who do individually or collectively partially or totally abstain from the performance of their duties for City during regular work hours or on an overtime basis shall be subject to disciplinary action up to and including discharge from employment.

1.5 City employees shall perform loyal and efficient work and service, and shall use their influence and best efforts to protect the properties of City and its service to the public, and shall cooperate in promoting and advancing the welfare of City and in preserving the continuity of its service to the public at all times.

1.6 City and Union shall cooperate in promoting harmony and efficiency among City employees.

1.7 The management of the City and its business and the direction of its working forces are vested exclusively in City, and this includes, but is not limited to, the following: to direct and supervise the work of its employees, to hire, promote, demote, transfer, suspend, and discipline or discharge employees for just cause; to plan, direct, and control operations; to lay off employees because of lack of work or for other legitimate reasons; to introduce new or improved methods or facilities, provided, however, that all of the foregoing shall be subject to the provisions of this Memorandum of Understanding.

ARTICLE 2: RECOGNITION

2.1 The City recognizes the Union as the "Exclusive Representative" of all employees of the City who hold a classification listed on Exhibit "A" of this Memorandum of Understanding. The provisions of this Memorandum of Understanding hereinafter set forth shall apply only to those employees of the City of Redding for whom Local Union 1245 is the established exclusive representative.

2.2 Official representatives of Union will be permitted access to City property to confer with City employees on matters of employer-employee relations but such representatives shall not interfere with work in progress without agreement of Management.

2.3 The City will provide the Union adequate bulletin board space for the purpose of posting thereon matters relating to official Union business.

2.4 The City will not interfere with, intimidate, restrain, coerce or discriminate against any employee because of the employee's membership in Union or the employee's activity on behalf of Union.

2.5 Any employee, at the employee's request, shall be permitted representation by a Union representative. The foregoing shall apply to reprimands, disciplinary actions, investigations, and hearings, providing there is no unreasonable delay in obtaining representation. The City has the right to reasonably limit the number of Union Stewards at any given meeting, based on scheduling, need and topic to be discussed.

2.6 Joint Shop Steward-Management meetings shall be held at least two (2) times a year in February and August or more often as agreed upon by Union and Management. The purpose of these meetings shall be to promote harmony and efficiency and to improve communications between employees and all levels of management. The meeting agenda shall be determined by those in attendance and there shall be no restrictions on the subject matter; provided, the meetings shall not substitute for normal grievance procedures or for formal negotiations between the parties. Those in attendance shall consist of Union's Business Representative and Shop Stewards and the City's Labor Representative and such other management personnel as

determined by the City Manager. The meetings shall be summarized in written minutes. Except that the provisions of this section shall be observed, the meetings shall be self-organizing.

2.7 Whenever any employee is absent from work as a result of a formal request by the Union's Business Manager and is engaged in official Union business, the City shall pay for all regular time lost and shall be reimbursed therefore by the Union at the rate of one hundred and fifty percent (150%) of the employee's regular wage rate.

ARTICLE 3: UNION DUES AND FEES

3.1(a) The City will take payroll deductions from bargaining unit employees for any International Brotherhood of Electrical Workers Local Union 1245 ("Union") dues or fees authorized by the employee.

3.1(b)The Union shall notify the City of any employee who has given the Union written authorization for deduction of any Union dues or fees. The Union certifies that it shall collect and will maintain records of individual employee authorizations for deductions of said dues or fees. The Union agrees to notify the City of any changes in employee authorizations to deduct Union dues or fees. The City shall rely on the Union's certification of any dues and fees authorized by an employee and will not require the Union to provide a copy of the employee's authorization unless a dispute arises about the existence of terms of the authorization. Any inquiries by employees regarding Union dues or fees should be directed to the Union.

3.1(c) Upon Union notification to the City of written authorization by an employee, deductions shall be made from the first and second payroll periods of each month and a check for the total deductions shall be submitted to the Union within five (5) working days of the date the dues are withheld from the employee's check. The total deductions shall be submitted to the Financial Secretary of Local Union 1245, IBEW, P.O. Box 2547, Vacaville, CA 95696-9908. Any employee appointed to any classification out of the bargaining unit covered by this Memorandum of Understanding may temporarily suspend their authorization to pay Union dues and fees, and upon notice to the City by the Union of such temporary suspension, the employee's payroll deductions of any Union dues or fees shall be suspended for the duration of such period as the individual is working for City in a job classification not covered by this Memorandum of Understanding.

3.2 At least every 120 days, the City will provide the Union with a master list of all bargaining unit employees. The Master list will include the following information: Name, address, job title, department.

3.3 The City will provide the Union with not less than 10 calendars days' advanced notice of the time, date, and allocation of a new hire orientation session of any new employee. The City and the Union agree that a designated IBEW representative will be offered the opportunity to meet with newly hired members during the new hire orientation process or within 10 working days from the date of hire for 30 minutes.

3.4 The Union must indemnify the City against any liability arising from any claims, demands, or actions made by any employee for deductions made pursuant to this article in reliance on information provided by the Union.

3.5 In the event that any provision of this article is declared by a court competent jurisdiction to be illegal or unenforceable, the parties agree that the County will cease abiding by such provisions.

ARTICLE 4: GRIEVANCE PROCEDURE

4.1(a) Any grievance, which may arise between Union, or any of its members, and the City, with respect to the interpretation or application of any of the terms of this Memorandum of Understanding, and with respect to such matters as the alleged discriminatory or arbitrary discharge, demotion or discipline of an individual employee, shall be determined by the provisions of the following procedure, except that such matters as are included in the definition of impasse as set forth in Resolution No. 2012-091 are not a grievance.

4.1(b) Discipline involving more than a reprimand (i.e., discharge, demotion or suspension): 1) Disciplinary grievances must be filed within (10) working days of receiving a Notice of Discipline; 2) Disciplinary grievances shall commence at step 3 of this procedure and may continue to step 7. Probationary employees shall not be entitled to invoke Article 4, Discipline Grievance Procedure, with regard to matters of discharge or demotion. This shall not, however, prevent a probationary employee from exercising any other rights under this procedure.

4.1 (c) Work day as used in this Article shall mean any day when City Hall is open to serve the public.

4.2 Step One: The initial step in the adjustment of a grievance shall be a discussion between the Shop Steward and the immediate supervisor directly involved who will answer within ten (10) work days. This step shall be started within thirty (30) work days of the date of the action complained of, or the date the grievant became aware of the incident which is the basis for the grievance. This step may be taken during the working hours of the Shop Steward.

4.3 Step Two: If a grievance is not resolved in the initial step, the second step shall be the presentation of the grievance, in writing, by the Shop Steward or the Union's Business Representative to the Division Head who shall answer in writing within ten (10) days work. This step shall be taken within ten (10) work days of the date of the immediate supervisor's verbal answer in Step One.

4.4 Step Three: If a grievance is not resolved in the second step, the third step shall be the presentation of the grievance, in writing, and shall include an explanation why the response at Step Two did not resolve the grievance, by the Shop Steward or the Union's Business Representative to the Department Head who shall answer in writing within ten (10) work days. This step shall be taken within ten (10) work days of the date of the Division Head's answer in Step Two.

4.5 Step Four: If a grievance is not resolved in the third step, the fourth step shall be the presentation of the grievance, in writing, and shall include an explanation why the response at Step Three did not resolve the grievance, by either the Shop Steward, or the Union's Business Representative, to the City's Labor Relations Representative who shall conduct an investigation and attempt to resolve the grievance. If no resolution of the grievance is achieved, the City's Labor Relations Representative shall provide the Union's Business Representative with the City's answer to the grievance in writing. This step shall be taken within ten (10) work days of the date of the Department Head's answer in Step Three.

4.6 Step Five: If a grievance is not resolved in the fourth step, the fifth step shall be the presentation of the grievance, in writing, and shall include an explanation why the response at Step Four did not resolve the grievance, by the Union's Business Representative to the City Manager, or designee, who shall answer, in writing, within ten (10) work days. The fifth step shall be taken within ten (10) work days of the date of the answer in Step Four.

4.7 Step six: If a grievance is not resolved in the fifth step, the sixth step shall be referral by the Union to mediation within twenty (20) work days of the answer in step five. Whenever a grievance is referred to mediation, either the Union or the City may request that the California State Mediation and Conciliation Service refer a state mediator. The mediator shall assist the Parties in the resolution of the grievance in the same manner as that which is normally used in the mediation of interest disputes. Referral to step seven shall not occur until a mediator has released the Parties from the mediation process.

4.8(a) Step Seven: If a grievance is not resolved in the Sixth step, the Seventh step shall be referral by either the City, or the Union, to arbitration. The Seventh step shall be taken within twenty (20) work days of the date of the answer in Step Six.

4.8(b) An arbitrator shall be appointed on each occasion that a grievance is submitted to arbitration. The arbitrator shall be chosen by mutual agreement of the City and Union. In the event that the City and Union are unable to agree on the selection of an arbitrator they shall request the State of California Mediation and Conciliation Service to nominate five (5) persons for arbitrator. The City and the Union each will alternately challenge two (2) of such nominees, the party having the first challenge to be determined by lot. The remaining nominee shall be accepted as the arbitrator and the arbitrator's compensation and expenses shall be borne equally by the City and Union. The City and Union shall pay the compensation and expenses of their respective appointees and witnesses. At Union's request the City shall release employees from duty to participate in arbitration proceedings.

4.8(c) The arbitrator shall hold such hearings and shall consider such evidence as appears necessary and proper. The first hearing should be held within ninety (90) days of the date of referral to arbitration. Following the hearings and prior to the arbitrator's final decision, the arbitrator shall submit a proposed decision to the parties for their review and the opportunity to submit additional information prior to the arbitrator's decision becoming final and binding on the parties. Any additional information submitted by either party shall be submitted to the arbitrator and the other party. Thereafter, the decision of the arbitrator shall be final and binding on City and Union and the aggrieved employee, if any, provided that such decision does not in any way add to, disregard or modify any of the provisions of this Memorandum of Understanding.

4.9 Failure by the Union to meet any of the aforementioned time limits as set forth in Section 4.2, 4.3, 4.4, 4.5, 4.6, 4.7 or 4.8(a) will result in forfeiture. Failure by the City to meet any of the aforementioned time limits as set forth in Sections 4.2, 4.3, 4.4, 4.5, or 4.6 will allow the Union to go forward with the grievance to the next step of the established procedures. Except, however, that the aforementioned time limits may be extended, in writing, by mutual agreement. Grievances settled by forfeiture shall not bind either party to an interpretation of this Memorandum of Understanding, nor shall such settlements be cited by either party as evidence in the settlement of subsequent grievances.

4.10 Notwithstanding the aforementioned procedure, any individual employee shall have the right to present grievances to the City and to have such grievance adjusted without the intervention of Union, provided that the adjustment shall not be inconsistent with this Memorandum of Understanding and provided, further, that Union's Business Representative shall be given an opportunity to be present at such adjustment. Grievances settled by individual employees without representation by Union officials shall not bind either party to an interpretation of this Memorandum of Understanding.

ARTICLE 5: SAFETY

5.1 The City Council desires to maintain a safe place of employment for City employees and to that end City Management shall make all reasonable provisions necessary for the safety of employees in the performance of their work.

5.2 Regular "tailgate" meetings will be held on all jobs, with the exception of the Solid Waste Truck Driver classification, to plan the job and emphasize safety in their performance.

5.3 Regular safety meetings will be held at least every other month for the purpose of reviewing accidents and preventing their recurrence, eliminating hazardous conditions and familiarizing employees with safe work procedures and applicable State Safety Orders and for training in first aid. The City will notify the Union of the date, time and place of such meetings, in order that the Union's Business Representatives may attend and participate.

5.4 In the event of an accident, resulting in serious injury or death of an employee of the City, the City will notify the Union immediately in order that the Union's Business Representative may conduct an investigation of the accident.

5.5 To the extent an employee hired by the City prior to the effective date of this Agreement on December 4, 2019, has a disability or medical condition that may impact their ability to undertake such confined space duties, the City agrees to engage in a good faith disability interactive process to determine what reasonable accommodations can be provided to the employee. To the extent such disability or medical condition following the interactive process is determined to preclude the employee from undertaking such duties, the employee will be exempt from such duties. For job classifications not currently providing confined space duties prior to the effective date this Agreement on December 4, 2019, the City agrees to provide the Union 30 days notice of the assignment of such duties.

ARTICLE 6: DISABILITY AND UNEMPLOYMENT

6.1(a) Supplemental Benefits for Industrial Injury: Whenever any Regular employee, who has completed their initial probationary period, and who is a member of the California Public Employees' Retirement System (CalPERS) is disabled, whether temporarily or permanently, by injury or illness arising out of and in the course of the employee's duties, which comes within the application of the Workers' Compensation and Insurance Chapters of the State Labor Code, the employee shall become entitled to compensation at the rate of eighty-five percent (85%) of the employee's regular salary, in lieu of temporary disability payments, if any, which would be payable under the State Labor Code, for the period of such disability but not exceeding six (6) months, or until such earlier date as the employee is retired on permanent disability pension. At the conclusion of six (6) months of receipt of supplemental benefits at the

rate of eighty-five percent (85%) of regular salary, any Regular employee who is still unable to return to work and is still receiving temporary disability indemnity payments shall become entitled to receive supplemental benefits at the rate of seventy percent (70%) of the employee's regular salary for the period of such disability but not exceeding six (6) months or until such earlier date as the employee is retired on permanent disability pension through the California Public Employees' Retirement System (CalPERS). In consideration of this benefit, the Regular employee shall pay over to the City any temporary or permanent disability compensation received, whether from Workers' Compensation, employee group health and welfare insurance benefits or unemployment compensation benefits provided for under State law, and shall affirmatively assist the City in obtaining any such benefits to which the employee may be entitled but has not yet received arising out of such disability, but such payment from the employee to the City from such sources shall not exceed in amount the supplemental benefits paid to the employee by the City in accordance with the provisions of this paragraph. Whenever there is reason to suspect any employee of abusing the employee's rights to workers' compensation benefits, the parties shall cooperate in controlling such employee abuse.

6.1(b) An employee who is absent by reason of industrial disability may be returned to work by the City and given temporary light duties within the employee's ability to perform, with the consent of the employee's physician. The duration of any such period of temporary work shall be determined by City. Such employee shall be compensated at the then current rate of pay of the employee's regular classification while engaged in such temporary duties. The City may require an employee being considered for return to work after an absence caused by disability or illness to submit to a medical examination by a physician or physicians approved by City for the purpose of determining that such employee is physically and mentally fit and able to perform the duties of the employee's position without hazard to the employee, or to the employee's fellow employees, or to the employee's own permanent health.

6.1(c) If a third party is found to be responsible for the employee's industrial injury and the employee recovers a judgment in damages from said third party, then all supplemental benefits received as provided for in Section 6.1(a) not already repaid from the other sources mentioned in Section 6.1(a) shall be repaid to the City by the employee.

6.1(d) Vacation and sick leave shall be accrued without regard to the established limits while a Regular employee is absent from work as a result of a job related disability and receiving the supplemental benefits to Workers' Compensation temporary disability compensation as set forth in 6.1(a) for the period of such disability, but not exceeding one (1) year. All Regular employees who are receiving Workers' Compensation temporary disability benefits shall receive group health and welfare insurance coverage during the period in which they are receiving temporary disability compensation for up to a maximum of a cumulative total of three (3) years, provided the employee pays his or her normal share of the group health and welfare insurance coverage program premium. Holidays which occur during the period for which an employee is receiving temporary disability compensation shall not be recognized by such employee for compensation purposes. If the employee is approved to return to work both by the employee's and the City's medical doctor, but the employee is physically unable to return to the previously held position, the City will work with the employee and the Union in an effort to place the employee in a vacant position within the City for which the employee is qualified and physically able to perform.

ARTICLE 7: EMPLOYEE STATUS

7.1 Employees will be designated as Regular, Full-Time Temporary, or Temporary depending upon the purpose for which they are hired and their length of continuous service with the City.

7.2 A Regular employee is defined as an employee hired for a full-time position (Status 3) that has been regularly established as an authorized position and is of indeterminate duration. A Regular employee shall receive not less than the minimum rate for the job and shall be eligible for sick leave pay, vacation pay, holiday pay, retirement plan participation, insurance coverage and items of a similar nature, as the employee becomes eligible. Regular employees shall serve a probationary period of one (1) year upon initial appointment to Regular status. Such probationary period is considered to be a continuation of the selection process and employees may be terminated from employment without recourse at any time during the probationary period. Notwithstanding any other provision of this Article, an employee's probationary period shall be extended by the duration of any absence as a result of a work related disability or any unpaid absence of ten (10) or more consecutive work days. Employees serving their initial probationary period shall not be eligible for leave of absence, supplemental benefits for industrial injury, or promotion and transfer rights.

7. 3 A Full-Time Temporary employee is defined as an employee hired for occasional or seasonal work (Status 7) for a period not to exceed one thousand (1,000) hours in a fiscal year. A Full-Time Temporary employee shall receive not less than the minimum rate for the job but shall not be eligible for sick leave pay, holiday pay, vacation pay, retirement plan participation or items of a similar nature, nor shall the employee accrue seniority, or promotion and transfer rights, or leave of absence rights. Full-time Temporary employees will be entitled to paid time off benefits that may accrue to the employee as set forth in Section 20.15. If a Full-Time Temporary employee is reclassified to Regular status without a break in service, the employee shall maintain continuous service from the employee's date of hire as a Full-Time Temporary for seniority, vacation and sick leave accrual purposes only.

7.4 A Temporary employee assigned to perform the duties of a Utility Field Worker or Meter Reader or Public Works Maintenance Worker assigned to the Parks Division is defined as an employee hired for occasional or seasonal work (Status 9), for a period not to exceed one thousand (1,000) hours in a fiscal year. A Temporary employee may work full-time, part-time, intermittent, or on an irregular schedule. A Temporary employee shall receive not less than the minimum rate for the job and will be eligible for sick leave pay per California state law, but shall not be eligible for holiday pay, vacation pay, insurance coverage, retirement plan participation or items of a similar nature, nor shall the employee accrue seniority or promotion or transfer rights. If a Temporary employee is reclassified to Regular or Full-Time Temporary status, the employee shall not be credited with service in determining eligibility for such benefits as may accrue to the employee in the new status. Temporary employees shall not displace Regular employees nor be used to avoid incidental over-time for Regular employees.

ARTICLE 8: WAGES AND CLASSIFICATIONS

8.1 Employees hired prior to October 28, 1990 shall be paid the wage established for their classification. Employees hired on or after October 28, 1990 shall be paid a wage rate based upon their work performance. Upon initial appointment to a classification an employee shall

normally be paid the lowest wage rate for that classification. An employee may, however, be paid a wage rate above the lowest wage rate if circumstances justify it. When an employee is appointed to a classification which has a wage range overlapping the wage range of the employee's previous classification, the employee shall be paid at the wage rate of the classification to which the employee is being appointed, which is the next higher to his present wage rate, but not more than the top wage rate of the classification to which the employee is appointed. Notwithstanding the following requirements relative to a period of employment at a salary step, the Department Head may recommend a salary step increase at an earlier or later time. Step increases require City Manager approval and may be granted as follows: After twenty-six (26) full pay periods of employment at salary step 1, and with satisfactory or above work performance during the full time period, an employee shall be advanced to salary step 2. After twenty-six (26) full pay periods of employment at salary step 2, and with satisfactory or above work performance during the full time period, an employee shall be advanced to salary step 3. After twenty-six (26) full pay periods of employment at salary step 3, and with satisfactory or above work performance during the full time period, an employee shall be advanced to salary step 4. After twenty-six (26) full pay periods of employment at salary step 4, and with satisfactory or above work performance during the full time period, an employee shall be advanced to salary step 5. A full pay period as used in 8.1 is defined as one in which the employee works or is paid for time off for at least half of the regularly scheduled work hours.

8.2 Wages shall be paid at bi-weekly intervals on Thursdays at the end of the employee's work period after 12:00 noon for a pay period ending no earlier than the preceding Saturday. If a pay day falls on a holiday, payments shall be made on the preceding workday. Effective May 3, 2009, all new employees must make arrangements to have their pay deposited to a bank account via electronic transfer.

8.3 When an employee is temporarily assigned for a minimum of one-half (½) hour accumulated during any workday to work in a classification higher than the employee's regular classification, the employee shall be paid at the rate established for the higher classification, with a minimum of two (2) hours and time computed to the next full hour, except when the work is performed outside of the regular work hours and the duration is less than two (2) hours. When an employee is temporarily assigned to work in a higher classification which has a wage range overlapping the wage range of the employee's regular classification, the employee shall be paid at the wage rate of the classification to which he is temporarily assigned, which is next higher to the employee's present wage rate, but not more than the top wage rate of the temporary classification. Whenever a full-time Regular employee is reassigned by the City to replace an absent Supervisor with a higher pay rate and classification outside the bargaining unit and performs a substantial majority of the absent employee's duties for a full work day, such employee shall have their compensation rate increased by five percent (5%).

8.4 When an employee is temporarily assigned to work in a classification lower than the employee's regular classification, the employee's rate of pay will not be reduced. Notwithstanding the foregoing, however, whenever any employee requests to be temporarily assigned to perform the duties of a lower paying classification pursuant to Section 11.6 of Article 11, Promotion and Transfer, such employee's wage rate shall be reduced to the wage rate of the lower paying classification.

8.5 For purposes of wage rate progression in a temporary classification, the time worked by an employee in other than the employee's regular classification shall also be accrued in such temporary classification.

8.6 Attached hereto and made a part hereof are: Exhibit "A-1", effective December 1, 2019; Exhibit "A-2", effective July 12, 2020; and Exhibit "A-3", effective July 11, 2021; of which are titled "Schedule of Wage Rates."

8.7 Attached hereto and made a part hereof is Exhibit "B", titled "Job Definitions"; Exhibit "C", titled "Lines of Progression"; Exhibit "D", titled "Standby Duty"; Exhibit "E", titled "Standby Duty for Certified Water Distribution Personnel"; Exhibit "F", titled "Vehicle Equipment Operation Directory"; Exhibit "G", titled "Grievance Form" and Exhibit "H", titled Hazmat Response Program".

8.8 Effective May 3, 2009, California Water Environment Association Collection System Maintenance certification incentives shall be rolled into the base pay of those Regular employees working in the Wastewater Division and classified as follows:

CLASSIFICATION	GRADE	AMOUNT
Public Works Maintenance Worker (Voluntary) Wastewater Collection Maintenance Worker (Required)	II II	2.5%
Wastewater Collection Maintenance Worker (Voluntary) Wastewater Collection Lead Worker (Required) Working Supervisor–Wastewater Collection (Required)	III or above III III	7.5%
Wastewater Collection Lead Worker (Voluntary) Working Supervisor–Wastewater Collection (Voluntary)	IV IV	10%

Effective May 3, 2009, State of California Department of Health Services Water Distribution Operator certification incentives shall be rolled into the base pay of those Regular employees working in the Water Division and classified as follows:

CLASSIFICATION	GRADE	AMOUNT
Public Works Maintenance Worker Required Voluntary	 None I	 0.0% 2.5%
Water Maintenance Worker Required Voluntary	 I II	 2.5% 5.0%
Water Lead Worker Required Voluntary Voluntary Voluntary	 II III IV V	 5.0% 7.5% 10% 12.5%
Working Supervisor–Water Required Voluntary Voluntary	 III IV V	 5.0% 10% 12.5%

8.9 Shift differential shall be paid to those employees whose regularly scheduled work shift represents one-half (½) or more of the following time periods and at the rate specified as follows:

TIME PERIOD	SHIFT DIFFERENTIAL
4:00 p.m. to 12:00 midnight	3.5%
12:00 midnight to 8:00 a.m.	5%

Shift differential will be paid for all hours worked (i.e., regular hours worked, ~~or~~ for overtime work, travel time, meal, or rest period), but not on paid leave. Shift differential, as is the City's normal practice, will be paid on regular hours worked to the employee normally assigned to the shift. Notwithstanding the above, in the case of the Solid Waste Division and the Convention Center Division, shift differential will be paid on regular hours worked to the employee who actually works the evening or early morning schedule on any particular day.

8.10 When an employee in the Transfer Station Operator job classification is assigned to a specific Solid Waste Transfer Station Operator Floor or Green Waste/Compost assignment, the employee shall be paid a 2.5% incentive pay for time worked in such assignment after a minimum of four hours worked in the assignment. Such incentive pay does not qualify as reportable special compensation for CalPERS purposes.

ARTICLE 9: HOURS AND OVERTIME

9.1 All Regular employees will receive full-time employment for each workweek employed, provided they report for duty and are capable of performing their work. This is not to be interpreted that the City does not retain the right to lay off or release employees on account of lack of work or other valid reason at the end of the workweek.

9.2 Each employee shall report for work at the employee's regularly established headquarters and shall return thereto at the conclusion of the day's work and the time spent in traveling between such headquarters and the job site shall be considered as time worked.

9.3 A workweek is defined to consist of seven (7) consecutive calendar days, Sunday through Saturday, and, except as otherwise provided herein, a basic workweek is defined to consist of five (5) consecutive workdays of eight (8) hours each, Monday through Friday. The regular work hours shall be 8:00 a.m. to 12:00 noon and 1:00 p.m. to 5:00 p.m. or 8:00 a.m. to 12:00 noon and 12:30 p.m. to 4:30 p.m. from the first day of Pacific Standard Time through the last day of Pacific Standard Time, and 7:00 a.m. to 11:00 a.m. and 12:00 noon to 4:00 p.m., or 7:00 a.m. to 11:00 a.m. and 11:30 a.m. to 3:30 p.m. from the first day of Pacific Daylight Time through the last day of Pacific Daylight Time, provided however that those employees who are required to consume their lunch at a location other than the City's Corporation Yard, shall not be required to take a lunch period in excess of one-half (½) hour's duration. Notwithstanding the foregoing, the regular lunch period may be advanced or delayed up to one (1) hour without the payment of overtime compensation. The City shall provide the means of transportation and pay for time required to transport employees for the purpose of consuming their lunch only when adverse weather conditions exist at the job site. Whenever it becomes necessary for any employee to attend first-aid meetings, safety meetings, or formal training sessions, such employee's work hours and/or work days may be changed only for the duration of such requirements in order to allow the employee to attend. Any such work schedule change shall not

be construed as meeting any of the definitions of Section 9.7, nor require payment pursuant to Section 9.8. The basic work week indicated above, may be modified by mutual agreement of the City, the affected employee(s), and the Union in those situations where such a modification serves the interests of both the City and its employees.

9.4(a) Notwithstanding the provisions of 9.3, employees engaged in street maintenance duties or parking meter servicing duties may be assigned to work a shift which begins as early as 3:00 a.m.

9.4(b) Notwithstanding the provisions of 9.3, employees engaged in street sweeping duties, using engine powered equipment, may be assigned to work a shift which begins as early as 12:00 midnight.

9.4(c) Notwithstanding the provisions of 9.3, employees engaged in waste collection and disposal duties may be assigned to a basic workweek of Tuesday through Saturday. Furthermore, they may be assigned to work a shift which begins as early as 3:00 a.m.

9.4(d) Notwithstanding the provisions of 9.3, employees engaged in park maintenance work may be assigned to a basic workweek of Tuesday through Saturday or Sunday through Thursday. Furthermore, they may be assigned to work a shift which begins as early as 3:00 a.m. or ends as late as 12:00 Midnight. The provisions of this section for Sunday or evening work effective October 28, 1990 shall only be applicable to new employees in the classification on or after the effective date of the amendments, except, however, current employees in the classification may request and be given preference.

9.4(e) Notwithstanding the provisions of 9.3, employees engaged in water distribution, street and storm drain maintenance, sewer television inspection and sealing work, service work, utility field service work, or meter reading, may be assigned to any hours and/or days of work, providing the schedule is regularly established to be of not less than four (4) weeks duration. Notwithstanding the above, and by mutual agreement, an employee and supervisor may agree to a duration of less than four (4) weeks, but not less than one (1) week, with at least one (1) week prior notice.

9.4(f) Notwithstanding the provisions of 9.3, employees engaged in Fleet and Building/Facility Maintenance duties may be assigned to work a shift which begins as early as 6:00 a.m. or ends as late as 12:00 midnight.

9.4(g) Notwithstanding the provisions of 9.3 and in addition to the provisions of 9.4(f), employees engaged in vehicle and equipment maintenance and repair duties may be assigned to a basic workweek which includes Saturday. Furthermore, they may be assigned to work a shift which begins as early as 6:00 a.m. or ends as late as 12:00 Midnight. The new provisions of this section effective October 28, 1990 for Fleet and Building/Facility Maintenance employees shall only be applicable to new employees in the classification on or after the effective date of the amendments, except, however, that current employees in the classification may request and be given preference.

9.4(h) Any work shift other than as in 9.3 established as provided in 9.4(a), (b), (c), (d), or (e) shall consist of eight (8) or ten (10) consecutive hours as applicable, with a meal break near the middle of the shift, providing the work shift begins prior to 6:00 a.m. or later than 12:00

noon. The work shift starting time shall not vary by more than two (2) hours throughout the basic workweek. Establishment of hours and days of work other than as in 9.3 shall be limited to the needs of the service.

9.5 Notwithstanding the provisions of 9.3, employees engaged in work at the Convention Center or the Redding Mall, and custodial employees assigned to Support Services and the Police Department may be assigned to any hours or days of work, providing as much notice as possible is given, and in any event not less than five (5) days' notice. Schedules, as provided herein, shall provide for five (5) consecutive workdays and for not less than twelve (12) hours off between shifts.

9.6 Notwithstanding anything contained herein, any schedule of days and/or hours of work may be established by mutual agreement between the employee, the Union, and the Labor Relations Representative.

9.7 Overtime is defined as (a) time worked in excess of forty (40) hours in a workweek, (b) time worked in excess of eight (8) or ten (10) hours as applicable on a scheduled workday, (c) time worked on a non-workday, (d) time worked outside of regular hours on a workday, and (e) time worked on a holiday. For Part-Time/Temporary employees, overtime is defined as time worked over forty (40) hours in a workweek. Overtime shall be computed to the nearest one-quarter (1/4) hour.

9.8 Except as otherwise provided in this section, overtime compensation shall be paid at a rate equivalent to one and one-half (1½) times the regular rate of pay, or at the Regular and Probationary employee's option, providing it is legally permissible, the Regular and Probationary employee may elect to receive time off with pay at the rate of one and one-half hours off for each overtime hour worked. The maximum compensatory time off available for any employee at any time shall be the maximum established by the Fair Labor Standards Act, which is presently two hundred forty (240) hours. Compensatory time off with pay shall be scheduled in the same manner as vacations are normally scheduled.

9.8(a) Whenever any employee performs overtime work in conjunction with providing reimbursable mutual aid to another agency, the employee shall be compensated at a rate equivalent to two (2) times the employee's regular rate of pay. The foregoing provision will only apply when such service is eligible for reimbursement through the State of California or the Federal Government and is cost neutral to the City.

9.9 Employees who are required to report for work on their non-workdays, or on holidays they are entitled to have off, or outside of their regular hours on workdays, shall be paid overtime compensation for the actual time worked, including one-half (½) hour travel time each way, but in no event for less than two (2) hours compensation. If an employee who is called out for such work outside of the employee's regular hours on a workday continues to work into the employee's regular hours, the employee shall be paid overtime compensation only for the actual time worked and travel time one way. If an employee performs overtime work immediately following the end of the employee's regular shift no travel time shall be paid. If an employee is capable of effectively and efficiently handling a call-out via a telephone conversation with the City's answering service or a member of the public, the employee shall be paid a minimum of one-half (½) hour overtime compensation.

9.10 Overtime shall be distributed as equally as is practicable among Regular employees who are qualified and available, and the City shall not require employees who have worked overtime to take equivalent time off during a workday without pay.

9.11 Notwithstanding the provisions of 9.3, the City's Labor Relations Representative and the Union's Business Representative may agree to a workweek or work hours other than as defined in 9.3 during the term of this Memorandum of Understanding.

9.12(a)(1) If an employee has worked for eight (8) hours or more at the overtime rate during the sixteen (16) hour period immediately preceding the beginning of the employee's regular work hours on a workday the employee shall be entitled to a rest period of eight (8) consecutive hours on the completion of such overtime work.

9.12(a)(2) If an employee has worked for six (6) hours or more at the overtime rate during the sixteen (16) hour period immediately preceding the beginning of the employee's regular work hours on a workday for an emergency call out, and the overtime event ends between the hours of 2:00 a.m., and 7:00 a.m., the employee shall be entitled to a rest period of eight (8) consecutive hours on the completion of such overtime work.

9.12(b)(1) If an employee is on a rest period following 9.12(a)(1) there shall be included as part of the eight (8) hours worked at the overtime rate in such sixteen (16) hour period any travel time and meal time to which the employee is entitled when overtime work is performed except that any travel time and meal time to which the employee is entitled after being dismissed from work shall not be included as hours worked in such period, but it shall be included in the computation of the eight (8) hour rest period.

9.12(b)(2) If an employee is on a rest period following 9.12(a)(2) there shall be included as part of the six (6) hours worked at the overtime rate in such sixteen (16) hour period any travel time and meal time to which the employee is entitled when overtime work is performed except that any travel time and meal time to which the employee is entitled after being dismissed from work shall not be included as hours worked in such period, but it shall be included in the computation of the eight (8) hour rest period.

9.12(c) Hours worked prior to any eight (8) hour rest period in which the employee does not work shall not be included in computing another period of overtime work.

9.12(d) If the eight (8) hour rest period in whole or in part overlaps the employee's regular work hours the employee will receive pay at the straight rate for the extent of the overlap. Time taken during such overlap for any meal to which the employee is entitled at the end of the work period shall be paid ~~for~~ at the overtime rate.

9.12(e) If the employee is called back to work during the employee's eight (8) hour rest period a new rest period will commence at the conclusion of such work.

9.12(f) (1) If the rest period overlaps the employee's regular work hours but does not extend into the second half of the employee's workday, the employee may be excused from reporting for work until the beginning of the second half of the employee's workday, and the employee will be paid for the time between the

expiration of the rest period and the end of the first half of the employee's workday.

(2) If the rest period extends into the second half of the employee's workday, the employee may be excused from reporting for work until the following workday, and the employee will be paid for the time between the expiration of the rest period and the employee's regular quitting time on such day.

(3) In the application of the foregoing, an employee, unless otherwise instructed, shall be deemed to be excused from reporting to work for the period between the end of the employee's rest period and the reporting time as designated by the applicable subdivision.

9.12(g) An employee entitled to a rest period may be required to work during regular work hours on a workday without having had a rest period of eight (8) consecutive hours, in which event the employee shall be paid at the overtime rate for all work performed until the employee has been relieved from duty for at least eight (8) consecutive hours.

ARTICLE 10: SENIORITY

10.1 Seniority is defined as total length of continuous service with the City, except for the purpose of Promotion and Transfer as outlined in Article 11. In determining an employee's seniority the continuity of the employee's service will be deemed to be broken by termination of employment by reason of (1) resignation, (2) discharge for cause, (3) layoff for more than one year, (4) failure to return immediately on the expiration of a leave of absence or acceptance of other full-time employment while on leave, or (5) absence without pay, without a leave of absence, in excess of three (3) workdays. Continuity of service will not be broken and seniority will accrue when an employee is: (a) inducted, enlists or is called to active duty in the Armed Forces of the United States, or service in the Merchant Marine, under any Act of Congress which provides that the employee is entitled to re-employment rights, (b) on duty with the National Guard, (c) absent due to industrial injury (d) on leave of absence or (e) absent due to layoff for a period of less than one year.

ARTICLE 11: PROMOTION AND TRANSFER

11.1 Except as otherwise provided for in this section for the entry-level positions of Custodian, Utility Field Worker, Solid Waste Worker, Solid Waste Truck Driver I, Airport Maintenance Worker, Convention Center Maintenance Worker, Mechanic I, and Public Works Maintenance Worker when new positions, additional positions, or new shifts (i.e. days, swings, graveyards) within the same Division or Department are created, or vacancies other than temporary vacancies occur, in positions within the appropriate bargaining units for whom Local Union 1245 is the exclusive representative, the City shall fill such positions or shifts from qualified pre-bid employee applications, if any. In filling such positions or shifts, the City shall give preferential consideration to Regular employees as defined in 7.2, who are within the bargaining unit covered by this Memorandum of Understanding, in the sequence set forth below. When employees in the same preferential sequence as provided in (a) through (f) are each qualified by knowledge, skill, efficiency, adaptability and physical ability for appointment to the position vacancy, the pre-bid of the employee with the most City seniority in an IBEW Local Union 1245-Maintenance bargaining unit shall be given preferential consideration for

appointment. When employees have the exact same seniority date, the tie will be broken by the initial application test score with greater seniority awarded to the employee with the higher test score. For the first and each subsequently odd-numbered entry-level position vacancy which occurs after July 15, 1984, in each of the divisions or departments as set forth in 11.4, the City will follow the procedures set forth as follows in filling each such entry-level position vacancy. Whenever any qualified bargaining unit employee hired before October 28, 1990 pre-bids the entry-level position vacancy, the City must select from among those bargaining unit employee pre-bidders. Whenever no qualified bargaining unit employee hired before October 28, 1990, pre-bids, the City may select any applicant to fill the entry-level position vacancy. For each even-numbered entry-level position vacancy which subsequently occurs, the City may refrain from following the procedures set forth above and may select any applicant for an entry-level position vacancy which in the judgment of the City is best qualified for said position vacancy.

(a) Pre-bids made by Regular employees who are in the Division or Department, as applicable, in which the vacancy exists who hold a classification the same or higher than that in which the job vacancy exists. The word "same" is in reference to the Lines of Progression and not wages.

(b) Pre-bids made by Regular employees who are in the Division or Department, as applicable, in which the vacancy exists who are at the top rate of pay of the next lower classification in the normal line of progression.

(c) Pre-bids made by Regular employees who hold a classification the same or higher than that in which the job vacancy exists who are assigned to any other Division or Department.

(d) Pre-bids made by Regular employees who are at the top rate of pay of the next lower classification in the normal line of progression who are assigned to any other Division or Department.

(e) Pre-bids made by Regular employees who are in the Division or Department as applicable in which the vacancy exists who hold classifications other than those listed above.

(f) Pre-bids made by Regular employees who are outside of the Division or Department as applicable in which the vacancy exists who hold any classification other than those listed above.

Whenever the City is unable to fill any position vacancy covered by this Memorandum of Understanding as set forth above, the City shall give consideration to those employees who are qualified and covered by any other Memorandum of Understanding between the City and the Union, prior to the City employing any other person for a position covered by this Memorandum of Understanding.

11.2 The City shall in not more than twenty-one (21) working days from the date the position vacancy is filled, post on the designated bulletin boards a notice regarding the disposition of the position with the name of the applicant selected, and mail a copy of such notice to the Union's Business Representative together with a list of all applicants for the position.

11.3 Any Regular employee of the City as defined in 7.2 may submit a pre-bid on any existing job classification and location or shift within the same Department or Division for which the employee desires consideration. The pre-bid must be submitted on a form provided by the City's Personnel Department. At the time the form is delivered to the Personnel Department, it will be dated and receipted and a photocopy provided to the employee. The City shall not consider original pre-bids for any position vacancies which are submitted less than eight (8) calendar days prior to the filling of a job vacancy. Pre-bids will be valid until such time as the employee changes classifications, or until fifteen (15) calendar days have elapsed from such time as the employee rejects a permanent appointment to the classification and location on which the pre-bid is made. The City shall post, for a minimum of fifteen (15) calendar days, all newly created positions, classifications, shifts, or reclassifications of existing vacant positions.

11.4 For purposes of this Article, the Divisions and Departments as used herein shall be:

(1) Community Services Department
- (a) Building Maintenance Division
- (b) Parks Division
- (c) Convention Center Division

(2) Electric Department
- (a) Utility Field Services Division

(3) Police Department

(4) Public Works
- (a) Airports Division
- (b) Electrical Technician
- (c) Fleet Maintenance Division
- (d) Solid Waste Division
- (e) Storm Drains Division
- (f) Streets Division
- (g) Wastewater Collection Division
- (h) Wastewater Treatment Division
- (i) Water Operations & Maintenance Division
- (j) Water Treatment Division

11.5 Notwithstanding anything contained herein, the City need not consider the pre-bid application of any employee who does not possess the knowledge, skill, efficiency, adaptability, and physical ability required for the position for which the application is submitted. For purposes of determining employee qualifications, the City may utilize examinations. When the City intends to appoint an employee to a vacancy in preference to an employee with greater seniority, as specified in 11.1, the City shall notify Union's Business Representative of its intent prior to such appointment.

11.6 Whenever a vacancy occurs in any job classification, the City may, at its discretion, temporarily fill such vacancy. If practicable, the City shall fill such temporary vacancy with the employee who would be most eligible therefor under the provisions of this Article. If the vacancy is one which is expected to last less than fifteen (15) working days, City may temporarily fill such vacancy with the employee in the division or department in which the vacancy exists who would be most eligible therefor under the provisions of this Article. If the temporary vacancy lasts for forty-five (45) days or more, and the City elects to temporarily fill such temporary vacancy, the City shall select the employee who would be most eligible therefor

under the provisions of this Article and shall fill such temporary vacancy by temporary reclassification of the selected employee.

11.7 A temporary vacancy is one created by additional workload, or an employee's absence from work due to illness, disability, vacation, or leave of absence, or a vacancy of less than six (6) months duration.

11.8 All appointments filled by promotion or transfer of a City employee shall be on a probationary basis for six (6) months for the purpose of determining qualifications and by mutual consent may be extended up to an additional four (4) month probationary period in the Utility Field Services Division. With prior notification to the Union, and prior to the end of the initial six (6) month probation period, the probation period may also be extended by the City for up to an additional six (6) months in the position of Working Supervisor in circumstances where further evaluation of the employee is necessary. At any time during the probationary period, either the employee or the City may terminate the appointment. If an appointment is terminated, the employee shall be returned to either the employee's previous classification and wage rate, or some other classification that is mutually satisfactory to both the employee and the City. If an appointment is terminated, the City need not give further consideration on that classification and location for a period of one (1) year to the employee who did not successfully complete the probationary period. Termination of an appointment subject to this Section during the probationary period is not grievable.

11.9 Notwithstanding anything contained in this Article, the City's Labor Relations Representative and the Union's Business Representative may agree to other provisions during the term of this Memorandum of Understanding.

11.10 Attached hereto and made a part hereof is Exhibit "C" titled "Lines of Progression."

11.11 At the discretion of the City, non-unit employees may be placed back into the bargaining unit under the following conditions:

(1) The non-unit employee must have previously been employed by the City in a classification in the bargaining unit.
(2) The non-unit employee must be placed in a classification in the unit which is no higher than the previous classification held.
(3) Seniority accrued by the non-unit employee while out of the bargaining unit shall not be recognized for the purposes of this Article only.
(4) The non-unit employee must be placed in a vacant position and may not displace, demote, or cause the layoff of another unit member.
(5) After placement in the unit, the employee may not be promoted to a higher classification within the unit until the employee has served at least one (1) year in the bargaining unit. After completion of one (1) year of service back in the bargaining unit, the employee's previous seniority accrued while in the unit shall be combined with the new year of seniority for purposes of the provisions of this Article.

ARTICLE 12: DEMOTION, DISPLACEMENT, AND LAYOFF

12.1 When it becomes necessary for the City to lay off Regular employees, the City will give employees involved as much notice as possible; but in no event will such employees receive less than two (2) weeks' notice of layoff. Where probationary or temporary employees are to be laid off, no notice of layoff need be given.

12.2 Layoff in all cases due to lack of work will be determined by an employee's seniority. An employee whose job is being eliminated may elect to displace the least senior employee in any Division or Department as set forth in section 11.4 in any equally or lower paid classification, excluding voluntary certification pay as outlined in the MOU, if qualified to perform the duties of the classification and if the employee's seniority is greater than that of the employee in the classification being displaced. For those positions that require a certificate, based on lines of progression, an employee may bump into a position if the certification requirement is met as outlined within the classification specification.

12.3 Regular employees who are laid off will be given preference in filling future vacancies for a period up to one year, providing they keep the City advised of their current address.

12.4 Notwithstanding the provisions of this Article, the City's Labor Relations Representative and the Union's Business Representative may agree to other procedures during the term of this Memorandum of Understanding.

12.5 Non-unit employees may be placed in the bargaining unit at management's discretion pursuant to the provisions of Section 11.11.

ARTICLE 13: LEAVE OF ABSENCE

13.1 Leave of absence may be granted to Regular employees by the City Manager for urgent and substantial reasons, up to a maximum of one year (except when the employee is receiving long term disability benefits in which case a three (3) year time limit shall apply) providing satisfactory arrangements can be made to perform the employee's duties without undue interference with the normal routine of work. Inability to return to work after an employee's sick leave has been exhausted will be considered as an urgent and substantial reason and in such cases a leave will be granted. If the employee is approved to return to work both by the employee's and City's medical doctors, but the employee is physically unable to return to the previously held position, the City will work with the employee and the Union in an effort to place the employee in a vacant position within the City for which the employee is qualified and physically able to perform.

13.2 A leave of absence will commence on and include the first workday on which the employee is absent and terminates with and includes the workday preceding the day the employee returns to work.

13.3 All applications for leave of absence shall be made in writing except when the employee is unable to do so. The conditions under which an employee will be restored to employment on the termination of leave of absence shall be clearly stated by the City in conjunction with the granting of a leave of absence. An employee is required to provide periodic

medical certifications as to the conditions necessitating the leave if the leave is as a result of exhaustion of sick leave and report at the request of the City during the leave regarding the employee's status and intention to return to work. Upon an employee's return to work after a leave of absence, the employee will be reinstated to the employee's former position and working conditions, providing that the employee is capable of performing the duties of the employee's former position, except that if there has been a reduction of forces or the employee's position has been eliminated during said leave, the employee will be returned to the position the employee would be in, had the employee not been on a leave of absence.

13.4 An employee's status as a Regular employee will not be impaired by such leave of absence and the employee's seniority will accrue.

13.5 If an employee fails to return immediately on the expiration of the employee's leave of absence or if the employee accepts other full-time employment while on leave, the employee will thereby forfeit the leave of absence and terminate the employee's employment with the City.

13.6 An employee on a leave of absence as provided herein shall not accrue vacation or sick leave benefits nor maintain group health and welfare insurance coverage. An employee may, however, at the employee's option and expense, maintain the employee's group health and welfare insurance coverage providing the full monthly premium is received by the City Treasurer on or before the first day of the month for which the premium is intended. Notwithstanding the above, however, if the leave of absence is as a result of exhaustion of sick leave benefits an employee's group health and welfare insurance may be maintained for up to three (3) calendar months on the normal premium-sharing formula, providing the employee pays the employee's share of the premium on a timely basis.

13.7 Except for the one (1) year limitation of 13.1 and the prohibition on other employment of 13.5, a reasonable leave of absence may be granted by the City Manager to an employee for up to a maximum of three (3) years to serve as a steward or officer of the Union or of any statewide or national employee organization with which the Union is affiliated pursuant to Government Code section 3558.8.

13.8 The Parties acknowledge the provisions of State and Federal law governing family leaves. The Family and Medical Leave Act (FMLA), which is subject to legislative change, currently entitles those employees who have worked twelve hundred fifty (1,250) or more hours during the preceding twelve (12) month period to take up to twelve (12) weeks of unpaid, job protected, leave during any twelve (12) month period for serious health condition of employee or immediate family member or for child birth or adoption. An employee is required, to give thirty (30) days advance notice when leave is foreseeable, provide periodic medical certifications as to the conditions necessitating the leave and report at the request of the City during the leave regarding the employee's status and intention to return to work. Health insurance benefits will be continued on the same basis as prior to the FMLA leave.

ARTICLE 14: EXPENSES

14.1 Whenever an employee uses the employee's personal automobile for the City's convenience, the employee will be reimbursed therefor at the same rate per mile as established for non-represented City employees.

14.2 Whenever an employee is required to change the employee's residence from one locality to another for City's convenience, the City will provide means of moving the employee's household goods.

14.3 Employees who are assigned to temporary work at such distance from their regular headquarters that it is impractical for them to return thereto each day, or to their regular place of abode, will be allowed actual personal expenses for board and lodging for the duration of such assignment, provided they board and lodge at places to be designated by the City. The time spent by such employees in traveling to such temporary job at its beginning, to and from home on holidays and weekends, and from such temporary job at its conclusion and any reasonable expense incurred thereby will be paid by the City.

14.4 If the City requires an employee to perform work for two (2) hours or more beyond Regular work hours, it will provide the employee with a meal and with meals at intervals of approximately four (4) hours, but not more than five (5) hours insofar as it is possible for the City to do so. The cost of any meal and the time necessarily taken to consume same will be at City's expense.

14.5(a) If City requires an employee to perform work outside of regular hours on either workdays or on non-workdays, the City will provide meals at intervals of approximately four (4) hours, but not more than five (5) hours insofar as it is possible for the City to do so and for as long as the work continues. The cost of any such meals and the time necessarily taken to consume same will be at the City's expense. Where any such work extends into regular work hours on workdays, the foregoing provisions shall be operative until such time as the employee is released from work for the day, providing, however, that such work period starts at least one and one-half (1½) hours or more before the regular starting time, and provided further that the employees have not been given notification of the overtime work prior to the end of the preceding regular work shift.

14.5(b) When employees are given notice by the end of the preceding work period, and such work period starts at least two (2) hours but no more than four (4) hours before the regular starting time, the normal lunch practices of releasing the employee from duty without pay for one-half (½) hour to consume a meal at the employee's own expense will be followed. Following consumption of the employee's first meal, the City will provide meals at intervals of approximately four (4) hours but not more than five (5) hours thereafter, as set forth above in Section 14.5(a).

14.5(c) When employees are given notice by the end of the preceding work period, and such work period starts less than two (2) hours before the regular starting time, the normal lunch practices of releasing the employee from duty without pay for one-half hour at approximately the usual meal time to consume a meal at the employee's expense will be followed.

14.6 When work is to be performed during regular work hours on non-workdays and the employee is given notice by the end of the preceding work period, the normal lunch practices will be followed on such days.

14.7 The City shall pay the cost of any meal which it is required to provide, in accordance with this Article, and shall consider as hours worked the time necessarily taken to consume such meal, except, however, that when a meal is taken at City's expense following dismissal from

work the time allowance therefor shall be one (1) hour. If an employee who is entitled to a meal under the provisions of this Article upon dismissal from work does not accept such meal the employee shall nevertheless be entitled to such time allowance of one and one-half (1½) hours. If an employee who is entitled to a meal under the provisions of this Article does not accept such meal, the employee shall nevertheless be entitled to such time allowance of one-half (½) hour for each meal missed except for a meal due at the end of the work period. The City's cost for any meal required by the provisions of this Article between the employee's regular shift normal ending time and five (5) hours later shall be limited to twenty five dollars ($25.00) including tax and tip. (The City standard for tipping is currently capped at fifteen percent (15%) unless the contracted vendor requires a twenty percent (20%) tip due to the size of the dining party). The tip may be rounded up to the next highest dollar. The City's cost for meals provided at all other times shall be limited to fifteen dollars ($15.00) including tax and tip, except for out-of-town travel for meetings, conferences, or training, which shall be paid at the same rate as for Unrepresented employees (as set forth in the City of Redding Employee Benefit Policies for unrepresented employees – Article 12: Expenses, Section 12.3, paragraph (C)). Any cost incurred by an individual employee above those set forth above shall be at the employee's own expense and shall be paid by the employee to the vendor at the time the employee consumes the meal.

Employees unable to purchase the required meal at a City contracted vendor after 12:00 a.m. due to lack of vendor availability shall be eligible to submit a receipt for out-of-pocket meal expense reimbursement by separate check. The reimbursement will be subject to the amounts outlined above, and the meal must have been provided by a vendor located in the Redding area.

ARTICLE 15: SICK LEAVE

15.1 Sick leave with pay shall be accumulated for each Regular employee at the rate of four hundred sixty ten-thousandths (.0460) of an hour for each regular hour worked, or on paid leave. (Accrual rate approximately one (1) day per month, or 3.68 hours per pay period.)

Temporary employees (Status 9) will accrue paid sick leave at a rate of one hour for every 30 hours worked which is equivalent to a rate of .033 per hour worked. Temporary employees (Status 9) will be eligible to use the sick leave accrual on the 90th day of employment, and will be limited to 24 hours of three days of paid sick leave in each year of employment per California state law.

15.2 Sick leave shall be allowed for a absence due to: (a) the inability of an employee to be present or perform the employee's duties because of personal illness, off duty injury or confinement for medical treatment; (b) personal medical or dental appointments which are impracticable to schedule outside of regular working hours; (c) the need to attend sick or injured immediate family members as defined in Article 16.1 for up to forty-eight (48) hours per calendar year; (d) the need to be present during childbirth, surgery, critical illness or injury involving members of the immediate family for up to forty (40) hours per incident.

15.3 The City may also require an employee requesting to return to work after sick leave or leave of absence for medical reasons to submit to a medical examination by a physician or physicians approved by City for the purpose of determining that such employee is physically fit and able to perform the duties of the employee's former position without hazard to the employee,

or to the employee's fellow employees, or to the employee's own permanent health. Such examination or examinations shall be at the sole expense of the City. 15.4 If a holiday which an employee is entitled to have off with pay occurs on a workday during the time an employee is absent on sick leave, the employee shall receive pay for the holiday as such, and it shall not be counted as a day of sick leave.

15.5 Whenever any employee exhausts all categories of paid time off as a result of a non-work related illness or injury, with approval of the employee's Department Director, the Personnel Director and the City Manager, an employee may receive up to eighty (80) hours advanced sick leave with pay. If the employee returns to duty, such advanced sick leave shall be returned to the City from subsequent sick leave accruals. If the employee terminates City employment, such advanced sick leave shall be repaid to the City from any funds due the employee by the City. If insufficient funds are due the employee by the City, the employee shall directly reimburse the City for advanced sick leave in excess of the funds, if any, previously withheld. Such direct reimbursement will be waived for employees who are terminally ill or totally disabled (100%).

15.6 Any employee who after ten (10) years of continuous service to the City terminates employment shall be paid at the employee's regular pay rate for thirty-three and one-third percent (33⅓%) of the employee's accumulated sick leave hours. For employees with fifteen (15) years or more but less than twenty (20) years of continuous service, the percentage set forth above shall be increased to forty-five percent (45%). For employees with twenty (20) years or more continuous service, the percentage set forth above shall be increased to sixty percent (60%). An employee may, however, at the employee's option, elect to waive the foregoing benefit and in lieu thereof, receive credit for said unused sick leave toward the employee's retirement benefit through the Public Employees' Retirement System pursuant to the contract between the City of Redding and the Public Employees' Retirement System.

Effective January 1, 2011, upon retirement, any sick leave pay out the employee is eligible to receive will be transferred into the VantageCare Retirement Health Savings Plan on a pre-tax basis. The sick leave pay out amount will be calculated using the percentage levels described in the paragraph above. However, if the sick leave payout is less than $5,000, then the employee is not entitled to participate in the VantageCare Retirement Health Savings Plan and shall receive a cash out payment as described in the paragraph above. Any sick leave amount remaining will be used as service credit toward the employee's retirement benefit through CalPERS, pursuant to the contract between the City of Redding and CalPERS.

ARTICLE 16: FUNERAL LEAVE

16.1 Regular and Full-Time Temporary employees who are absent from work due to the death of a member of the employee's "immediate family" shall receive compensation at the regular rate of pay for the time necessary to be absent from work, but not to exceed forty (40) working hours. "Immediate family" as used herein includes employee's spouse; or children, grandchildren, brothers, sisters, parents, or grandparents of employee or spouse or other persons who are living in the employee's immediate household. The relationships included herein shall apply whether by blood or marriage.

16.2 Regular and Full-Time Temporary employees who are absent from work to attend the funeral of a person other than an immediate family member shall receive compensation at the regular rate of pay for the time necessary to be absent from work, but not to exceed one (1) regularly scheduled work day. A maximum of three (3) work days may be utilized in a calendar year.

16.3 An employee must be in a paid status on both workdays immediately adjacent to funeral leave in order to receive pay for such leave.

ARTICLE 17: HOLIDAYS

17.1 Regular employees, except as otherwise provided herein, shall have the following holidays off with pay.

	Holidays	**Fixed or Floating**
1	January 1st	Fixed
2	The third Monday in January, known as "Martin Luther King, Jr. Day"	Fixed
3	February 12th, known as "Lincoln Day"	Floater
4	The third Monday in February, known as "President's Day"	Fixed
5	The last Monday in May, known as "Memorial Day"	Fixed
6	July 4th	Fixed
7	First Monday in September, known as "Labor Day"	Fixed
8	Employee's birthday	Floater
9	The second Monday in October, known as "Columbus Day"	Floater
10	November 11th, known as "Veteran's Day"	Floater
11	Thanksgiving	Fixed
12	Friday after Thanksgiving	Fixed
13	December 24th The last half of the normal work shift before Christmas	Fixed
14	December 25th	Fixed

If any of the foregoing holidays falls on a Sunday, the Monday following shall be observed as the holiday, except by those employees who are regularly scheduled to work on Sunday other than on an overtime basis. Employees who are regularly scheduled to work on Sundays shall observe such holidays on Sunday. If any of the foregoing holidays falls on a Saturday, the preceding Friday shall be observed as the holiday, except by those employees who are regularly scheduled to work on Saturday other than on an overtime basis. Employees who are regularly scheduled to work on Saturdays shall observe such holidays on Saturday. If any of the foregoing holidays fall on any day from Monday through Friday, inclusive, and that day is a regularly scheduled non-workday for an employee, such employee shall be entitled to receive another workday off with pay, to be scheduled in the same manner as vacation days are normally scheduled. Notwithstanding the foregoing an employee may observe the employee's birthday holiday on the employee's birthday or anytime during the pay period in which the birthday occurs provided the employee gives the supervisor at least ten (10) days advance notice, or the holiday may be deferred and scheduled as vacations are normally scheduled. The holidays known as Lincoln Day, Columbus Day, and Veterans Day shall be scheduled by employees and their supervisors in the same manner as vacations are normally scheduled.

17.2 Notwithstanding the foregoing, employees may be scheduled to work on holidays, in which event any such employee will, in addition to the employee's holiday pay, be compensated therefor at the overtime rate of pay for all time worked on such days.

17.3 If an employee is in a non-pay status on either workday immediately adjacent to the holiday, the employee shall not receive pay for the holiday.

ARTICLE 18: VACATIONS

18.1(a) Regular employees of the City shall accrue vacations with pay up to 500 hours. Effective October 1, 1997, Regular employees shall accrue vacations with pay up to 400 hours. Effective October 1, 1997, for one-time only, vacation hours in excess of 350 hours will be retained in a separate time bank which may be used by the employee in the same manner as regular vacation time. Vacation hours retained in the bank will not be lost as a result of the 400-hour maximum. After October 1, 1997, vacation earned in excess of the 400-hour maximum will not be accumulated. The rate of vacation accrual will be as follows:

	ACCRUAL RATE PER HOUR	FROM	THROUGH PAY PERIOD	APPROXIMATE ACCRUAL RATE	APPROXIMATE ACCRUAL RATE PER PAY PERIOD	YEARS OF SERVICE
A	.039	Date of Employment	104th	2 weeks	3.12 hours	1-4
B	.058	105th	234th	3 weeks	4.64 hours	After 4
C	.068	235th	364th	3 ½ weeks	5.44 hours	After 9
D	.077	365th	494th	4 weeks	6.16 hours	After 14
E	.087	495th	624th	4 ½ weeks	6.96 hours	After 19
F	.096	625th	--	5 weeks	7.68 hours	After 24

18.1(b) A full pay period as used in this Article is defined as one in which the employee works or is paid for time off for at least half of the regularly scheduled work hours.

18.2 Vacation cannot be accrued while an employee is in a non-pay status.

18.3 Vacations will be scheduled throughout the calendar year. Employees with greater seniority will be given preference over those with less seniority in the selection of a vacation period, provided, however, that if the senior employee splits the employee's vacation by requesting less than a full year's allowance to be scheduled on consecutive workdays, the employee's preferential rights shall only apply on one period in that calendar year prior to all other employees being given consideration in the selection of their first choice vacation period. The City will notify employees of vacation approvals or denials within a timely manner after employees submit their vacation selections.

18.4 The City shall not require an employee to take the employee's vacation in lieu of sick leave or leave of absence on account of illness.

18.5 If a holiday which an employee is entitled to have off with pay occurs on a workday during the employee's vacation period, such employee will be entitled to an additional day of vacation and will be compensated for same.

18.6 Employees whose employment with the City is terminated for any reason shall, at the time of termination, receive any unused vacation period previously earned.

18.7 The City will, at the employee's option, compensate employees for accumulated vacation during any fiscal year as follows:

For employees working other than 24 hour shift:	
MINIMUM ACCRUAL	MAXIMUM HOURS PAYABLE
120	40
240	80
360	120

18.8 Whenever any employee has exhausted all paid time off benefits, including advanced sick leave benefits, as a result of a non-work related injury or disability, and is not eligible for long-term disability insurance benefits as set forth in Article 21, other employees may contribute their vacation credits to the disabled employee with vacation credits being donated and granted on the basis of the dollar value of the vacation credits.

ARTICLE 19: INCLEMENT WEATHER PRACTICE

19.1 Regular or probationary employees who are unable to work in the field because of inclement weather or other similar causes will receive pay for the full day, provided they have reported for duty. During such day they may be held pending emergency calls, may be given first aid, safety or other instruction or they may be assigned to perform miscellaneous duties in sheltered locations.

19.2 Full-time temporary personnel who have reported for work but are unable to work in the field because of inclement weather or other similar causes will be paid only for the time they work or are held by the City, except, however, that they will be paid for not less than two (2) hours.

19.3 City supervisors will be responsible for determining whether weather conditions warrant cessation of outside work. In arriving at a decision with respect to weather conditions, the Supervisor shall take into account such factors as: (a) employee health and safety, (b) undue hazards, (c) operating requirements, (d) service to the public, (e) job site working conditions, (f) anticipated duration of time required to leave unfinished job in a safe condition, (g) anticipated duration of inclement weather, and (h) distance from job site to operating headquarters.

ARTICLE 20: MISCELLANEOUS

20.1 The City shall not, by reason of the execution of this Memorandum of Understanding, abrogate or reduce the scope of any present plan or rule beneficial to employees, unless such plan or benefit is amended, altered or modified by one of the understandings contained within this Memorandum of Understanding.

20.2 A Regular or full-time temporary employee who is summoned for jury duty and is thus unable to perform the employee's regular duties will be paid for the time lost at the employee's regular rate of pay. The employee must be in a paid status on both workdays immediately adjacent to jury duty in order to receive pay for jury duty.

20.3 Any employee, at the employee's request shall be permitted to review the employee's own personnel file. The file may not, however, be removed from the Personnel Department.

20.4 An employee who disagrees with the evaluator's statements or conclusions with respect to the employee evaluation report shall have the right to review such evaluation report with the City's Personnel Director and, upon request, shall have the right to have a Union representative present.

20.5 Whenever Regular employees complete authorized courses taken for credit with a passing grade, after advance approval by the Department Head, the City shall reimburse the employee for the actual expenses of tuition and the cost of required textbooks up to two hundred dollars ($200), even though the employee retains the books and related material.

20.6 Whenever any Regular employee in the equipment shop who is required to furnish the employee's own tools suffers a major loss of personal tools, such as by fire, flood or theft, the City will replace those tools providing the employee pays the first one hundred dollars ($100) of the cost of replacement. For purposes of this provision, each covered employee must have on file with the City Personnel Department a complete itemized list of all the employee's personal tools with the original price of each tool, or if unavailable, an estimate of its replacement cost.

20.7 The City will provide and replace as necessary when worn out or broken all of the following tools or clothing for those employees as specified below. Whenever any of the following tools or clothing is lost, replacement shall be at the employee's expense.

(a) Gloves of a type as required by the nature of the work for all employees.

(b) Rain pants and rain coats for all employees.

(c) Ten (10) shirts with City emblem for all employees except those employees who don't have other clothing provided. Five (5) shirts shall be lightweight for summer-time use and five (5) shall be heavy long-sleeved shirts for winter use. Laundering will be provided by the employee. Employees for whom the City supplies shirts shall be required to wear them while on duty. Effective July 1, 2011, the City will report to CalPERS the monetary value for providing employees with the required uniforms on a per pay period basis. The uniform allowance amount reported to CalPERS will be derived from the City's total fiscal year budgeted amount for providing the uniform, not to exceed $250.00 per employee per year, divided by 26 pay periods.

(d) Coveralls, pants or shorts (Meter Readers only) and shirt uniforms for all Meter Readers, Shop and Solid Waste employees.

(e) Coveralls or special protective clothing for those employees whose work is such that severe damage to clothing is expected.

20.8 The City will provide at its expense physical examinations required by the State of California for certain classes of drivers licenses for those employees required to have said licenses. Effective September 15, 2002, the City shall commence reimbursing employees for said license renewal fees.

20.9 An annual tool allowance of five hundred fifty dollars ($550) shall be paid to all Regular employees classified as Mechanic II, Welder, or Working Supervisor-Shop effective January 31, 2016. An annual tool allowance of three hundred seventy-five dollars ($375) shall be paid to all employees classified as Mechanic I effective January 31, 2016. Effective upon Council ratification on December 4, 2019, an annual tool allowance of six hundred and fifty dollars ($650) shall be paid to all Regular employees classified as Mechanic II, Welder, or Working Supervisor-Shop and four hundred and seventy-five dollars ($475) shall be paid to all employees classified as Mechanic I. The tool allowance shall normally be paid in July of each year and it is to be used for the purpose of repair and replacement of tools for the ensuing fiscal year. The first tool allowance shall be a prorated amount for that period of time from the employee's date of employment in a covered classification to the following July 1. If an employee's service is terminated, the final tool allowance shall be a prorated amount and any overpayment shall be withheld from any funds due the employee.

20.10 Whenever any employee is subpoenaed to testify in court as a result of the employee's employment, the employee shall be paid for all regular time required in such activity.

20.11 The Union's Business Representative and the City's Labor Relations Representative may agree to limit the useful lifetime of employee disciplinary documents.

20.12 The City's Personnel Alcohol and Substance Abuse Policy and Procedure dated January 1, 1995, is hereby incorporated into the Memorandum of Understanding by reference. The parties will continue to meet and confer to modify the Personnel Alcohol and Substance Abuse Policy and Procedure in order to establish a "fitness for duty" policy that will apply to all employees.

20.13 The City will provide training and/or reimburse Regular employees who are regularly assigned to tree trimming or gardening duties for the costs, including time off to attend such training, necessary to maintain a certificate issued by the International Society of Arboriculture, as a "Certified Arborist" or a certificate issued by the International Society of Arboriculture/Western Chapter as a "Certified Tree Worker."

20.14 The City shall pay the reasonable cost of repair or replacement of uniforms, glasses, watches, or other personal property up to two hundred dollars ($200.00) per incident, damaged in the course of employment. This provision does not apply to items lost or damaged as a result of negligence of the employee.

20.15 Full-Time Temporary employees will be entitled to paid time off (accrued at the rate of .033 of an hour for each hour worked or on paid leave). If a Full-Time Temporary employee is reclassified to Regular status, accrued or used paid time off benefits will be deducted from any vacation accrual the employee may be entitled to in the employee's new status.

20.16 Effective upon Council ratification on December 4, 2019, the City agrees to reimburse unit employees required to wear protective work boots up to a maximum of two hundred and

fifty dollars ($250), every fiscal year based on the approval of the employee's Department for such protective work boots. Footwear will meet the requirements of the division/department which will be OSHA standards appropriate for the hazard of the assigned classification. Employees are eligible for reimbursement, with appropriate receipt of purchase. The reimbursement program covers the purchase of new boots and repairs for existing boots.

20.17 IBEW 1245 agrees to voluntarily withdraw its Unfair Labor Practice Charge and Complaint filed with the Public Employment Relations Board, dated May 21, 2019.

ARTICLE 21: EMPLOYEE BENEFIT PROGRAMS

21.1 Retirement Plan: All Regular employees are covered by the California Public Employees' Retirement System (CalPERS) program pursuant to an existing contract with the California Public Employees' Retirement System.

All CalPERS eligible employees, whether Tier1 or Tier 2, agree to cost sharing of the CalPERS employer contribution rate in accordance with Government Code Section 20516, as soon as administratively possible, and after the date that the appropriate CalPERS Contract amendment has been executed. The additional contribution of pensionable earnings will be paid by the employee through a bi-weekly payroll deduction on a pre-tax basis.

Effective upon CalPERS contract amendment, for Tier 1:

- Increase contribution rate to 50% of current Normal Cost equal to 1.275% effective January 1, 2020.

The City and Union agree to reopen negotiations if significant changes affecting the CalPERS retirement plan (positive or negative) are identified during the term of the contract.

Additionally, all CalPERS Eligible employees will pay the full cost of the 1959 Survivors' Benefit Program.

21.1 (a) Tier 1 – Employees Considered to be "Classic CalPERS Members"

Regular employees hired prior to January 1, 2013, and those considered to be "Classic CalPERS Members" will be covered under the 2.0% at age 55 retirement benefit formula with the 12 highest paid consecutive months final compensation provision. Employees will be covered by the Indexed level of 1959 Survivors' Benefit Program. The employee contribution of seven percent (7%) of pensionable earnings will be paid by the employee through a bi-weekly payroll deduction on a pre-tax basis. Regular employees vested in Tier 1 who leave City employment and subsequently are rehired will be re-employed with Tier 1 status for CalPERS benefits.

Except as provided below, the City will also provide employees hired prior to January 5, 2011, with the Public Agency Retirement System (PARS) 0.7% at age 55 retirement benefit formula for each year of regular City Service plus any CalPERS service credit purchased and credited to the employee's City of Redding CalPERS account while an employee of the City as a supplement to the CalPERS benefit, so long as the employee is vested with five (5) years of City service. Effective January 1, 2020, all employees eligible for the PARS defined benefit will make a mandatory PARS contribution of 2.08%, equal to 50% of normal cost at the time of agreement, on a pre-tax basis per pay period.

21.1 (b) Tier 2 –Employees hired on or after January 1, 2013, considered to be "New CalPERS Members"

Pursuant to the California Public Employees' Pension Reform Act of 2013 (PEPRA), employees hired on or after January 1, 2013, will be covered by the 2.0% at age 62 retirement formula with the 36 highest consecutive months final compensation provision as a "New CalPERS Member" if the employee 1) has not been a member of a California Public Retirement System, or 2) had prior CalPERS/reciprocity service with a break in service of six months or longer. Employees will be covered by the Indexed level of 1959 Survivors' Benefit Program. Also pursuant to PEPRA, New CalPERS Members will be responsible for paying one-half of the total normal cost rate for the retirement benefit on a bi-weekly pre-tax basis.

Employees hired on or after January 5, 2011, will not be eligible for the Public Agency Retirement System (PARS) 0.7% at age 55 supplemental retirement benefit formula.

21.1 (c) Full-Time Temporary employees participate in the Social Security program. Effective upon contract ratification on December 4, 2019, newly hired Full-Time Temporary and Temporary employees not included within Section 21.1 (a) or (b) above shall be covered by the PARS – 457 Plan. Participating employees will pay half of the contribution of 3.75 percent (3.75%) for the benefit through a bi-weekly payroll deduction on a pre-tax basis. The City will pay the remainder of the contribution or 3.75 percent (3.75%).

21.2(a) Group Health and Welfare Insurance Coverage: All Regular employees are eligible to participate in a group health and welfare insurance benefit program which includes the medical, prescription, dental, vision, life and long term disability insurance plans effective the first day of employment. Employees who do not complete an annual open enrollment group health medical plan selection will remain in the medical plan the employee participated in during the previous plan year. The City shall pay the full cost of the program for both employees and dependents as indicated below:

(1) Life Insurance: Twice annual salary for employee, $3,000 for employee's dependents. The City will pay the full cost of the premiums. More specific benefit information is provided in the carrier booklet.

(2) Health Benefits: Effective December 26, 2010, all eligible employees will receive a ten percent (10%) co-share of the premium offset in their pay. The City's contribution toward the monthly group health and welfare insurance composite premium rate shall be ninety percent (90%) and the employee will begin paying ten percent (10%) of the rate through a bi-weekly payroll deduction. The ten percent (10%) co-share of premium will be recalculated every January 1st to coincide with the renewal of the City's Group Health Insurance Plan. The City shall establish a Section 125 Plan effective with the first pay period the ten percent (10%) co-share is taken from their pay. This will redirect the portion of the employee's salary to pay, on a pre-tax basis, the employee's contribution toward the medical, prescription, dental and vision insurance composite premium rate.

The City will offer two health plans, a "Base Plan" and an optional "Buy Up Plan". The health plan benefits are offered through California State Association of Counties – Excess Insurance Authority (CSAC EIA), EIA Health Program. All eligible employees will be enrolled in the "Base

Plan" and will have the option on a voluntary basis to enroll in the "Buy Up Plan" initially, and during the open enrollment period for each subsequent calendar year. Changes will be effective at the beginning of the following calendar year. The City's contribution toward the monthly group health and welfare insurance composite premium rate for the "Base Plan" shall be ninety percent (90%) and the employee will pay ten percent (10%) of the premium rate through a bi-weekly payroll deduction. Employees electing to enroll in the "Buy Up Plan" will be responsible for premiums beyond the City's contribution of 90% of the "Base Plan" composite rate.

Effective Calendar Year 2020, all employees participating in the Group Health and Welfare Insurance Plan will pay twelve and one half percent (12.5%) co-share of premium. The City's contribution toward the monthly group health and welfare insurance composite premium rate for the "Base Plan" shall be eighty seven and one half percent (87.5%). Employees electing to enroll in the "Buy Up Plan" will be responsible for premiums beyond the City's contribution of 87.5% of the "Base Plan" composite rate.

Effective Calendar Year 2022, all employees participating in the Group Health and Welfare Insurance Plan will pay fifteen percent (15%) co-share of premium. The City's contribution toward the monthly group health and welfare insurance composite premium rate for the "Base Plan" shall be eighty five percent (85%). Employees electing to enroll in the "Buy Up Plan" will be responsible for premiums beyond the City's contribution of 85% of the "Base Plan" composite rate.

The City established a Section 125 Plan to redirect the portion of the employee's salary to pay, on a pre-tax basis, for the employee's contribution toward the medical, prescription, dental and vision insurance composite premium rate.

Effective upon contract ratification all active employees will be able to select an optional high deductible plan (medical and prescription only) as an additional lower cost option for group health. The City will contribute a flat rate monthly amount, limited to the amount of the City's contribution toward the "Base Plan" for the high deductible plan. Retirees are not eligible for the high deductible plan.

The City reserves the right to modify the group insurance composite rate structure to establish classes of coverage and rates in an effort to create a rate structure more compatible to employee claims experience. For specifics regarding the City's Group Health and Welfare Benefit Plan, refer to the Benefit Summary Plan Document.

"Buy Up" plan benefits include: $200 deductible per person; $600 deductible per family per year; 80% payable for services performed by a Preferred Provider or when no Preferred Provider is available and 70% for services performed by a non-Preferred Provider for the first $5,000 of eligible charges; the out-of-pocket waiver on the next following calendar year shall be eliminated; hospital charges 100% payable; professional fees based upon U.C.R.; normal typical exclusions and limitations. Coverage includes cancer screening with no separate dollar limit, annual physical examinations, "well-baby" care, a 30-visit annual limit on chiropractic, accidents paid at normal co-payment rate, tobacco use cessation when enrolled in a tobacco use cessation program or behavior modification program once per life-time limit, and birth control. For problems related to alcohol or substance abuse, and mental or nervous disorders: Twelve (12) outpatient visits per calendar year paid at 100% with no deductible and an additional twenty-four (24) visits per calendar year payable at 80% subject to the annual deductible.

"Base" plan benefits include:
Deductible: $500 deductible per person/$1,000 per family per year (Note: Does not apply to preventative care)

Out-of-pocket Limit: $3,500 per individual/$7,000 per family per year

Service	Employee Cost if Performed by a Preferred Provider	Employee Cost if Performed by a Non-Preferred Provider	Limitations
Primary Care Office Visit	**$20 per visit**	**40% co-insurance**	**--- None---**
Other Practitioner Office Visit	**20% coinsurance for chiropractic**	**40% coinsurance for chiropractic**	**Up to 15 visits per calendar year when combined with acupuncture**
Preventative Care/ Screening/ Immunizations	**No charge**	**40% co-insurance**	**---None---**
Hospital Stay – Facility Fee	**20% coinsurance**	**40% coinsurance**	**If service provided by a non-preferred provider, you pay the coinsurance percentage of up to $600 per day, plus charges over $600 per day.**
Hospital Stay - Physician/Surgeon Fee	**20% coinsurance**	**40% coinsurance**	**---None---**
Mental/Behavioral Health Outpatient Services	**$20 / visit**	**40% coinsurance**	**---None---**
Mental/Behavioral Health Inpatient Services	**20% coinsurance**	**40% coinsurance**	**Prior authorization is required. Failure to prior authorize may result in nonpayment of benefits.**
Substance Use Disorder Outpatient Services	**Not Covered**	**Not Covered**	**---None---**
Substance Use Disorder Inpatient Services	**Not Covered**	**Not Covered**	**---None---**

Employees with spousal coverage will be allowed to "opt out" of the City's group health and welfare insurance coverage (cease paying their share of the premium). Employees "opting out" of the City's group health benefits must provide proof of alternative health care coverage on an annual basis during the open enrollment period.

Prescription Benefit: Employee co-payments as showing in the following table:

Retail (34 days' supply)	Effective 3/1/2011 Co-Payment	Co-Pay Effective Upon Contract Ratification on 12/4/19
Generic	$10.00	$10.00
Brand	$40.00	$50.00

No Generic Available	$20.00	$20.00
Mail (90 days' supply)		
Generic	$20.00	$20.00
Brand	$70.00	$100.00
No Generic Available	$40.00	$40.00

Note: Maintenance medication (i.e. a medication taken longer than 60 days) that are filled at the retail co-pay amount more than twice will be filled at the mail order co-pay amount.

(3) Dental Benefits: No deductible and 100% of U.C.R. (90th percentile) for prevention; no deductible and 50% up to $2,000 per lifetime per person for orthodontia; $25 deductible and 80% of U.C.R. up to $2,000 per person per year for all other eligible charges. For specifics regarding the City's Dental Plan, refer to the Benefit Summary Plan Document.

(4) Long Term Disability: After three (3) months sixty percent (60%) of employee's salary integrated with all other income benefits payable to age 65. For specifics regarding the City's LTD Plan, refer to the Benefit Summary Plan Document.

(5) Vision Benefits: California Vision Service Plan A (or its equivalent), which provides for $25 deductible; an eye examination no more often than every twelve (12) months, and lenses and frames no more often than each twenty-four (24) months. For specifics regarding the City's Vision Plan, refer to the Benefit Summary Plan Document.

(6) Short – Term Disability: The City will administer employee-paid State Disability Insurance for all IBEW Maintenance employees.

The City may, if practicable, modify the group insurance program set forth above by adding utilization review and by creating preferred provider organization programs which create financial incentives for the employee to use such preferred provider services, but do not reduce any current benefit level nor impose any penalty for the employee who chooses not to use a preferred provider's services.

21.2(b) Tier 1 – Group Health Benefits at Retirement for Employees Hired Prior to January 5, 2011-

All active employees hired prior to January 5, 2011, who retire from the City with five (5) or more years of City service (and are eligible for CalPERS benefits upon separation of service) shall be eligible for the City to pay a 50% proportionate share of costs of the insurance premium should the active employee transitioning to retirement elect to participate in the group health, dental and vision plan also made available to active employees. To initially qualify for the benefit, the employee must go directly from active status to retiree status with CalPERS. To maintain a qualified status, and to continue to receive the benefit, the retired employee must continue the group medical insurance during retirement without a break in coverage. Payments by the City will be discontinued upon termination of group medical insurance coverage by the City retiree or loss of qualified status by the retiree. Following the death a retiree, the surviving spouse, if any, may continue the insurance and the City will continue the benefit on the same terms and conditions for the life of the surviving spouse. The City will not contribute payments on behalf of any retiree hired prior to January 5, 2011 except as set forth above. (Employees who retired prior to January 1, 2000, are eligible for health coverage only).

21.2(c) Tier 2 – Group Health Benefits at Retirement for Employees Hired On or After January 5, 2011

All active employees hired on or after January 5, 2011, who retire during the term of this MOU and who have five (5) or more years of City service (and are eligible for CalPERS benefits upon separation of service) shall be eligible for the City to pay a proportionate share of the cost of the insurance premiums in accordance with the following formula: two percent (2%) for every year of active service with the City of Redding up to a maximum of fifty percent (50%) should the employee transitioning to retirement elect to participate in the group health, dental and vision plan also made available to active employees. To initially qualify for the benefit, the employee must go directly from active status to retiree status with CalPERS. To maintain a qualified status, and to continue to receive the benefit, the retired employee must continue the group medical insurance during retirement without a break in coverage and the retired employee and their covered spouses who reach Medicare A/B eligibility age must enroll in Medicare. Payments by the City will be discontinued upon termination of group medical insurance coverage by the City retiree or loss of qualified status by the retiree. Following the death a retiree, the surviving spouse, if any, may continue the insurance and the City will continue the benefit on the same terms and conditions for the life of the surviving spouse. The City will not contribute payments on behalf of any retiree hired after January 5, 2011 except as set forth above.

21.2(d) Retiring employees who were hired or who worked under a different Memorandum of Understanding (MOU) or City Resolution shall be vested with the greatest retiree premium co-share formula in effect and for which that employee qualified for during his or her term of employment.

21.2(e) All retired employees participating in the group health plan will be enrolled in the "Base Plan" and will have the option on a voluntary basis to enroll in the "Buy Up Plan" initially, and during the open enrollment period for each subsequent calendar year. Changes will be effective at the beginning of the following calendar year. The City shall pay a proportionate share of the cost of the "Base Plan" insurance premiums as outlined above in sections 21.2(b) and 21.2(c). Participating retired employees electing to enroll in the "Buy Up Plan" will be responsible for premiums beyond the City's contribution of the "Base Plan" composite rate. The City's proportionate share for payments referenced above in 21.2(b) and 21.2(c) shall apply only to the premium for the "Base Plan."

21.3 The parties agree that the foregoing benefits will remain in full force and effect during the term of this agreement unless modified by mutual agreement. The parties also acknowledge that for those benefits that qualify as individually vested benefits, benefits may be bargained in the future for enhancement or for reduction for new hires, but may not be reduced for active and retired employees.

21.4 The City and the Union agree to reopen negotiations if any changes to the Affordable Care Act affect matters within the scope of representation.

ARTICLE 22: ENTIRE AGREEMENT

22.1 Except as specifically provided in Article 23 (Term), during the term of this Memorandum of Understanding the parties expressly waive and relinquish the right to meet and negotiate on wages, hours of employment, and terms and conditions of employment, and agree that neither party shall be obligated to meet and negotiate with respect to any subject or matter

whether referred to or covered in this Memorandum of Understanding or not, even though such subject or matters may not have been within the knowledge or contemplation of either or both the City or the Union at the time they met and negotiated on and executed this Memorandum of Understanding, and even though such subjects or matters were proposed and later withdrawn.

ARTICLE 23: TERM

23.1 This Memorandum of Understanding, having taken effect as of July 1, 1970, and having thereafter been amended from time to time shall continue in full force and effect until the 3rd day of December 2022; and thereafter from year to year unless written notice of change or termination shall be given by either party ninety (90) days prior to the expiration date above or the expiration date of any year thereafter.

23.2 Whenever notice is given for changes, the general nature of the changes desired must be specified in the notice, and until a satisfactory conclusion is reached in the matter of such changes, the original provision shall remain in full force and effect.

23.3 This Memorandum of Understanding shall not be amended or supplemented except by agreement of the parties hereto, reduced to writing and duly signed by each.

23.4 Any provision of this Memorandum of Understanding which may be in conflict with any Federal or State law, regulation or executive order shall be suspended and inoperative to the extent of and for the duration of such conflict; the balance of this Memorandum of Understanding, however, shall remain in full force and effect. Whenever any provision of this Memorandum of Understanding is affected as set forth above, either party may, by giving thirty (30) day's written notice to the other, open negotiations on the subject of the affected provisions.

WITNESS WHEREOF, the parties have executed this Memorandum of Understanding as of the day and year first above written.

s/ William Brickwood
William Brickwood
Municipal Employee Relations Officer
City of Redding

s/ Charles R. Reynolds
Charles R. Reynolds
Business Representative Local
Union 1245 of International
Brotherhood of Electrical
Workers AFL-CIO

s/ Robert E. Courtney
Robert E. Courtney
Personnel Director

s/ Thomas D. Brogard
Thomas D. Brogard
Shop Steward

s/ Montie O. Huff
Montie O. Huff
Shop Steward

Approved as to form:

s/ Earl D. Murphy
Earl D. Murphy
City Attorney

s/ George E. Moore
George E. Moore
Shop Steward

IN WITNESS WHEREOF, the parties have executed these Amendments to this Memorandum of Understanding on the December 3, 2019, to be effective December 4, 2019.

CITY OF REDDING

s/Barry Tippin
Barry Tippin
City Manager

s/Gage Dungy
Gage Dungy
Negotiator

s/ Sheri DeMaagd
Sheri DeMaagd
Assistant City Manager/Personnel Director

LOCAL UNION 1245, IBEW

s/Thomas Dalzell
Thomas Dalzell
Business Manager

s/ Ray Thomas
Ray Thomas
Senior Assistant Business Representative

s/Dominic McCurtain
Dominic McCurtain
Business Representative

s/Chris Fleming
Chris Fleming
Committee Member

s/Darrell McDaniel
Darrell McDaniel
Committee Member

s/Luke Pearson
Luke Pearson
Committee Member

s/John Moore
John Moore
Committee Member

s/Adam Froeber
Adam Froeber
Committee Member

s/David Williams
David Williams
Committee Member

IN WITNESS WHEREOF, the parties have executed these Amendments to this Memorandum of Understanding on the 3rd day of December 2019, to be effective December, 4, 2019.

CITY OF REDDING

Barry Tippin
City Manager

Gage Dungy
Labor Negotiator

Sheri DeMaagd
Assistant City Manager/Personnel Director

IBEW LOCAL UNION 1245

Tom Dalzell
Business Manager

Ray Thomas
Senior Assistant Business Manager

Dominic McCurtain
Business Representative

Chris Fleming
Committee Member

Darrell McDaniel
Committee Member

Luke Pearson
Committee Member

John Moore
Committee Member

Adam Froeber
Committee Member

Dave Williams
Committee Member

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS – MAINTENANCE EMPLOYEES
EXHIBIT A-0 SCHEDULE OF WAGE RATES
Effective: September 18, 2019

		Hourly Pay Rate - Salary Step					
		1	2	3	4	5	Step 5 Monthly
590	Solid Waste Worker			$12.72	$13.35	$14.02	$2,430
588	Custodian			$16.10	$16.91	$17.76	$3,078
587	Utility Field Worker	$14.84	$15.58	$16.36	$17.17	$18.03	$3,126
586	Custodial Lead Worker				$18.51	$19.44	$3,369
510	Parts Attendant	$16.90	$17.75	$18.63	$19.56	$20.55	$3,562
585	Resource Recovery Worker				$19.77	$20.76	$3,598
584	Solid Waste Truck Driver I	$13.37 *	$15.16 *	$17.18 *	$21.85	$22.95	$3,977
581	Airport Maintenance Worker	$13.37 *	$15.16 *	$17.18 *	$22.27	$23.38	$4,053
591	Convention Center Maintenance Worker	$13.37 *	$15.16 *	$17.18 *	$22.27	$23.38	$4,053
582	Public Works Maintenance Worker	$13.37 *	$15.16 *	$17.18 *	$22.31	$23.43	$4,060
560	P/W Maintenance Worker - Water -Grade I				$22.80	$23.94	$4,150
561	P/W Maintenance Worker - WasteWater -Grade II				$22.86	$24.00	$4,160
580	Meter Reader	$13.37 *	$15.16 *	$17.18 *	$23.33	$24.49	$4,246
583	Mechanic I	$13.15 *	$14.91 *	$16.90 *	$23.35	$24.51	$4,249
562	Equipment Operator				$23.82	$25.01	$4,335
564	Gardener					$25.01	$4,335
563	Solid Waste Truck Driver II					$25.01	$4,335
568	Street Sweeper Operator				$23.82	$25.01	$4,335
570	Tree Trimmer					$25.01	$4,335
574	Wastewater Collection Maintenance Worker - Grade II				$24.43	$25.66	$4,447
546	Water Maintenance Worker - D1				$24.43	$25.66	$4,447
558	Wastewater Collection Maintenance Worker - Grade III				$24.98	$26.23	$4,546
559	Water Maintenance Worker - D2				$24.98	$26.23	$4,546
541	Airport Maintenance Lead Worker				$25.62	$26.90	$4,663
554	Arborist Lead Worker					$26.90	$4,663
540	Building & Facilities Mechanic I				$25.62	$26.90	$4,663
544	Heavy Equipment Operator					$26.90	$4,663
557	Lead Meter Reader					$26.90	$4,663
548	Parking Meter Service Worker					$26.90	$4,663
549	Parks Lead Worker					$26.90	$4,663
550	Public Works Lead Worker					$26.90	$4,663
542	Solid Waste Maintenance Worker					$26.90	$4,663
578	Transfer Station Operator					$26.90	$4,663
537	Welder					$27.54	$4,773
545	Wastewater Collection Lead Worker - Grade III					$28.20	$4,888
547	Water Lead Worker - D2					$28.20	$4,888

		Hourly Pay Rate - Salary Step					Step 5 Monthly
		1	2	3	4	5	
536	Building & Facilities Mechanic II					$28.27	$4,900
535	Mechanic II					$28.27	$4,900
538	Plant Mechanic					$28.27	$4,900
555	Wastewater Collection Lead Worker - Grade IV					$28.88	$5,006
556	Water Lead Worker - D3					$28.88	$5,006
539	HVAC Technician					$29.58	$5,127
521	Working Supervisor-Airports					$30.25	$5,244
522	Working Supervisor-Buildings					$30.25	$5,244
523	Working Supervisor-Landfill					$30.25	$5,244
524	Working Supervisor-Parks					$30.25	$5,244
526	Working Supervisor-Public Works					$30.25	$5,244
528	Working Supervisor-Shop					$30.25	$5,244
530	Electric Utility Field Services Technician					$31.05	$5,383
527	Working Supervisor-Wastewater Collection - Grade III					$31.72	$5,498
529	Working Supervisor-Water Distribution - D3					$31.72	$5,498
531	Working Supervisor-Wastewater Collection - Grade IV					$32.49	$5,631
532	Working Supervisor-Water Distribution - D4					$32.49	$5,631
533	Working Supervisor-Water Distribution - D5					$33.28	$5,768
519	Working Supervisor-Electric Utility Field Services					$34.14	$5,917
515	Electrical Technician			$41.57	$43.64	$45.83	$7,943

* Temporary and Full-time Temporary employees only

Note: Pay rates are calculated utilizing a standardized formula and small differences may occur due to rounding.

Note: Distribution certification stipends per contract language dated 9/15/02 have been rolled into wage rates.

~~Household Hazardous Waste~~

		Hourly Pay Rate - Salary Step					
J/C	**Classification**	**1**	**2**	**3**	**4**	**5**	**6**
338	Hazardous Waste Technician	$23.04	$24.20	$25.41	$26.68	$28.01	$29.41
336	Hazardous Waste Specialist I	$25.03	$26.28	$27.59	$28.97	$30.42	$31.94
337	Hazardous Waste Specialist II **	$26.20	$27.51	$28.89	$30.33	$31.85	$33.44
326	Utility Specialist I	** $22.50	$23.62	$24.80	$26.04	$27.35	$28.71
327	Utility Specialist II	** $24.41	$25.63	$26.91	$28.26	$29.67	$31.16

* Classification subject to six and one-half percent (6.5%) differential for work performed at a hazardous waste incident or when this classification conducts training for the City's Hazardous Materials Response Team or SCHMRT.

** New classification added to salary schedule due to unit modification effective January 15, 2019.

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS – MAINTENANCE EMPLOYEES
EXHIBIT A-1 SCHEDULE OF WAGE RATES
Effective: December 1, 2019

		Hourly Pay Rate - Salary Step					
		1	2	3	4	5	Step 5 Monthly
590	Solid Waste Worker			$13.10	$13.75	$14.44	$2,503
588	Custodian			$16.59	$17.42	$18.29	$3,170
587	Utility Field Worker	$15.28	$16.05	$16.85	$17.69	$18.57	$3,220
586	Custodial Lead Worker				$19.07	$20.02	$3,470
510	Parts Attendant	$17.41	$18.28	$19.19	$20.15	$21.17	$3,669
585	Resource Recovery Worker				$20.36	$21.38	$3,706
584	Solid Waste Truck Driver I	~~$13.77~~ *	$15.61 *	$17.69 *	$22.51	$23.64	$4,097
581	Airport Operations and Maintenance Worker I	~~$13.77~~ *	$15.61 *	$17.69 *	$22.94	$24.08	$4,174
591	Convention Center Maintenance Worker	~~$13.77~~ *	$15.61 *	$17.69 *	$22.94	$24.08	$4,174
582	Public Works Maintenance Worker	~~$13.77~~ *	$15.61 *	$17.69 *	$22.98	$24.13	$4,182
560	P/W Maintenance Worker - Water -Grade I				$23.49	$24.66	$4,275
561	P/W Maintenance Worker - WasteWater -Grade II				$23.54	$24.72	$4,284
580	Meter Reader	~~$13.77~~ *	$15.61 *	$17.69 *	$24.03	$25.23	$4,373
583	Mechanic I	~~$13.55~~ *	$15.36 *	$17.40 *	$24.05	$25.25	$4,377
562	Equipment Operator				$24.53	$25.76	$4,465
564	Gardener					$25.76	$4,465
563	Solid Waste Truck Driver II					$25.76	$4,465
568	Street Sweeper Operator				$24.53	$25.76	$4,465
570	Tree Trimmer					$25.76	$4,465
574	Wastewater Collection Maintenance Worker - Grade II				$25.17	$26.43	$4,580
546	Water Maintenance Worker - D1				$25.17	$26.43	$4,580
559	Water Maintenance Worker - D2				$25.73	$27.02	$4,683
543	Baler Operator					$27.05	$4,688
558	Wastewater Collection Maintenance Worker - Grade III				$26.35	$27.67	$4,796
541	Airport Operations and Maintenance ~~Lead~~ Worker II				$26.39	$27.71	$4,803
554	Arborist Lead Worker					$27.71	$4,803
540	Building & Facilities Mechanic I				$26.39	$27.71	$4,803
544	Heavy Equipment Operator					$27.71	$4,803
557	Lead Meter Reader					$27.71	$4,803
548	Parking Meter Service Worker					$27.71	$4,803
549	Parks Lead Worker					$27.71	$4,803
550	Public Works Lead Worker					$27.71	$4,803
542	Solid Waste Maintenance Worker					$27.71	$4,803
578	Transfer Station Operator					$27.71	$4,803
537	Welder					$28.36	$4,917

		Hourly Pay Rate - Salary Step					Step 5 Monthly
		1	2	3	4	5	
547	Water Lead Worker - D2					$29.05	$5,035
536	Building & Facilities Mechanic II					$29.11	$5,047
535	Mechanic II					$29.11	$5,047
538	Plant Mechanic					$29.11	$5,047
556	Water Lead Worker - D3					$29.75	$5,156
545	Wastewater Collection Lead Worker - Grade III					$29.75	$5,157
539	HVAC Technician					$30.46	$5,280
555	Wastewater Collection Lead Worker - Grade IV					$30.47	$5,282
508	Water Lead Worker - D4					$30.49	$5,285
551	Working Supervisor - Arborist					$31.16	$5,401
521	Working Supervisor-Airports Operations and Maintenance					$31.16	$5,401
522	Working Supervisor-Buildings					$31.16	$5,401
523	Working Supervisor-Landfill					$31.16	$5,401
524	Working Supervisor-Parks					$31.16	$5,401
526	Working Supervisor-Public Works					$31.16	$5,401
528	Working Supervisor-Shop					$31.16	$5,401
509	Water Lead Worker - D5					$31.25	$5,418
530	Electric Utility Field Services Technician					$31.99	$5,544
529	Working Supervisor-Water Distribution - D3					$32.67	$5,663
527	Working Supervisor-Wastewater Collection - Grade III					$33.46	$5,800
531	Working Supervisor-Wastewater Collection - Grade IV					$34.27	$5,941
532	Working Supervisor-Water Distribution - D4					$34.27	$5,941
533	Working Supervisor-Water Distribution - D5					$35.11	$6,085
519	Working Supervisor-Electric Utility Field Services					$35.16	$6,095
515	Electrical Technician			$42.81	$44.95	$47.20	$8,182

* Temporary and Full-time Temporary employees only

Note: Pay rates are calculated utilizing a standardized formula and small differences may occur due to rounding.

Note: Distribution certification stipends per contract language dated 9/15/02 have been rolled into wage rates.

		Hourly Pay Rate - Salary Step					
J/C	**Classification**	**1**	**2**	**3**	**4**	**5**	**6**
338	Hazardous Waste Technician	$23.74	$24.92	$26.17	$27.48	$28.85	$30.29
336	Hazardous Waste Specialist I	$25.78	$27.07	$28.42	$29.84	$31.33	$32.90
337	Hazardous Waste Specialist II **	$26.99	$28.34	$29.75	$31.24	$32.80	$34.44
326	Utility Specialist I	$23.17	$24.33	$25.55	$26.83	$28.17	$29.58
327	Utility Specialist II	$25.14	$26.40	$27.72	$29.11	$30.56	$32.09

* Classification subject to six and one-half percent (6.5%) differential for work performed at a hazardous waste incident or when this classification conducts training for the City's Hazardous Materials Response Team or SCHMRT.

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS – MAINTENANCE EMPLOYEES
EXHIBIT A-2 SCHEDULE OF WAGE RATES
Effective: July 12, 2020

		Hourly Pay Rate - Salary Step					
		1	2	3	4	5	Step 5 Monthly
590	Solid Waste Worker			$13.36	$14.03	$14.73	$2,553
588	Custodian			$16.92	$17.77	$18.65	$3,233
587	Utility Field Worker	$15.59	$16.37	$17.18	$18.04	$18.95	$3,284
586	Custodial Lead Worker				$19.45	$20.42	$3,539
510	Parts Attendant	$17.76	$18.64	$19.58	$20.55	$21.59	$3,742
585	Resource Recovery Worker				$20.77	$21.81	$3,781
584	Solid Waste Truck Driver I		$15.92 *	$18.05 *	$22.96	$24.11	$4,179
581	Airport Operations and Maintenance Worker I		$15.92 *	$18.05 *	$23.39	$24.56	$4,258
591	Convention Center Maintenance Worker		$15.92 *	$18.05 *	$23.39	$24.56	$4,258
582	Public Works Maintenance Worker		$15.92 *	$18.05 *	$23.44	$24.61	$4,266
560	P/W Maintenance Worker - Water -Grade I				$23.96	$25.15	$4,360
561	P/W Maintenance Worker - WasteWater -Grade II				$24.01	$25.21	$4,370
580	Meter Reader		$15.92 *	$18.05 *	$24.51	$25.73	$4,460
583	Mechanic I		$15.66 *	$17.75 *	$24.53	$25.75	$4,464
562	Equipment Operator				$25.02	$26.28	$4,554
564	Gardener					$26.28	$4,554
563	Solid Waste Truck Driver II					$26.28	$4,554
568	Street Sweeper Operator				$25.02	$26.28	$4,554
570	Tree Trimmer					$26.28	$4,554
574	Wastewater Collection Maintenance Worker - Grade II				$25.67	$26.95	$4,672
546	Water Maintenance Worker - D1				$25.67	$26.95	$4,672
559	Water Maintenance Worker - D2				$26.24	$27.56	$4,776
543	Baler Operator					$27.59	$4,782
558	Wastewater Collection Maintenance Worker - Grade III				$26.88	$28.22	$4,892
541	Airport Operations and Maintenance Worker II				$26.92	$28.26	$4,899
554	Arborist Lead Worker					$28.26	$4,899
540	Building & Facilities Mechanic I				$26.92	$28.26	$4,899
544	Heavy Equipment Operator					$28.26	$4,899
557	Lead Meter Reader					$28.26	$4,899
548	Parking Meter Service Worker					$28.26	$4,899
549	Parks Lead Worker					$28.26	$4,899
550	Public Works Lead Worker					$28.26	$4,899
542	Solid Waste Maintenance Worker					$28.26	$4,899
578	Transfer Station Operator					$28.26	$4,899
537	Welder					$28.93	$5,015

		Hourly Pay Rate - Salary Step					Step 5 Monthly
		1	2	3	4	5	
547	Water Lead Worker - D2					$29.63	$5,136
536	Building & Facilities Mechanic II					$29.70	$5,147
535	Mechanic II					$29.70	$5,147
538	Plant Mechanic					$29.70	$5,147
556	Water Lead Worker - D3					$30.34	$5,260
545	Wastewater Collection Lead Worker - Grade III					$30.35	$5,260
539	HVAC Technician					$31.07	$5,386
555	Wastewater Collection Lead Worker - Grade IV					$31.08	$5,387
508	Water Lead Worker - D4					$31.10	$5,391
551	Working Supervisor - Arborist					$31.78	$5,509
521	Working Supervisor-Airports Operations and Maintenance					$31.78	$5,509
522	Working Supervisor-Buildings					$31.78	$5,509
523	Working Supervisor-Landfill					$31.78	$5,509
524	Working Supervisor-Parks					$31.78	$5,509
526	Working Supervisor-Public Works					$31.78	$5,509
528	Working Supervisor-Shop					$31.78	$5,509
509	Water Lead Worker - D5					$31.88	$5,526
530	Electric Utility Field Services Technician					$32.63	$5,655
529	Working Supervisor-Water Distribution - D3					$33.32	$5,776
527	Working Supervisor-Wastewater Collection - Grade III					$34.13	$5,916
531	Working Supervisor-Wastewater Collection - Grade IV					$34.96	$6,060
532	Working Supervisor-Water Distribution - D4					$34.96	$6,060
533	Working Supervisor-Water Distribution - D5					$35.81	$6,207
519	Working Supervisor-Electric Utility Field Services					$35.86	$6,216
515	Electrical Technician			$43.67	$45.85	$48.15	$8,345

* Temporary and Full-time Temporary employees only

Note: Pay rates are calculated utilizing a standardized formula and small differences may occur due to rounding.

Note: Distribution certification stipends per contract language dated 9/15/02 have been rolled into wage rates.

		Hourly Pay Rate - Salary Step					
J/C	**Classification**	**1**	**2**	**3**	**4**	**5**	**6**
338	Hazardous Waste Technician	$24.21	$25.42	$26.69	$28.03	$29.43	$30.90
336	Hazardous Waste Specialist I	$26.29	$27.61	$28.99	$30.44	$31.96	$33.56
337	Hazardous Waste Specialist II **	$27.53	$28.90	$30.35	$31.87	$33.46	$35.13
326	Utility Specialist I	$23.64	$24.82	$26.06	$27.36	$28.73	$30.17
327	Utility Specialist II	$25.65	$26.93	$28.27	$29.69	$31.17	$32.73

* Classification subject to six and one-half percent (6.5%) differential for work performed at a hazardous waste incident or when this classification conducts training for the City's Hazardous Materials Response Team or SCHMRT.

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS – MAINTENANCE EMPLOYEES
EXHIBIT A-3 SCHEDULE OF WAGE RATES
Effective: July 11, 2021

		Hourly Pay Rate - Salary Step					
		1	2	3	4	5	Step 5 Monthly
590	Solid Waste Worker			$13.43	$14.10	$14.81	$2,566
588	Custodian			$17.00	$17.85	$18.75	$3,249
587	Utility Field Worker	$15.66	$16.45	$17.27	$18.13	$19.04	$3,300
586	Custodial Lead Worker				$19.54	$20.52	$3,557
510	Parts Attendant	$17.84	$18.74	$19.67	$20.66	$21.70	$3,761
585	Resource Recovery Worker				$20.88	$21.92	$3,799
584	Solid Waste Truck Driver I		$16.00 *	$18.14 *	$23.08	$24.23	$4,200
581	Airport Operations and Maintenance Worker I		$16.00 *	$18.14 *	$23.51	$24.69	$4,279
591	Convention Center Maintenance Worker		$16.00 *	$18.14 *	$23.51	$24.69	$4,279
582	Public Works Maintenance Worker		$16.00 *	$18.14 *	$23.56	$24.73	$4,287
560	P/W Maintenance Worker - Water -Grade I				$24.08	$25.28	$4,382
561	P/W Maintenance Worker - WasteWater -Grade II				$24.13	$25.34	$4,392
580	Meter Reader		$16.00 *	$18.14 *	$24.63	$25.86	$4,483
583	Mechanic I		$15.74 *	$17.84 *	$24.65	$25.88	$4,486
562	Equipment Operator				$25.15	$26.41	$4,577
564	Gardener					$26.41	$4,577
563	Solid Waste Truck Driver II					$26.41	$4,577
568	Street Sweeper Operator				$25.15	$26.41	$4,577
570	Tree Trimmer					$26.41	$4,577
574	Wastewater Collection Maintenance Worker - Grade II				$25.80	$27.09	$4,695
546	Water Maintenance Worker - D1				$25.80	$27.09	$4,695
559	Water Maintenance Worker - D2				$26.37	$27.69	$4,800
543	Baler Operator					$27.73	$4,806
558	Wastewater Collection Maintenance Worker - Grade III				$27.01	$28.37	$4,917
541	Airport Operations and Maintenance Worker II				$27.05	$28.41	$4,924
554	Arborist Lead Worker					$28.41	$4,924
540	Building & Facilities Mechanic I				$27.05	$28.41	$4,924
544	Heavy Equipment Operator					$28.41	$4,924
557	Lead Meter Reader					$28.41	$4,924
548	Parking Meter Service Worker					$28.41	$4,924
549	Parks Lead Worker					$28.41	$4,924
550	Public Works Lead Worker					$28.41	$4,924
542	Solid Waste Maintenance Worker					$28.41	$4,924
578	Transfer Station Operator					$28.41	$4,924
537	Welder					$29.08	$5,040

		Hourly Pay Rate - Salary Step					Step 5 Monthly
		1	2	3	4	5	
547	Water Lead Worker - D2					$29.78	$5,161
536	Building & Facilities Mechanic II					$29.85	$5,173
535	Mechanic II					$29.85	$5,173
538	Plant Mechanic					$29.85	$5,173
556	Water Lead Worker - D3					$30.50	$5,286
545	Wastewater Collection Lead Worker - Grade III					$30.50	$5,286
539	HVAC Technician					$31.23	$5,413
555	Wastewater Collection Lead Worker - Grade IV					$31.24	$5,414
508	Water Lead Worker - D4					$31.26	$5,418
551	Working Supervisor - Arborist					$31.94	$5,537
521	Working Supervisor-Airports Operations and Maintenance					$31.94	$5,537
522	Working Supervisor-Buildings					$31.94	$5,537
523	Working Supervisor-Landfill					$31.94	$5,537
524	Working Supervisor-Parks					$31.94	$5,537
526	Working Supervisor-Public Works					$31.94	$5,537
528	Working Supervisor-Shop					$31.94	$5,537
509	Water Lead Worker - D5					$32.04	$5,553
530	Electric Utility Field Services Technician					$32.79	$5,683
529	Working Supervisor-Water Distribution - D3					$33.49	$5,805
527	Working Supervisor-Wastewater Collection - Grade III					$34.30	$5,946
531	Working Supervisor-Wastewater Collection - Grade IV					$35.13	$6,090
532	Working Supervisor-Water Distribution - D4					$35.13	$6,090
533	Working Supervisor-Water Distribution - D5					$35.99	$6,238
519	Working Supervisor-Electric Utility Field Services					$36.04	$6,247
515	Electrical Technician			$43.89	$46.08	$48.39	$8,387

* Temporary and Full-time Temporary employees only

Note: Pay rates are calculated utilizing a standardized formula and small differences may occur due to rounding.

Note: Distribution certification stipends per contract language dated 9/15/02 have been rolled into wage rates.

		Hourly Pay Rate - Salary Step					
J/C	**Classification**	**1**	**2**	**3**	**4**	**5**	**6**
338	Hazardous Waste Technician	$24.33	$25.55	$26.82	$28.17	$29.57	$31.05
336	Hazardous Waste Specialist I	$26.43	$27.75	$29.13	$30.59	$32.12	$33.73
337	Hazardous Waste Specialist II **	$27.66	$29.05	$30.50	$32.02	$33.63	$35.31
326	Utility Specialist I	$23.76	$24.94	$26.19	$27.50	$28.87	$30.32
327	Utility Specialist II	$25.77	$27.06	$28.42	$29.84	$31.33	$32.90

* Classification subject to six and one-half percent (6.5%) differential for work performed at a hazardous waste incident or when this classification conducts training for the City's Hazardous Materials Response Team or SCHMRT.

EXHIBIT "B": JOB DEFINITIONS

The Job Definitions included herein are intended to be general guidelines regarding the duties to be performed by a particular classification, and are not to be construed as restrictions on the duties an employee may perform. The definitions summarize the classification specification for each position. Any employee may be assigned to perform the duties of a classification which has an equal or lower wage rate.

A crew as used herein is defined as three or more employees working together on the same job.

For vehicle/equipment operation, see Exhibit "F" - "VEHICLE/EQUIPMENT OPERATION DIRECTORY."

Solid Waste Worker
An employee who is engaged in performing a variety of unskilled work. The employee's duties include the collection of litter along roadways and at disposal sites, directing traffic at disposal sites, collection of fees and issuing of receipts and cleaning and washing of solid waste equipment and vehicles. The employee shall be capable of performing the duties efficiently and safely.

Custodian
An employee who is engaged in performing all types of custodial work. The employee shall be capable of performing the duties efficiently and safely.

Utility Field Worker
An employee who is engaged in a variety of customer service utility duties, such as the delivery to customers of delinquency notices, service contracts, and other notifications to utility customers. The employee's duties include the performance of various meter route maintenance duties, such as correction of meter access problems, trimming of shrubs to provide meter access, the removing of water and other debris from water meter boxes. The employee will be required to read both water and electric meters for purposes of providing closing statements to customers, and will be required to perform related clerical work in keeping and reviewing records, comparing names and numbers accurately, and performing simple mathematical calculations. The employee will also be required to deliver City mail. The employee will be required to interact with the public. The employee's background and experience must be such as to qualify the employee to perform the duties safely with skill, tact, diplomacy, and efficiency.

Custodial Lead Worker
An employee who is a lead worker in charge of lower paid employees engaged in all types of custodial work. The employee shall have the personal qualifications of leadership and supervisory ability and be familiar with the City's safety standards and other applicable rules and regulations. The employee shall be capable of performing the duties efficiently and safely.

Resource Recovery Worker
An employee who is engaged in performing a wide variety of duties in the operation of a transfer station recycling center. The employee's duties include directing traffic at transfer or recycling areas, collecting fees and issuing receipts, quality control and sorting recyclables at a voluntary drop-off center, providing training, supervision, assistance to alternative workers and volunteers and general site cleanup. The employee shall be capable of performing the duties efficiently and safely.

Solid Waste Truck Driver I
An Employee who is engaged in the collection and disposal of solid wastes and the operation and routine maintenance of equipment associated with collection and processing of solid waste, recyclables and household reusables. The employee will be required to clean and wash vehicles and waste collection equipment. The employee may also be required to perform other unrelated work in order to utilize the employee's full working time. The employee may be required to direct the work of one (1) lower paid employee. The employee's background of training and experience shall be such as to qualify the employee to perform the duties safely with skill and efficiency.

Airport Operations and Maintenance Worker I
An employee who is engaged in performing a wide variety of unskilled and semi-skilled work on airport facilities. The employee's duties include installation, construction, maintenance, and repair of buildings, grounds, landscaped areas, and other airport property. The employee will be required to operate portable power tools. Performs daily airport safety and security inspections of airport facilities, grounds and properties to ensure regulatory compliance with the Airport Emergency Plan response, and other Federal, State and local regulations or policies. This job has partial responsibility for reporting to federal, state, and local agencies (gathers information, completes reports, and assists in addressing discrepancies in reporting) for the following reports/agencies: FAA, TSA/DHS, and NTSB. Assists in gathering information and submitting reports relating to aircraft incidents/accidents, EMS calls, fire code inspections, breaches of airfield security, wildlife hazard management, daily inspection reports, and training reports. Inspects all airport safety and operational areas and equipment including runway and taxiways, airfield lighting, parking aprons, hangars, terminal building, fuel storage areas and perimeter fences, gates, and grounds. Monitors and enforces FAA regulations, regarding Uniform Fire Code regulations and vehicle operation, parking rules, and issues Notices to Airmen (NOTAMs). Performs a wide variety of maintenance, grounds keeping, and repair work for airport including airport markings, signage systems, lighting systems, electrical systems, drainage maintenance, vegetation manager practices, grading, FOD (Foreign Object Debris) control, and equipment maintenance and repair. The employee will be familiar, and comply, with FAA safety, security, and ground movement regulations. The employee may be required to direct the work of another lower paid employee engaged in unskilled work. The employee shall be capable of performing the duties safely, with skill, tact, diplomacy, and efficiency.

Convention Center Maintenance Worker
An employee who is engaged in performing a wide variety of unskilled and semi-skilled work on Convention Center facilities. The employee's duties include installation, construction, maintenance, and repair of buildings, grounds, landscaped areas, and other Convention Center property. The employee will be required to operate portable power tools. The employee may be required to direct the work of another lower paid employee engaged in unskilled work. The employee shall be capable of performing the duties safely, with skill, tact, diplomacy, and efficiency.

Public Works Maintenance Worker
An employee who is engaged in performing a wide variety of unskilled and semi-skilled work. The employee's duties include installation, construction, maintenance and repair of streets, curbs, gutters, sidewalks, storm drains, water and sewer lines, parks, buildings, facilities and other City property. The employee will be required to operate portable power tools. The employee may be required to direct the work of another lower-paid employee engaged in unskilled work, and shall be capable of performing the duties efficiently and safely.

Meter Reader
An employee who is engaged in reading meters, calculating consumptions and reporting irregularities of either the customer's or the City's facilities. The employee may be required to check for stopped water meters, collect bills, sequence routes, and perform clerical work. The employee will be required to meet the public. The employee's background and experience must be such as to qualify the employee to perform these duties safely with skill, tact, diplomacy and efficiency.

Mechanic I
An employee who is engaged in a variety of semi-skilled preventive maintenance service, troubleshooting, mechanical repair, and tire work on a variety of light and heavy-duty diesel and gasoline powered automotive, construction, fire apparatus, and towed equipment, and emergency standby generators. The employee may also be required to perform related clerical work. The employee's background of training and experience shall be such as to qualify the employee to perform the duties with skill, efficiency, and safety.

Equipment Operator
An employee who is engaged in the operation and routine maintenance of equipment, particularly mobile power equipment associated with the construction, maintenance and repair of streets, parks, pipelines, and other facilities. The employee may be required to direct the work of up to two (2) other lower paid employees. The employee's background of training and experience shall be such as to qualify the employee to perform the duties safely with skill and efficiency.

Gardener
An employee who is engaged in performing all types of semi-skilled and skilled lawn, garden, sports playing area, and parks grounds installation and maintenance work. The employee will be required to direct the work of up to two (2) other lower paid employees engaged in unskilled work. Must possess an appropriate State of California Department of Food and Agriculture Commercial Applicator Certificate for use of restrictive materials in those categories that are job related. The employee's background of training and experience shall include at least sixteen (16) units of college level horticultural or environmental science academic work or the equivalent and shall be such as to qualify the employee to perform the duties safely with skill and efficiency.

Solid Waste Truck Driver II
An employee who is engaged in the operation and routine maintenance of all sanitation collection and disposal trucks and vehicles. The employee may be required to perform routine vehicle maintenance and job related clerical work. The employee may be required to perform other unrelated duties in order to utilize the full working time. The employee's background of training and experience shall qualify the employee to perform the duties with skill, efficiency, and safety.

Street Sweeper Operator
An employee who is engaged in the operation and routine maintenance of a self-propelled street sweeper. The employee's background of training and experience shall be such as to qualify the employee to perform the employee's duties safely with skill and efficiency.

Tree Trimmer
An employee who is engaged in performing all types of pruning and tree trimming, including tree trimming in close proximity to high voltage power lines, utilizing tree climbers, rope rigging, mechanical lift equipment, and all types of mechanical and power pruning and cutting tools. The

employee will be required to direct the work of another lower paid employee engaged in unskilled work. The employee must possess or acquire within two (2) years of appointment and maintain a certificate issued by the International Society of Arboriculture as a "Certified Arborist." The employee's background of training and experience shall be such as to qualify the employee to perform the employee duties with skill, efficiency and safety. The employee must possess the appropriate State of California driver's license.

Wastewater Collection Maintenance Worker
An employee who is engaged in performing all types of installation, construction, operation, maintenance and repair work on wastewater collection and treatment facilities. The employee may be required to direct the work of up to two (2) other lower-paid employees. The employee's background of training and experience shall be such as to qualify the employee to perform these duties with skill, safety, and efficiency. Must possess a California Water Environment Association Collection System Maintenance Certificate Grade II.

Water Maintenance Worker
An employee who is engaged in performing all types of installation, construction, repair, operation, and maintenance work on water supply, distribution, transmission and treatment facilities. The employee may be required to meet the public, and if the employee is, the employee shall be capable of performing assignments with tact and diplomacy. The employee may be required to direct the work of up to two (2) other lower paid employees. The employee's background of training and experience shall be such as to qualify the employee to perform these duties with skill, safety, and efficiency. Must possess a State of California Department of Health Services Water Distribution Operator certificate.

Baler Operator
An employee who is engaged in the operation of a forklift and baler at the Material Recovery Facility (MRF) to sort, bale, and market contamination-free recyclables collected from commercial and residential routes, ensuring compliance with State mandates; and performs routine maintenance on such equipment. The employee must have a general understanding of the mechanics of the MRF, a significant amount of organizational skills, as well as the abilities to multi-task and adapt to rapidly changing situations. The employee may be required to meet the public, and if the employee is, the employee shall be capable of performing assignments with tact and diplomacy. The employee's background of training and experience shall be such as to qualify the employee to perform these duties with skill, safety, and efficiency.

Airport and Operations Maintenance Worker II
An employee who is a lead worker in charge of not more than three other employees engaged in performing a wide variety of skilled and semi-skilled duties relating to the installation, construction, maintenance and repair of buildings, grounds, landscaped areas and other Airport facilities. Performs daily airport safety and security inspections of airport facilities, grounds and properties to ensure regulatory compliance with the Airport Emergency Plan response, and other Federal, State and local regulations or policies. This job has partial responsibility for reporting to federal, state, and local agencies (gathers information, completes reports, and assists in addressing discrepancies in reporting) for the following reports/agencies: FAA, TSA/DHS, and NTSB. Assists in gathering information and submitting reports relating to aircraft incidents/accidents, EMS calls, fire code inspections, breaches of airfield security, wildlife hazard management, daily inspection reports, and training reports. Inspects all airport safety and operational areas and equipment including runway and taxiways, airfield lighting, parking aprons, hangars, terminal building, fuel storage areas and perimeter fences,

gates, and grounds. Monitors and enforces FAA regulations, regarding Uniform Fire Code regulations and vehicle operation, parking rules, and issues Notices to Airmen (NOTAMs). Performs a wide variety of maintenance, grounds keeping, and repair work for airport including airport markings, signage systems, lighting systems, electrical systems, drainage maintenance, vegetation manager practices, grading, FOD (Foreign Object Debris) control, and equipment maintenance and repair. The employee must be familiar with, and comply with FAA Safety, Security, and Ground Movement Regulations. The employee shall have the personal qualifications of leadership and supervisory ability and be familiar with the City's construction and safety standards, accounting procedures, and all other applicable rules and regulations. The employee shall be capable of performing the duties with skill, efficiency, and safety.

Arborist Lead Worker
An employee who is a lead worker in charge of not more than three (3) other employees engaged in performing all types of pruning and tree trimming, including tree trimming in close proximity to high voltage power lines, utilizing tree climbers, rope rigging, mechanical lift equipment, and all types of mechanical and power pruning and cutting tools. The employee must possess or acquire within two (2) years of appointment and maintain a certificate issued by the International Society of Arboriculture as a "Certified Arborist." The employee shall have the personal qualifications of leadership and supervisory ability and be familiar with the City's construction and safety standards, accounting procedures, and all other applicable rules and regulations. The employee shall be capable of performing the duties with skill, efficiency, and safety.

Building and Facilities Mechanic I
An employee who is a journeyman and is engaged in performing a wide variety of duties relating to the installation, construction, operation, maintenance and repair of buildings, facilities, mechanical equipment, street signs and sprinkler systems and other property of a similar nature. May be required to perform carpentry, plumbing, electrical work, painting, cement work, masonry, and gas and electric welding. The employee should be a journeyman in one of the foregoing crafts and should be reasonably competent and proficient in performing routine tasks of some of the other crafts. The employee may be required to direct the work of other lower-paid employees. The employee may be required to meet the public and, if the employee is, the employee shall be capable of performing such assignment with tact and diplomacy. The employee's background of apprenticeship and experience must be such as to qualify the employee to perform these duties safely with skill and efficiency.

Heavy Equipment Operator
An employee who is engaged in the operation and routine maintenance of all types of equipment, particularly mobile power equipment associated with the construction, maintenance, and repair of streets, parks, pipelines, and other facilities. The employee may be required to direct the work of up to two (2) other lower paid employees. The employee shall be capable of performing the duties with skill, efficiency and safety.

Lead Meter Reader
An employee who is a in charge of employees engaged in reading meters. The employee will be required to arrange meter reading routes, handle customer complaints relative to Meter Readers or bills, resolve problems encountered by Meter Readers, such as meter access and hazardous conditions. The employee may be required to read meters. The employee will be required to perform related clerical work. The employee must have the personal qualifications of leadership and supervisory ability and a background of experience and training which qualify the employee to perform the duties with skill, efficiency, tact, diplomacy, and safety.

Parking Meter Service Worker
An employee who is engaged in performing all classes of parking meter work alone or as a lead worker with one or more assistants with same or lower classifications. The employee's duties include installation, maintenance and repair of all types of parking meters and related facilities, and the collection and sorting of coins from meters. The employee's background of training and experience shall be such as to qualify the employee to perform the duties safely with skill, efficiency, tact and diplomacy.

Parks Lead Worker
An employee who is a lead worker in charge of not more than three (3) other employees, engaged in performing a variety of skilled and semi-skilled duties relating to the installation, construction, operation, maintenance and repair of park-type facilities. The employee's background of training and experience shall include at least sixteen (16) units of college level horticultural academic work or the equivalent and possess a State of California Department of Food and Agriculture Commercial Applicators' Certificate for the use of restricted materials in those categories that are job related. The employee shall have the personal qualifications of leadership and supervisory ability and be familiar with the City's construction and safety standards, accounting procedures and all other applicable rules and regulations. The employee shall be capable of performing the duties with skill, efficiency and safety.

Public Works Lead Worker
An employee who is a lead worker in charge of not more than three (3) other employees, engaged in performing a variety of duties such as the installation, construction, operation, maintenance and repair of streets, parks, pipelines, buildings, and other facilities. The employee should possess the craft qualifications of a Heavy Equipment Operator or another related journeyman craft. The employee shall have the personal qualifications of leadership and supervisory ability and be familiar with the City's construction and safety standards, accounting procedures and all other applicable rules and regulations. The employee shall be capable of performing the duties with skill, efficiency, and safety.

Transfer Station Operator
An employee who is engaged in the operation and maintenance of all types of solid waste transfer station equipment. The employee may be required to direct the work of up to two (2) other lower paid employees. The employee's background shall be such as to qualify the employee to perform these duties with skill, efficiency, tact, diplomacy and safety.

Hazardous Waste Technician
An employee who is engaged in assisting in the collection, proper categorization and handling of hazardous materials received at the permanent Household Hazardous Waste (HHW) collection facility. Incumbents are expected to unload, segregate, and prepare materials for storage and shipment to recycling, treatment and disposal facilities. Incumbents are expected to work well with the public and work as a member of a team. The employee's background of training and experience shall be such as to qualify the employee to perform the duties with skill, efficiency and safety. The employee must possess a State of California Class "C" driver's license, and the ability to obtain a Hazardous Materials Endorsement.

Welder
An employee who is a journeyman and is engaged in performing all types of welding, fabrication, and the operation of metal shop tools. The employee shall be required to perform tool maintenance and repair work. The employee's background of apprenticeship and experience shall be such as to qualify the employee to perform these duties with skill and efficiency. The employee shall be capable of performing the duties safely.

Wastewater Collection Lead Worker
An employee who is a lead worker in charge of not more than three (3) other employees engaged in performing all types of installation, construction, repair, operation and maintenance work on wastewater collection and treatment facilities. The employee may be required to meet the public, and if the employee is, the employee shall be capable of performing such assignments with tact and diplomacy. The employee shall have the personal qualifications of leadership and supervisory ability, the craft qualifications necessary to maintain sewerage facilities, and be familiar with the City's safety standards, accounting procedures, and all other applicable rules and regulations. The employee shall be capable of performing the duties with skill, efficiency, and safety. Must possess a California Water Environmental Association Collection System Maintenance Certificate III.

Water Lead Worker
An employee who is a lead worker in charge of not more than three (3) other employees engaged in performing all types of installation, construction, repair, operation and maintenance work on water supply, distribution, and treatment facilities. The employee may be required to meet the public, and if the employee is, the employee shall be capable of performing such assignments with tact and diplomacy. The employee shall have the personal qualifications of leadership and supervisory ability, the craft qualifications necessary to maintain water facilities, and be familiar with the City's safety standards, accounting procedures, and all other applicable rules and regulations. The employee shall be capable of performing the duties with skill, efficiency, and safety. Must possess a State of California Department of Health Services Water Distribution Operator Certificate Grade D2.

Building and Facilities Mechanic II
An employee who is a journeyman/lead worker and is engaged in performing a wide variety of duties relating to complex projects including the design, fabrication, installation, construction, operation, maintenance and repair of buildings, facilities, mechanical equipment, street signs and irrigation systems and other property of a similar nature. May be required to perform carpentry, plumbing, electrical work, painting, cement work, masonry, metal fabrication and gas and electric welding. The employee should be a journeyman in one of the foregoing crafts and should be reasonably competent and proficient in performing routine tasks of some of the other crafts. The employee may be required to direct the work of up to four (4) lower-paid employees. The employee may oversee improvement projects. The employee may be required to meet the public and, if the employee is, the employee shall be capable of performing such assignment with tact and diplomacy. The employee's background of apprenticeship and experience must be such as to qualify the employee to perform these duties safely with skill and efficiency.

Mechanic II
An employee who is engaged in performing repairs including fabrication and welding, tire work, and maintenance of a variety of light and heavy-duty diesel and gasoline powered automotive, construction, fire apparatus, and towed equipment, and emergency standby generators. The employee may also be required to perform job related clerical work as required. The employee's background of apprenticeship and experience shall be such as to qualify the employee to perform

these duties safely with skill and efficiency.

Plant Mechanic
An employee who is a journeyman worker and is engaged in performing a wide variety of skilled and complex repair, maintenance, and service tasks involving pumps and motors and other equipment associated with the operation of wastewater and water treatment plants and water distribution systems. Respond to emergency situations. Read a variety of technical documentation, schematics, blue prints and related documents. Operate a computer to access, enter and retrieve data. Duties relating to complex projects to include troubleshoot and repair equipment failures associated with a variety of mechanical equipment including pumps, engines, electric motors, valves, pressure and flow regulators, emergency generators, air compressors, hydraulic systems, pneumatic systems, filters and chlorination systems. Researches new products and methods of repair, contacts vendors to determine best methods and configuration of equipment, reviews cost, capacity, and maintenance requirements of equipment. Coordinates with other divisions to implement operational solutions.

Electric Utility Field Service Technician
An employee engaged in performing service work, such as installing and removing electric meters (excluding three phase and transformer rated meters), handling a customer change of party, handling customer complaints, collection of bills and deposits. The employee shall maintain a high standard of public relations and personal appearance. The employee's background and experience shall be such as to qualify the employee to perform the employee's duties with skill, efficiency, tact and diplomacy. The employee shall be capable of performing the duties safely.

HVAC Technician
An employee who is a journeyman engaged in tracking and performing heating, ventilation, and air conditioning (HVAC) preventative maintenance, troubleshooting and repair work and performing a wide variety of other duties related to the installation, construction, operation, maintenance and repair of buildings, facilities, mechanical equipment, sprinkler systems and other property of a similar nature. The employee shall possess journey level experience in performing extensive HVAC maintenance and repair. The employee may be required to direct the work of up to three (3) other lower-paid employees. The employee may be required to meet the public and shall be capable of performing such assignment with tact and diplomacy. The employee's background of apprenticeship and experience must be such as to qualify the employee to perform these duties safely with skill and efficiency. The employee shall be required to possess Environmental Protection Agency (EPA) Refrigeration Certification of Compliance.

Working Supervisor – Airport-Operations and Maintenance
An employee who is a working supervisor in charge of employees engaged in performing a variety of unskilled and semi-skilled duties relating to the installation, construction, operation, maintenance and repair of buildings, grounds, landscaped areas and other Airport property or facilities. Performs daily airport safety and security inspections of airport facilities, grounds and properties to ensure regulatory compliance with the Airport Emergency Plan response, and other Federal, State and local regulations or policies. This job has partial responsibility for reporting to federal, state, and local agencies (gathers information, completes reports, and assists in addressing discrepancies in reporting) for the following reports/agencies: FAA, TSA/DHS, and NTSB. Assists in gathering information and submitting reports relating to aircraft incidents/accidents, EMS calls, fire code inspections, breaches of airfield security, wildlife hazard management, daily inspection reports, and training reports. Inspects all airport safety and operational areas and equipment including runway and taxiways, airfield lighting, parking aprons, hangars, terminal building, fuel storage areas and perimeter fences,

gates, and grounds. Monitors and enforces FAA regulations, regarding Uniform Fire Code regulations and vehicle operation, parking rules, and issues Notices to Airmen (NOTAMs). Performs a wide variety of maintenance, grounds keeping, and repair work for airport including airport markings, signage systems, lighting systems, electrical systems, drainage maintenance, vegetation manager practices, grading, FOD (Foreign Object Debris) control, and equipment maintenance and repair. The employee may be required to meet the public and, if the employee is, the employee shall be capable of performing such assignment with tact and diplomacy. The employee shall have the personal qualifications of leadership and supervisory ability, be familiar with Airport operations and facilities, be familiar, and comply with FAA safety, security and ground movement regulations, the City's safety standards, accounting procedures and all other applicable rules and regulations. The employee shall be capable of performing the duties with skill, efficiency, and safety.

Working Supervisor - Arborist
An employee who is a working supervisor in charge of employees engaged in performing all types of pruning and tree trimming including tree trimming in close proximity to high voltage power lines, utilizing tree climbers, rope rigging, mechanical lift equipment, and all types of mechanical and power pruning and cutting tools. The employee may be required to meet the public and, if the employee is, the employee shall be capable of performing such assignment with tact and diplomacy. The employee must possess or acquire within two (2) years of appointment and maintain a certificate issued by the International Society of Arboriculture as a "Certified Arborist." The employee shall have the personal qualifications of leadership and supervisory ability and be familiar with the City's construction and safety standards, accounting procedures, and all other applicable rules and regulations. The employee shall be capable of performing the duties with skill, efficiency, and safety.

Working Supervisor - Buildings
An employee who is a working supervisor in charge of employees engaged in performing duties such as maintenance, operation and repair of buildings and grounds. The employee may be required to meet the public and, if the employee is, the employee shall be capable of performing such assignment with tact and diplomacy. The employee shall have the personal qualifications of leadership and supervisory ability, the craft qualifications necessary to maintain large buildings and complex building mechanical equipment, and be familiar with the City's safety standards, accounting procedures and all other applicable rules and regulations. The employee shall be capable of performing the duties with skill, efficiency, and safety.

Working Supervisor - Landfill
An employee who is a working supervisor in charge of crews of employees who are engaged in the disposal of solid wastes and performs a wide variety of duties, such as installation, construction, operation, and maintenance of the landfill. The employee will be required to possess the appropriate certifications and craft qualifications of a Heavy Equipment Operator. The employee shall have the personal qualifications of leadership and supervisory ability and be familiar with the City's construction and safety standards, accounting procedures and all other applicable rules and regulations. The employee may be required to make minor repairs and adjustments to heavy equipment. When in charge of more than eight (8) other employees, the employee's wage rate shall be increased by five percent (5%). The employee shall be capable of performing the duties with skill, efficiency, and safety.

Working Supervisor - Parks
An employee who is a working supervisor in charge of not more than eight (8) other employees engaged in maintenance, construction and installation of parks, buildings, grounds, plantings, trees, and other similar City facilities. Must possess an appropriate State of California Department of Food and Agriculture Commercial Applicator Certificate for use of restrictive materials in those categories that are job related. The employee shall have the personal qualifications of leadership and supervisory ability, a background of experience in parks maintenance work or related work of a similar nature, must possess a minimum of 16 units of college level horticultural work or the equivalent, and must be familiar with the City's construction and safety standards, accounting procedures, and all other applicable rules and regulations. When in charge of more than eight (8) other employees the employee's wage rate shall be increased by five (5) percent. The employee shall be capable of performing the duties with skill, efficiency, and safety.

Working Supervisor - Public Works
An employee who is a working supervisor in charge of a crew of not more than six (6) other employees engaged in performing a wide variety of duties, such as the installation, construction, operation, maintenance and repair of streets, pipelines, buildings and other facilities. The employee should possess the craft qualifications of a Heavy Equipment Operator or another related journeyman craft. The employee shall have the personal qualifications of leadership and supervisory ability and be familiar with the City's construction and safety standards, accounting procedures and all other applicable rules and regulations. The employee shall be capable of performing the duties with skill, efficiency, and safety. When in charge of a crew of more than six (6) other employees the employee's wage rate shall be increased by five percent (5%).

Working Supervisor - Shop
An employee who is a working supervisor in charge of a Shop wherein a number of other employees, not more than six (6), are engaged in performing all types of tool, equipment and automotive maintenance and repair work, including fabrication and welding. The employee shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of an Equipment Mechanic, and be familiar with the City's safety standards, accounting procedures and all other applicable rules and regulations. When in charge of a crew of more than six (6) other employees the employee's wage rate shall be increased by five percent (5%). The employee shall be capable of performing the duties with skill, efficiency, and safety.

Working Supervisor - Utility Field Services
An employee who is a working supervisor in charge of employees engaged in reading meters and performing customer service work. The employee will be required to arrange meter reading routes, handle customer complaints relative to meter reading, customer service work or bills, resolve problems encountered by Utility Field Services personnel, such as meter access and hazardous conditions. The employee may be required to meet the public and, if the employee is, the employee shall be capable of performing such assignment with tact and diplomacy. The employee shall have the personal qualifications of leadership and supervisory ability, be familiar with City Utility policies and procedures, City's safety standards, accounting procedures, and all other applicable rules and regulations. The employee may be required to read meters and perform customer service worker duties and be capable of performing all assigned duties with skill, efficiency, and safety. When in charge of more than eight (8) other employees, the employee's wage rate shall be increased by five percent (5%).

Working Supervisor - Wastewater Collection
An employee who is a working supervisor in charge of employees engaged in performing all types of installation, construction, repair, operation and maintenance work on wastewater collection and treatment facilities. The employee may be required to meet the public, and if the employee is, the employee shall be capable of performing such assignments with tact and diplomacy. The employee shall have the personal qualifications of leadership and supervisory ability, the craft qualifications necessary to maintain sewerage facilities, and be familiar with the City's safety standards, accounting procedures, and all other applicable rules and regulations. The employee shall be capable of performing the duties with skill, efficiency, and safety. Must possess a California Water Environment Association Collection System Maintenance Certificate Grade III. When in charge of more than eight (8) other employees, the employee's wage rate shall be increased by five percent (5%).

Working Supervisor - Water
An employee who is a working supervisor in charge of employees engaged in performing all types of installation, construction, repair, operation and maintenance work on water supply, distribution, and treatment facilities. The employee may be required to meet the public, and if the employee is, the employee shall be capable of performing such assignments with tact and diplomacy. The employee shall have the personal qualifications of leadership and supervisory ability, the craft qualifications necessary to maintain water facilities, and be familiar with the City's safety standards, accounting procedures, and all other applicable rules and regulations. Must be capable of performing the duties with skill, efficiency, and safety. Must possess a State of California Department of Health Services Water Distribution Operator certificate Grade D3. When in charge of more than eight (8) other employees, the employee's wage rate shall be increased by five percent (5%).

Hazardous Waste Specialist I
An employee who is responsible for the safe planning, coordination and day-to-day operations of the Household Hazardous Waste Facility. The incumbent is engaged in identifying and categorizing materials received at the permanent Household Hazardous Waste (HHW) collection facility, including unloading materials, bulking or lab-packing them for storage and shipment for reuse, recycling, treatment or disposal. The incumbent may function in a lead capacity overseeing and coordinating the work of other hazardous waste personnel in lower level classifications. Incumbents are expected to work well with the public and work as a member of a team. The employee's background of training and experience shall be such as to qualify the employee to perform the duties with skill, efficiency and safety. This is the entry level classification of the Hazardous Waste Specialist series. The employee must possess a State of California Class "C" driver's license, and the ability to obtain a Hazardous Materials Endorsement.

Hazardous Waste Specialist II
A journey level employee who is responsible for the safe planning, coordination and day-to-day operations of the Household Hazardous Waste Facility, and performing professional program oversight activities. The incumbent is engaged in identifying and categorizing materials received at the permanent Household Hazardous Waste (HHW) collection facility, including unloading materials, bulking or lab-packing them for storage and shipment for reuse, recycling, treatment or disposal. Incumbents are expected to function in a lead capacity and perform all of the functions of Hazardous Waste staff, as well as more difficult and responsible functions of the Utility. Incumbents are expected to work well with the public and work as a member of a team. The employee's background of training and experience shall be such as to qualify the employee to perform the duties

with skill, efficiency and safety. The employee must possess a State of California Class “C” driver’s license, and the ability to obtain a Hazardous Materials Endorsement.

Electrical Technician

An employee who is a journeyman and is engaged in overseeing installation and performance commissioning of new controls equipment, troubleshooting all control systems, and conducting normal maintenance and repair of controls. The employee will perform diagnostic evaluation of controls, instruments and electrical equipment in the treatment plants and associated facilities so as to diagnose problems. The employee’s background of apprenticeship and experience shall be such as to qualify the employee to perform these duties with skill and efficiency. The employee must be capable of performing the duties safely. ET step movement for advancement from step 4 to step 5 and from step 5 to step 6 will be as outlined in the ET Step Movement Competencies/Qualifications document incorporated to the classification specification.

EXHIBIT "C": LINES OF PROGRESSION

CLASSIFICATION	NEXT LOWER CLASSIFICATIONS	SAME OR HIGHER CLASSIFICATIONS
SOLID WASTE WORKER		Resource Recovery Worker Solid Waste Truck Driver I Baler Operator Solid Waste Truck Driver II Solid Waste Maintenance Worker Transfer Station Operator Heavy Equipment Operator Working Supervisor - Landfill
CUSTODIAN		Custodial Lead Worker
UTILITY FIELD WORKER		Meter Reader Electric Utility Field Services Technician
CUSTODIAL LEAD WORKER	Custodian	
RESOURCE RECOVERY WORKER	Solid Waste Worker	Solid Waste Truck Driver I Baler Operator Solid Waste Truck Driver II Solid Waste Maintenance Worker Transfer Station Operator Heavy Equipment Operator Working Supervisor - Landfill
SOLID WASTE TRUCK DRIVER I	Solid Waste Worker	Baler Operator Solid Waste Truck Driver II Solid Waste Maintenance Worker Transfer Station Operator Heavy Equipment Operator Working Supervisor - Landfill
AIRPORT OPERATIONS AND MAINTENANCE WORKER I		Airport~~s~~ Operations and Maintenance Worker II Working Supervisor - Airport Operations and Maintenance

CLASSIFICATION	NEXT LOWER CLASSIFICATIONS	SAME OR HIGHER CLASSIFICATIONS
CONVENTION CENTER MAINTENANCE WORKER		Equipment Operator Gardener Street Sweeper Operator Tree Trimmer Wastewater Collection Maintenance Worker Water Maintenance Worker Arborist Lead Worker Building and Facilities Mechanic I Heavy Equipment Operator Parking Meter Service Worker Parks Lead Worker Public Works Lead Worker Wastewater Collection Lead Worker Water Lead Worker Building and Facilities Mechanic II Plant Mechanic Working Supervisor - Arborist Working Supervisor - Buildings Working Supervisor - Parks Working Supervisor - Public Works Working Supervisor - Wastewater Collection Working Supervisor – Water Distribution
PUBLIC WORKS MAINTENANCE WORKER		Equipment Operator Gardener Street Sweeper Operator Tree Trimmer Solid Waste Truck Driver I Wastewater Collection Maintenance Worker Water Maintenance Worker Arborist Lead Worker Building and Facilities Mechanic I Heavy Equipment Operator Parking Meter Service Worker Parks Lead Worker Public Works Lead Worker Wastewater Collection Lead Worker Water Lead Worker Building and Facilities Mechanic II Plant Mechanic Working Supervisor - Arborist Working Supervisor - Buildings Working Supervisor - Parks Working Supervisor - Public Works Working Supervisor - Wastewater Collection Working Supervisor - Water Distribution

CLASSIFICATION	NEXT LOWER CLASSIFICATIONS	SAME OR HIGHER CLASSIFICATIONS
METER READER	Utility Field Worker	Lead Meter Reader Electric Utility Field Services Technician Working Supervisor - Electric Utility Field Services
MECHANIC I		Mechanic II Working Supervisor – Shop
EQUIPMENT OPERATOR	Public Works Maintenance Worker	Wastewater Collection Maintenance Worker Heavy Equipment Operator Public Works Lead Worker Wastewater Collection Lead Worker Working Supervisor – Public Works Working Supervisor – Wastewater Collection
GARDENER	Public Works Maintenance Worker	Tree Trimmer Arborist Lead Worker Parks Lead Worker Working Supervisor - Arborist Working Supervisor – Parks
BALER OPERATOR	Solid Waste Truck Driver I	Solid Waste Maintenance Worker Heavy Equipment Operator Solid Waste Truck Driver II Transfer Station Operator Working Supervisor – Landfill
SOLID WASTE TRUCK DRIVER II	Solid Waste Truck Driver I	Solid Waste Maintenance Worker Heavy Equipment Operator Baler Operator Transfer Station Operator Working Supervisor – Landfill
STREET SWEEPER OPERATOR	Public Works Maintenance Worker	Equipment Operator Heavy Equipment Operator Public Works Lead Worker Working Supervisor - Public Works
TREE TRIMMER	Public Works Maintenance Worker	Gardener Arborist Lead Worker Parks Lead Worker Working Supervisor - Arborist Working Supervisor -Parks
WASTEWATER COLLECTION MAINTENANCE WORKER	Public Works Maintenance Worker	Public Works Lead Worker Wastewater Collection Lead Worker Working Supervisor – Wastewater Collection
WATER MAINTENANCE WORKER	Public Works Maintenance Worker	Public Works Lead Worker Water Lead Worker Working Supervisor – Water Distribution
AIRPORT OPERATIONS AND MAINTENANCE WORKER II	Airport Operations and Maintenance Worker I	Working Supervisor – Airport~~s~~ Operations and Maintenance

CLASSIFICATION	NEXT LOWER CLASSIFICATIONS	SAME OR HIGHER CLASSIFICATIONS
ARBORIST LEAD WORKER	Gardener Tree Trimmer	Parks Lead Worker Working Supervisor - Arborist Working Supervisor - Parks
BUILDING AND FACILITIES MECHANIC I		Welder Building and Facilities Mechanic II Plant Mechanic Working Supervisor - Buildings Working Supervisor - Public Works
HEAVY EQUIPMENT OPERATOR	Equipment Operator Solid Waste Truck Driver II	Public Works Lead Worker Transfer Station Operator Working Supervisor - Public Works Working Supervisor - Landfill
LEAD METER READER	Meter Reader	Electric Utility Field Services Technician Working Supervisor – Electric Utility Field Services
PARKING METER SERVICE WORKER	Public Works Maintenance Worker Equipment Operator	Public Works Lead Worker Heavy Equipment Operator Working Supervisor – Public Works
PARKS LEAD WORKER	Gardener Tree Trimmer	Arborist Lead Worker Working Supervisor - Arborist Working Supervisor - Parks
PUBLIC WORKS LEAD WORKER	Public Works Maintenance Worker Equipment Operator Wastewater Collection Maintenance Worker	Parking Meter Service Worker Heavy Equipment Operator Working Supervisor - Public Works
SOLID WASTE MAINTENANCE WORKER		
TRANSFER STATION OPERATOR	Solid Waste Truck Driver II Solid Waste Truck Driver I	Heavy Equipment Operator Working Supervisor - Landfill
WELDER	Building and Facilities Mechanic I	
UTILITY SPECIALIST I		Utility Specialist II
UTILITY SPECIALIST II	Utility Specialist I	
WASTEWATER COLLECTION LEAD WORKER	Wastewater Collection Maintenance Worker	Working Supervisor – Wastewater Collection
WATER LEAD WORKER	Public Works Maintenance Worker Water Maintenance Worker	Working Supervisor – Water Distribution
BUILDING AND FACILITIES MECHANIC II	Building and Facilities Mechanic I	Working Supervisor - Buildings
MECHANIC II	Mechanic I	Working Supervisor - Shop
PLANT MECHANIC	Building and Facilities Mechanic I	Building and Facilities Mechanic II
HAZARDOUS WASTE TECHNICIAN		Hazardous Waste Specialist I Hazardous Waste Specialist II
HAZARDOUS WASTE SPECIALIST I	Hazardous Waste Technician	Hazardous Waste Specialist II
HAZARDOUS WASTE SPECIALIST II	Hazardous Waste Specialist I	
HVAC TECHNICIAN		

CLASSIFICATION	NEXT LOWER CLASSIFICATIONS	SAME OR HIGHER CLASSIFICATIONS
WORKING SUPERVISOR – AIRPORT OPERATIONS AND MAINTENANCE	Airport Operations and Maintenance Work II	
WORKING SUPERVISOR - ARBORIST	Arborist Lead Worker	Working Supervisor - Parks
WORKING SUPERVISOR – BUILDINGS	Building and Facilities Mechanic II	
WORKING SUPERVISOR - LANDFILL	Solid Waste Truck Driver II Transfer Station Operator Heavy Equipment Operator	
WORKING SUPERVISOR - PARKS	Parks Lead Worker Arborist Lead Worker	Working Supervisor - Arborist
WORKING SUPERVISOR - PUBLIC WORKS	Heavy Equipment Operator Public Works Lead Worker	
WORKING SUPERVISOR – SHOP	Mechanic II	
ELECTRIC UTILITY FIELD SERVICES TECHNICIAN	Lead Meter Reader Meter Reader	Working Supervisor – Electric Utility Field Services
WORKING SUPERVISOR - WASTEWATER COLLECTION	Wastewater Collection Lead Worker	
WORKING SUPERVISOR – WATER DISTRIBUTION	Water Lead Worker	
WORKING SUPERVISOR – ELECTRIC UTILITY FIELD SERVICES	Lead Meter Reader Electric Utility Field Services Technician	
ELECTRICAL TECHNICIAN		

Rev 8/7/19

EXHIBIT "D": STANDBY DUTY

Pursuant to the Memorandum of Understanding between the City of Redding and IBEW Local 1245, Maintenance Unit, certain classifications and positions in City service are subject to routine or periodic emergency call-back as an inherent and integral part of their assigned job responsibilities in order to provide continuous public services. In addition, Department Directors, or designee, will be responsible for determining the circumstances requiring employees to be placed on standby duty. Personnel shall be provided two (2) weeks advance notice of standby duty period. Employees placed on standby duty shall be qualified to safely perform such duties with skill and efficiency.

A. The City will establish a method for employees to volunteer for standby duty periods. Initially, seniority will establish the rolling list with later additions or changes made to the bottom of the list, with the exception of trades per item "G" below. Once the list of volunteers has been established, standby duty will be rotated equally among those qualified and available employees.

   If there are insufficient volunteers for a standby duty period, employees will be called utilizing the regular call out list and procedures and, in such circumstances, employees will not receive standby duty compensation.

B. The employee shall be required to carry a cellular telephone or a pager at all times while on standby duty and remain within the appropriate telephone or pager reception area in order to be available for call out. Telephone and paging equipment will be supplied by the City.

C. Standby personnel shall be required to be fit-for-duty and shall report to their normal headquarters as soon as possible within forty (40) minutes. Standby personnel may also be provided with a vehicle for use during the employee's standby duty period. In instances where a take home vehicle is provided, the employee shall respond to an incident as soon as possible within 40 minutes.

D. Standby personnel shall be required to respond unless the employee can provide just cause for not responding. If the employee is unable to respond for any reason, the employee must notify the supervisor as soon as possible. Any employee who is unable to fulfill their commitment to a standby duty period shall forfeit standby compensation for an entire day, twenty-four (24) hour period.

E. Compensation for standby duty periods shall be paid as follows: one (1) hour of overtime for weekday (12:01 a.m. Sunday through midnight Friday); two (2) hours of overtime for Saturdays; and three (3) hours of overtime for Sundays and holidays except for those holidays designated as floating holidays.

F. In addition to compensation for standby duty, the overtime provisions of Article 9.9 shall apply if the employee assigned to standby duty is required to respond. However, in instances where a take home vehicle has been provided to the employee, the travel time provisions of Article 9.9 shall not apply.

G. Employees may trade complete standby duty periods at any time up until the duty period has begun with approval of the supervisor.

EXHIBIT "E"
STANDBY DUTY FOR CERTIFIED WATER DISTRIBUTION PERSONNEL

Pursuant to the Memorandum of Understanding between the City of Redding and IBEW Local 1245, Maintenance Unit, certain classifications and positions in City services are subject to routine or periodic emergency call-back as an inherent and integral part of their assignment job responsibilities in order to provide continuous public service. In addition, Department Directors, or designee, will be responsible for determining the circumstances requiring employees to be placed on standby duty period. Personnel shall be provided two (2) weeks advance notice of standby duty period. Employees placed on standby duty shall be qualified to safely perform such duties with skill and efficiency.

A. The City will establish a method for employees to volunteer for standby duty periods. Initially, seniority will establish the rolling list with latter additions or changes made to the bottom of the list, with the exception of trades per item "G" below. In the event no one volunteers for a standby duty period, the City shall assign an employee to serve. Employees will be assigned based upon standby duty served during the previous 12-month period. The employee with the least amount of standby duty served will be assigned. Certified Water Distribution personnel will serve on standby duty for intervals of up to one (1) week.

B. The employee shall be required to carry a cellular telephone and/or a pager at all times while on standby duty and remain within forty minutes response time area in order to be available for a call out. Telephone and paging equipment will be supplied by the City.

C. Standby personnel shall be required to be fit-for-duty and shall report to their normal headquarters as soon as possible within forty (40) minutes. Standby personnel may also be provided with a vehicle for use during the employee's standby duty period. In those instances where a take home vehicle is provided, the employee shall respond to an incident as soon as possible within 40 minutes.

D. Standby personnel shall be required to respond unless the employee can provide just cause for not responding. If the employee is unable to respond for any reason, the employee must notify the supervisor as soon as possible. Any employee who is unable to fulfill their commitment to a standby duty period shall forfeit standby compensation for an entire day, twenty-four (24) hour period.

E. Compensation for standby duty periods shall be paid as follows: one (1) hour of overtime for weekdays (12:01 a.m. Sunday through midnight Friday); two (2) hours of overtime for Saturdays; and three (3) hours of overtime for Sundays and holidays except for those holidays designated as floating holidays.

F. In addition to compensation for standby duty, the overtime provisions of Article 9.9 shall apply if the employee assigned to standby duty is required to respond. However, in instances where a take home vehicle has been provided to the employee, the travel time provisions of Article 9.9 shall not apply. Overtime will commence at the time the employee receives the callout.

G. Employees may trade complete standby duty periods at any time up until the duty period has begun with prior approval of the supervisor.

EXHIBIT "F": VEHICLE/EQUIPMENT OPERATION DIRECTORY

August 7, 2019

CLASSIFICATION	VEHICLES/EQUIPMENT*
Custodian Custodial Lead Worker Solid Waste Worker Utility Field Worker Meter Reader Lead Meter Reader	All vehicles/equipment such as a car, pick up truck, van, forklift, or any other functional equivalents.
Airport Operations and Maintenance Worker I Mechanic I** Resource Recovery Worker Solid Waste Truck Driver I Public Works Maintenance Worker Convention Center Maintenance Worker **** Upgrade only when moving vehicles larger or more complex than listed herein on public streets.**	All of the above vehicles/equipment as well as: retriever/packer, pick up and 5th wheel trailer, container delivery vehicles, packer, baler, granulator, sorting system, brush chipper, tractor/mower, two (2) axle truck hauling or towing a trailer of no more than six thousand (6,000) pounds, tractor/loader of less than fourteen thousand (14,000) pounds (no size limit when used in a corporation yard), or any other functional equivalents.
Equipment Operator Gardener Solid Waste Truck Driver II Street Sweeper Operator Tree Trimmer Wastewater Collection Maintenance Worker Water Maintenance Worker	All of the above vehicles/equipment as well as: roller, sweeper, dump trucks (above 26,000 pounds), front end load (up to 3 yards, other than when used as a grader), side load, front load, roll off, rear load, water truck, boom truck transport, crane transport, hydro cleaners, green waste, recycle truck, self-propelled street sweeper, bucket truck, or any other functional equivalents.
Airport Operations and Maintenance ~~Lead~~ Worker II Arborist Lead Worker Building and Facilities Mechanic I Heavy Equipment Operator Parking Meter Service Worker Parks Lead Worker Public Works Lead Worker Solid Waste Maintenance Worker Transfer Station Operator Welder Wastewater Collection Lead Worker Water Lead Worker Building and Facilities Mechanic II Mechanic II Plant Mechanic HVAC Technician All Working Supervisors Electric Utility Field Services Technician Electrical Technician	All of the above vehicles/equipment as well as: front end loader (over 3 yards), trommel, tub grinder, transfer truck, loader, crane operation, compost screen, compost turner, other types of collection and solid waste material processing equipment, backhoe, excavator, vacuum excavator, excavator, grader, truck/trailer combination, or any other functional equivalents. ***THIS LIST INCLUDES EXAMPLES ONLY AND IS NOT INTENDED TO BE AN ALL-INCLUSIVE LIST OF VEHICLES/EQUIPMENT UTILIZED IN THE PERFORMANCE OF DUTIES.**

EMPLOYEES MUST POSSESS THE APPROPRIATE STATE OF CALIFORNIA DRIVERS LICENSE

EXHIBIT "G": GRIEVANCE FORM

GRIEVANCE
IBEW Local 1245—Maintenance Unit

Grievant :

Division:

Job Title :

Shop Steward:

Date of Occurrence: Date of Awareness:

ISSUE

Specific Article(s) violated: _____ _____ _____ _____ _____

Explain **specifically** what happened and why you believe the MOU was violated:

_____

_____

_____

_____

_____

☐ Supporting documents/other information attached.

Correction requested: _____

_____

_____

_____

Submitted by (signed) _____ Date: _____

City's answer: ☐ supporting documents attached.

_____

_____

_____

Signed: _____ Date: _____

Disposition:

☐ Settled on _____ at step one ☐ two ☐ three ☐

☐ Withdrawn on _____

☐ Scheduled for Arbitration on _____

EXHIBIT "H": HAZMAT RESPONSE PROGRAM

IBEW Local Union 1245– Maintenance Unit

The City of Redding is required to establish procedures for handling accidental releases of hazardous materials from City water and wastewater facilities. The current primary hazardous chemicals of concern include chlorine and sulfur dioxide gases which are utilized at City water and wastewater treatment facilities or other hazardous materials commonly used in water and wastewater facilities in the United States, as well as other chemicals at the treatment facilities now and in the future which do not exceed "potential hazards" as listed in the *North American Emergency Response Guidebook*, 2000 edition, "Guide Section #124," page 212. A Hazardous Materials Response (HAZMAT) Team has been established to perform work to handle and control leaks or spills requiring close approach to a substance. The team will respond to releases or potential releases of hazardous substances for the purposes of control and stabilization of an incident. The team shall consist of a minimum of five (5) members as follows: one (1) incident commander, two (2) entry personnel, and two (2) decontamination/rescue personnel. Incident Command functions shall normally be conducted by Redding Municipal Utility Managers or Supervisors. Entry and decontamination functions shall normally be conducted by water and wastewater utility staff. If a sufficient number of Redding Municipal Utility Managers or union affiliated team members are not on site, any team member may be assigned to any role on the team for which they are qualified. In addition, the City may cross-train employees on all functions of the team, regardless of Union or non-Union affiliation.

In addition to training for and response to hazardous materials releases at wastewater and water treatment facilities, as noted above, team members will train for and respond to hazardous chemical releases outside of Redding Municipal Utilities water and wastewater treatment facilities and within the Redding Fire Jurisdiction requiring the performance of decontamination duties and tasks only, as distinguished from entry and rescue duties and tasks.

Members of the team must be proven qualified and capable of performing during response conditions. Such conditions may cause high levels of exposure to toxic substances which pose danger to employees and require immediate attention. For those incidents where the substance can be absorbed, neutralized, or otherwise controlled at the time of release by any employee in the immediate release area, or by maintenance personnel, such incidents shall not be considered an emergency response within the scope of this program.

Participation on the team will be voluntary. All members of the team must be willing to actively participate in all required elements of the program.

Training and testing will be paid by the City and conducted during City work hours.

The number of members on the team and the time frame in which additional members will be included will be determined by the City. However, the ratio of IBEW Local Union 1245-Maintenance represented team members to non-IBEW Local Union 1245-Maintenance represented team members will not be fewer than one to three, excluding Unrepresented

Management Employees, provided adequate numbers of IBEW Local Union 1245-Maintenance team members are available.

MINIMUM STANDARDS:

A. Must be a full-time employee with no medical condition, or other conditions, which require(s) any restriction of work duties required of team members. Employees will be removed from the team if they are unavailable or expected to be unavailable for response when called or unfit for duty for a period of at least sixty (60) days.

B. Must successfully pass a pulmonary function test, a respirator fit test and medical history review, as determined by the City's physician. Testing will be paid by the City. If the employee fails any of the said tests and one subsequent retest and chooses to challenge the results, the costs of further testing will be borne by the City, with covered costs limited to one City-approved pulmonary specialist and subsequent tests prescribed by that specialist. During the period of such subsequent testing, but not longer than sixty (60) days, current City-certified team members may participate in all team activities with the exception of those that require donning a self-contained breathing apparatus **(**SCBA**)**. If the results of such subsequent testing reveal the affected employee cannot be cleared for SCBA and HAZMAT duties, the member shall be removed from the team.

C. Must successfully pass a basic physical fitness test. Testing will consist of medically qualifying with a blood pressure of 150/90 or less and completing the obstacle course at the Stillwater Plant (patterned after the Butte College HAZMAT course) while suited up in a Level "A" response suit. The course will include activities such as moving tools, walking up and down obstacles, opening and closing valves, installing a chlorine repair kit, and simulated victim rescue. The minimum time limit on respirator air will be twenty (20) minutes, and the maximum time on air will be thirty (30) minutes, with a maximum use of 2,500 pounds of air when the ambient air temperature at the staging location is 75 degrees Fahrenheit or lower. Whenever the ambient air temperature is greater than 75 degrees, an additional 100 pounds of air will be allowed for up to every two (2) degrees Fahrenheit increase in temperature above 75 degrees, so that 76 to 77 degrees would allow 2,600 pounds, 78 to 79 degrees would allow 2,700 pounds, etc. Temperature readings will be rounded to the nearest full degree.

D. Must successfully complete a minimum of twenty-four (24) hours of hazardous materials emergency response training as defined by the California Code of Regulations, Title 8 of the General Industrial Safety Orders Section 5192 Hazardous Materials Technician, including actual corrective response exercises utilizing a self-contained breathing apparatus and a Level "A" response suit. Team members must also successfully complete a minimum of sixteen (16) hours of hazardous materials emergency response training as defined by the California Specialized Training Institute (CSTI) for First Responder Operational-Decontamination.

E. Upon completion of items A through D, above, must participate as a HAZMAT team member during at least one (1) City combined water and wastewater emergency response training exercise.

F. Employee must commit to maintaining physical conditioning as needed to qualify for the team. To the extent practicable, team members will receive approval from their supervisor to modify work schedules in order to assist employees in maintaining their physical condition.

G. Employee must commit to serving on the team for twelve (12) consecutive months, including active participation in training, planning, and maintenance activities related to the team. Employee must respond to incidents when called and fit for duty.

H. Employee must commit to maintaining facial hair such that it does not come between the sealing surface of the face-piece and the face or such that it does not interfere with valve function.

I. Pursuant to California Code Regulations Title 8, General Industrial Safety Orders Section 5192, the City will certify employees who have completed required training and who are eligible to participate on the HAZMAT Team.

MAINTAINING QUALIFICATION: The following standards must be satisfied:

A. Items A, B, C, F, G, and H, above, must be successfully repeated annually, or more often if advised by the City's physician. Any failure will require retesting which, if not successful within sixty (60) calendar days of original failure, will result in City removing the employee from the HAZMAT Team until the employee is re-qualified.

B. Annually, participate as a HAZMAT Team member during at least two (2) different City combined water and wastewater emergency response training exercises, which will be scheduled quarterly, or whenever possible. Medically qualify and properly utilize a SCBA and a Level "A" training suit during at least two of these exercises or during additional obstacle courses as approved by the Water or Wastewater Utility Manager.

C. Annually, participate in at least six (6) of the monthly equipment checks, procedure reviews, or tailgate safety discussions on hazardous material issues of concern with supervisory staff at the employee's primary work site.

D. In addition to Items A, B, and C, above, annually successfully complete a minimum of eight (8) hour HAZMAT re-certification training.

RE-QUALIFICATION: Before being reinstated to the HAZMAT Team, the employee must satisfy the deficiency(ies); provide a medical release for full work duties as approved by the City physician; complete Minimum Standards item "C," above; and meet any requirements defined in this agreement that have lapsed since the last training cycle.

ELIGIBILITY: IBEW Local Union 1245-Maintenance team participants will be selected from the full-time regular IBEW Local Union 1245-Maintenance represented employees in the water or wastewater utilities, with preference given first according to an employee's individual qualifications and, second, to an individual's City seniority. When a vacancy is created by the resignation, retirement, withdrawal, or removal of any team member from either the water or wastewater utility, an employee in the same utility will be offered the open team position if the City decides to fill the position. If the employee to whom such position is offered does not accept, the open position will be offered to an employee in either utility. Newly qualified employees who meet the Minimum Standards will not cause the removal of existing qualified employees who continue to meet the Minimum Standards.

COMPENSATION: Fully qualified team members who are certified by the City and who continue to remain fully qualified for the team shall receive a six-and-one-half percent (6.5%) pay differential rolled into base compensation.

The City may reduce or increase the number of compensated positions on the HAZMAT response team if it deems such a measure necessary. In such circumstances, the eligibility provisions will govern who is certified and remains on the team. Where there are no team openings, at the supervisor's discretion, individual employees who request team membership and certification and who meet all eligibility criteria may volunteer to participate in selected training activities. These activities include: Minimum Standards Items B, C, and D (but do not include participation on HAZMAT-related committees). Volunteers will not receive HAZMAT compensation to maintain their qualifications for future openings.