



CITY OF REDDING

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PERSONNEL DEPARTMENT

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April 22, 2020

Dominic McCurtain, IBEW Representative
Local Union 1245
P.O. Box 2547
Vacaville, CA 95609

RE: Side Letter of Agreement between the City of Redding and IBEW Maintenance relative to the New Classification Titled Warehouse Worker - Water

Dear Dominic,

The purpose of this letter is to codify the agreement between the City of Redding and IBEW regarding new classification of Warehouse Worker - Water.

Enclosed are the agreed upon classification specifications, Exhibit B: Job Definitions, and Exhibit C: Lines of Progression, and draft schedule of wage rates.

If this is consistent with your understanding, please sign and date this letter. Retain a copy of the letter for your records, and return the original letter to me.

Sincerely,

A handwritten signature in blue ink that reads "S. DeMaagd".

Sheri DeMaagd
Assistant City Manager/Personnel Director

The Union concurs with the above:

A handwritten signature in blue ink that reads "D. McCurtain".

Dominic McCurtain, IBEW Representative

4/22/2020

Date

c: City Council
Barry Tippin, City Manager
Chuck Aukland, Director of Public Works
Ryan Bailey, Assistant Director of Public Works

Enclosures

DEFINITION:

Under general supervision, engaged in performing all types of installation, construction, repair, operation, maintenance, accounting and inventory work, and warehouse operations on water supply, distribution and treatment facilities in the assigned section within the Water Distribution Division.

DISTINGUISHING CHARACTERISTICS:

Incumbents act as lead workers assigned to a functional area of the Water Distribution Division. This classification is covered by the I.B.E.W. Maintenance Memorandum of Understanding.

EXAMPLES OF DUTIES:

NOTE: The following are the duties performed by employees in this classification. However, employees may perform other related duties. Not all duties listed are necessarily performed by each individual in the classification.

Regularly assigned to perform Inventory and Warehouse duties:

1. Keeps an inventory of parts and supplies for user department using the inventory software.

Measures: Adequate quantity of parts and supplies, correctly stored and maintained.

2. Distributes parts and supplies to field locations.

Measures: Correct parts and supplies on hand and distributed in a timely manner.

3. Keeps records of parts and supplies received and distributed using the inventory software.

Measures: Records are accurate and up to date.

4. Operates a fork lift and City pick up truck.

Measures: Operates vehicles in a safe fashion.

5. Runs errands to pick up parts and materials.

Measures: Receives correct parts and completes paper work accurately.

6. Monthly compliance and safety site inspections.

Measures: Review SWPPP compliance, BMPs, and safety equipment at Corporation Yard.

7. Perform other related duties as assigned.

When assigned to perform Distribution System Maintenance duties:

1. Install new water services.

Measures: Demonstrates the craft qualifications necessary to install water services. Duties are performed in a skillful, timely, efficient, and safe manner.

2. Repair leaks on water services and mains.

Measures: Leaks are repaired according to City and/or established standards and in a timely fashion.

3. Install new fire hydrants.

Measures: Demonstrates craft qualifications necessary to install fire hydrants. Hydrants are installed according to City and/or established standards.

4. Repair of existing fire hydrants.

Measures: Demonstrate the craft qualifications necessary to maintain water facilities. Performed with skill, efficiency, and safety.

5. Replace water meters.

Measures: Meters are installed in a timely, safe, and efficient manner.

6. Install and replace backflow prevention devices.

Measures: Devices are installed according to City and/or established standards in a timely manner.

7. Lead the work of other employees assigned to the job.

Measures: Demonstrates personal qualifications of leadership.

8. Perform other related duties as assigned.

When assigned to perform Backflow and Customer Service duties:

1. Install, maintain, test and repair or replace all types of water Backflow Assemblies.

Measures: Demonstrate knowledge of the laws that regulate a Cross Connection Control Program. Backflow devices shall be installed and tested according to the standards established by the AWWA, the City's Cross Connection Control program, and the City of Redding's Construction Standards in a timely manner.

2. Install, maintain, test, and repair or replace water meters, water meter registers and remote reading devices (ERTS).

Measures: Meters shall be installed and tested in a safe, efficient and timely manner. Demonstrate knowledge in identifying and installing water measuring Registers and ERTS.

3. Maintain the meter room and ensure it is stocked with the appropriate water meters, backflow devices/assemblies, registers and ERTS.

Measures: Meter room is maintained in a manner that promotes maximum safety and efficiency; maintain proper inventory of meters, ERTS, meter registers, fire hydrant meters, and associate Backflow repair parts for daily operations.

4. Investigate low water pressure complaints, and repair as necessary.

Measures: Work to resolve water related issues in a timely and efficient manner.

5. Collect samples for water analysis.

Measures: Samples are properly prepared and preserved for testing.

6. Customer Service and public relations.

Measures: Work with Customer Service Representatives in resolving all types of water related issues, either by customer service orders, or by calls fielded by Redding Municipal Utilities from water customers in a timely and efficient manner. Maintain computer spreadsheets on all work completed in a timely manner. Enter data relative to closing out Customer Service orders, meter changes, register changes and remote read equipment information.

7. Perform other related duties as assigned.

QUALIFICATIONS:

Knowledge of:

Federal, state, county, and local laws governing Cross Connection Control Programs depending on the assignment. City and OSHA construction, repair, and safety standards and regulations. City's Purchasing procedures, warehouse operations and procedures, inventory control procedures, and forklift operation depending on the assignment.

Ability to:

Interact effectively with the public and employees. Depending on assignment, make hot taps on water mains; make service hookups on mains; install valves, tees, hydrants, and other system fittings; install, maintain, test and repair or replace backflow prevention and varied water devices;

maintain accurate records and prepare reports of work performed; interact effectively with the public, contractors and other employees; collect and preserve water samples; operate a backhoe, dump truck, hydalift, cement saw, forklift, and other related equipment; operate a computer and inventory software; record and keep inventory records; follow written and oral directions with minimum supervision.

Education:

Any combination of training and experience that provides the required knowledge, skills, and abilities is qualifying; typical education would include a high school diploma, or equivalent.

Experience:

Typical experience would include three years progressively responsible relevant experience in maintenance and repair of water distribution facilities.

Special Requirements:

California State Water Resources Control Board Water Distribution Operator certificate (D2); California State Water Resources Control Board Water Distribution Operator certificate (D3) desirable.

Possession of the appropriate California driver's license, or ability to obtain one within ten days of appointment.

DEFINITION:

Under general supervision, engaged in performing all types of installation, construction, repair, operation, maintenance, accounting and inventory work, and warehouse operations on water supply, distribution and treatment facilities in the assigned section within the Water Distribution Division.

DISTINGUISHING CHARACTERISTICS:

Incumbents act as lead workers assigned to a functional area of the Water Distribution Division. This classification is covered by the I.B.E.W. Maintenance Memorandum of Understanding.

EXAMPLES OF DUTIES:

NOTE: The following are the duties performed by employees in this classification. However, employees may perform other related duties. Not all duties listed are necessarily performed by each individual in the classification.

Regularly assigned to perform Inventory and Warehouse duties:

1. Keeps an inventory of parts and supplies for user department using the inventory software.
Measures: Adequate quantity of parts and supplies, correctly stored and maintained.
2. Distributes parts and supplies to field locations.
Measures: Correct parts and supplies on hand and distributed in a timely manner.
3. Keeps records of parts and supplies received and distributed using the inventory software.
Measures: Records are accurate and up to date.
4. Operates a fork lift and City pick up truck.
Measures: Operates vehicles in a safe fashion.
5. Runs errands to pick up parts and materials.
Measures: Receives correct parts and completes paper work accurately.
6. Monthly compliance and safety site inspections.
Measures: Reviews SWPPP compliance, BMPs, and safety equipment at Corporation Yard.

7. Perform other related duties as assigned.

When assigned to perform Distribution System Maintenance duties:

1. Install new water services.

Measures: Demonstrates the craft qualifications necessary to install water services. Duties are performed in a skillful, timely, efficient, and safe manner.

2. Repair leaks on water services and mains.

Measures: Leaks are repaired according to City and/or established standards and in a timely fashion.

3. Install new fire hydrants.

Measures: Demonstrates craft qualifications necessary to install fire hydrants. Hydrants are installed according to City and/or established standards.

4. Repair of existing fire hydrants.

Measures: Demonstrate the craft qualifications necessary to maintain water facilities. Performed with skill, efficiency, and safety.

5. Replace water meters.

Measures: Meters are installed in a timely, safe, and efficient manner.

6. Install and replace backflow prevention devices.

Measures: Devices are installed according to City and/or established standards in a timely manner.

7. Lead the work of other employees assigned to the job.

Measures: Demonstrates personal qualifications of leadership.

8. Perform other related duties as assigned.

When assigned to perform Backflow and Customer Service duties:

1. Install, maintain, test and repair or replace all types of water Backflow Assemblies.

Measures: Demonstrate knowledge of the laws that regulate a Cross Connection Control Program. Backflow devices shall be installed and tested according to the standards established by the AWWA, the City's Cross Connection Control program, and the City of Redding's Construction Standards in a timely manner.

2. Install, maintain, test, and repair or replace water meters, water meter registers and remote reading devices (ERTS).

Measures: Meters shall be installed and tested in a safe, efficient and timely manner. Demonstrate knowledge in identifying and installing water measuring Registers and ERTS.

3. Maintain the meter room and ensure it is stocked with the appropriate water meters, backflow devices/assemblies, registers and ERTS.

Measures: Meter room is maintained in a manner that promotes maximum safety and efficiency; maintain proper inventory of meters, ERTS, meter registers, fire hydrant meters, and associate Backflow repair parts for daily operations.

4. Investigate low water pressure complaints, and repair as necessary.

Measures: Work to resolve water related issues in a timely and efficient manner.

5. Collect samples for water analysis.

Measures: Samples are properly prepared and preserved for testing.

6. Customer Service and public relations.

Measures: Work with Customer Service Representatives in resolving all types of water related issues, either by customer service orders, or by calls fielded by Redding Municipal Utilities from water customers in a timely and efficient manner. Maintain computer spreadsheets on all work completed in a timely manner. Enter data relative to closing out Customer Service orders, meter changes, register changes and remote read equipment information.

7. Perform other related duties as assigned.

QUALIFICATIONS:

Knowledge of:

Federal, state, county, and local laws governing Cross Connection Control Programs depending on the assignment. City and OSHA construction, repair, and safety standards and regulations. City's Purchasing procedures, warehouse operations and procedures, inventory control procedures, and forklift operation depending on the assignment.

Ability to:

Interact effectively with the public and employees. Depending on assignment, make hot taps on water mains; make service hookups on mains; install valves, tees, hydrants, and other system fittings; install, maintain, test and repair or replace backflow prevention and varied water devices; maintain accurate records and prepare reports of work performed; interact effectively with the

public, contractors and other employees; collect and preserve water samples; operate a backhoe, dump truck, hydralift, cement saw, forklift, and other related equipment; operate a computer and inventory software; record and keep inventory records; follow written and oral directions with minimum supervision.

Education:

Any combination of training and experience that provides the required knowledge, skills, and abilities is qualifying; typical education would include a high school diploma, or equivalent.

Experience:

Typical experience would include three years progressively responsible relevant experience in maintenance and repair of water distribution facilities.

Special Requirements:

California State Water Resources Control Board Water Distribution Operator certificate (D3);

Possession of the appropriate California driver's license, or ability to obtain one within ten days of appointment.

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.

Parts Attendant

An employee who is engaged in performing warehouse and inventory duties. The employee's duties include receiving and issuing materials from the warehouse, stocking inventory, receiving shipments, keeping an inventory of parts and supplies, running errands, and operating a forklift and City vehicle. The employee shall be capable of performing the duties safely with skill, tact, diplomacy, and efficiency.

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 Maintenance Worker

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. 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.

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.

Warehouse Worker – Water

An employee who is engaged in performing all types of installation, construction, repair, operation, maintenance, accounting and inventory work, and warehouse operations on water supply, distribution and treatment facilities in the assigned section within the Water Distribution Division. 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.

Airport Maintenance Lead Worker

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. 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 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.

Customer Service Worker

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 - Airports

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. 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 - 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.

Rev 9/2019

Reve 4/2020

EXHIBIT "C": LINES OF PROGRESSION

| CLASSIFICATION | NEXT LOWER CLASSIFICATIONS | SAME OR HIGHER CLASSIFICATIONS |
|----------------------------|-----------------------------------|---|
| SOLID WASTE WORKER | | Resource Recovery Worker Solid Waste Crew Worker Transfer Station Worker Solid Waste Lead Worker Solid Waste Truck Driver Transfer Station Operator Heavy Equipment Operator Working Supervisor - Landfill |
| CUSTODIAN | | Custodial Lead Worker |
| UTILITY FIELD WORKER | | Meter Reader Lead Meter Reader Customer Service Worker |
| CUSTODIAL LEAD WORKER | Custodian | |
| RESOURCE RECOVERY WORKER | Solid Waste Worker | Solid Waste Crew Worker Transfer Station Worker Solid Waste Lead Worker Solid Waste Truck Driver Transfer Station Operator Heavy Equipment Operator Working Supervisor - Landfill |
| SOLID WASTE TRUCK DRIVER I | Solid Waste Worker | Solid Waste Truck Driver II Transfer Station Operator Heavy Equipment Operator Working Supervisor - Landfill |
| AIRPORT MAINTENANCE WORKER | | Working Supervisor - Airports Airports Maintenance Lead Worker |

| 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 Building and Facilities Mechanic I Heavy Equipment Operator Parking Meter Service Worker Parks Lead Worker Public Works Lead Worker Arborist Lead Worker Wastewater Collection Lead Worker Water Lead Worker <u>Warehouse Worker - Water</u> Building and Facilities Mechanic II Plant Mechanic Working Supervisor - Buildings Working Supervisor - Parks Working Supervisor - Public Works Working Supervisor - Wastewater Collection Working Supervisor - Water |
| PUBLIC WORKS MAINTENANCE WORKER | | Equipment Operator Gardener Street Sweeper Operator Tree Trimmer Solid Waste Truck Driver I Wastewater Collection Maintenance Worker Water Maintenance Worker Building and Facilities Mechanic I Heavy Equipment Operator Parking Meter Service Worker Parks Lead Worker Public Works Lead Worker Arborist Lead Worker Wastewater Collection Lead Worker Water Lead Worker <u>Warehouse Worker - Water</u> Building and Facilities Mechanic II Plant Mechanic Working Supervisor - Buildings Working Supervisor - Parks Working Supervisor - Public Works Working Supervisor - Wastewater Collection Working Supervisor - Water |
| METER READER | Utility Field Worker | Working Supervisor-Utility Field Services Lead Meter Reader Customer Service Worker |
| MECHANIC I | | Mechanic II Working Supervisor – Shop |

| CLASSIFICATION | NEXT LOWER CLASSIFICATIONS | SAME OR HIGHER CLASSIFICATIONS |
|--|---|---|
| EQUIPMENT OPERATOR | Public Works Maintenance Worker | Wastewater Collection Maintenance Worker Heavy Equipment Operator Public Works Collection 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 - Parks |
| SOLID WASTE TRUCK DRIVER II | Solid Waste Truck Driver I | Transfer Station Operator Heavy Equipment 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 Parks Lead Worker Arborist Lead Worker 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 <u>Warehouse Worker - Water</u> Water Lead Worker Working Supervisor - Water |
| AIRPORT MAINTENANCE LEAD WORKER | Airport Maintenance Worker | Working Supervisor - Airports |
| ARBORIST LEAD WORKER | Gardener Tree Trimmer | Parks Lead Worker 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 | Customer Service Worker Working Supervisor - Utility Field Services |
| PARKING METER SERVICE WORKER | Public Works Maintenance Worker Equipment Operator | Public Works Lead Worker Heavy Equipment Operator Working Supervisor – Public Works |

| CLASSIFICATION | NEXT LOWER CLASSIFICATIONS | SAME OR HIGHER CLASSIFICATIONS |
|---|---|--|
| PARKS LEAD WORKER | Gardener Tree Trimmer | Arborist Lead Worker Working Supervisor - Parks |
| PUBLIC WORKS LEAD WORKER | Public Works Maintenance Worker Equipment Operator Wastewater Collection Maintenance Worker | Public Works Lead 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 |
| WASTEWATER COLLECTION LEAD WORKER | Wastewater Collection Maintenance Worker | Working Supervisor – Wastewater Collection |
| WATER LEAD WORKER | Public Works Maintenance Worker Water Maintenance Worker <u>Warehouse Worker - Water</u> | Working Supervisor - Water |
| WELDER | Building and Facilities Mechanic I | |
| MECHANIC II | Mechanic I | Working Supervisor - Shop |
| BUILDING AND FACILITIES MECHANIC II | Building and Facilities Mechanic I | Working Supervisor - Buildings |
| PLANT MECHANIC | Building and Facilities Mechanic I | Building and Facilities Mechanic II |
| <u>WAREHOUSE WORKER - WATER</u> | <u>Public Works Maintenance Worker</u> | <u>Water Maintenance Worker</u> <u>Water Lead Worker</u> <u>Working Supervisor - Water</u> |
| HVAC TECHNICIAN | | |
| CUSTOMER SERVICE WORKER | Lead Meter Reader Meter Reader | Working Supervisor - Utility Field Services |
| WORKING SUPERVISOR - AIRPORTS | Airport Maintenance Lead Worker | |
| 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 - PUBLIC WORKS | Heavy Equipment Operator Public Works Lead Worker | |
| WORKING SUPERVISOR – SHOP | Mechanic II | |
| WORKING SUPERVISOR - UTILITY FIELD SERVICES | Lead Meter Reader Customer Service Worker | |
| WORKING SUPERVISOR - WASTEWATER COLLECTION | Wastewater Collection Lead Worker | |
| WORKING SUPERVISOR – WATER | Water Lead Worker <u>Warehouse Worker – Water</u> | |
| ELECTRICAL TECHNICIAN | | |

Draft Revision – 10/15/19
4/6/2020

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS – MAINTENANCE EMPLOYEES
EXHIBIT A-1 SCHEDULE OF WAGE RATES
 Effective: May 3, 2020

| | Hourly Pay Rate - Salary Step | | | | | Step 5 Monthly |
|--|-------------------------------|-----------|-----------|---------|---------|-------------------|
| | 1 | 2 | 3 | 4 | 5 | |
| 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 | | \$15.61 * | \$17.69 * | \$22.51 | \$23.64 | \$4,097 |
| 581 Airport Operations and Maintenance Worker I | | \$15.61 * | \$17.69 * | \$22.94 | \$24.08 | \$4,174 |
| 591 Convention Center Maintenance Worker | | \$15.61 * | \$17.69 * | \$22.94 | \$24.08 | \$4,174 |
| 582 Public Works Maintenance Worker | | \$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 | | \$15.61 * | \$17.69 * | \$24.03 | \$25.23 | \$4,373 |
| 583 Mechanic I | | \$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 |
|---|-------------------------------|---|---------|---------|---------|---------|
| | 1 | 2 | 3 | 4 | 5 | Monthly |
| 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 |
| <u>511 Warehouse Worker Water - D2</u> | | | | | \$30.11 | \$5,219 |
| 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 |
| <u>512 Warehouse Worker Water - D3</u> | | | | | \$30.86 | \$5,350 |
| 551 Working Supervisor - Arborist | | | | | \$31.16 | \$5,401 |
| 521 Working Supervisor-Airport 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.

| J/C Classification | Hourly Pay Rate - Salary Step | | | | | |
|--------------------------------------|-------------------------------|---------|---------|---------|---------|---------|
| | 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.