



CITY OF REDDING
 777 CYPRESS AVENUE, REDDING, CA 96001
 P.O. Box 496071, REDDING, CA 96049-6071

May 6, 2020
 P-100-050-070

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

RE: Side Letter of Agreement between the City of Redding and IBEW Electric: SB-247 Wildland Fire Prevention: Vegetation Management- Utility Arborist and Senior Utility Arborist

Dear Dominic:

The purpose of this letter is to codify the agreement increasing the hourly wage of the Utility Arborist and Senior Utility Arborist classifications within the International Brotherhood of Electrical Workers Local Union 1245, (IBEW Electric).

As a result of SB 247, and in an effort to enhance recruitment and retention within the two classifications, IBEW requested wage adjustments for the Utility Arborist and the Senior Utility Arborist. The current hourly wage rate for the Utility Arborist classification is \$32.34 per hour and the Senior Utility Arborist classification is \$34.79.

It is the City's position that the City is exempt from SB 247 because it is not an electrical corporation, and therefore the minimum wage outlined in SB 247 does not apply. That said, SB 247 along with PG&E's historic efforts to trim trees as part of its wildfire mitigation plan has resulted in a massive disruption and shortage in the labor market for arborists that are qualified electrical line workers. The City places high value on the skills and dedication of the REU Utility Arborists and Senior Arborists, and desires to address potential retention issues as a result of SB 247.

The City and the Union have agreed to the following wage adjustments to the IBEW Electric schedule of wage rates for the Utility Arborist and the Senior Utility Arborist classifications, increasing the wage rates from \$32.34 to \$35.65 per hour for the Utility Arborist and \$34.79 to \$38.35 for the Senior Utility Arborist. The new IBEW Electric salary schedule would be effective May 3, 2020.

If the Union concurs with the foregoing, please sign and date the enclosed copies of this letter, return one to me, and keep the other copy for your records.

Sincerely,

Sheri DeMaagd
 Assistant City Manager/Personnel Director

5/7/2020

Date

The Union concurs with the above:

 Dominic McCurtain, IBEW Representative

- c: City Council
- Barry Tippin, City Manager
- Dan Beans, Director of Electric
- Kelley Martinez, Personnel Manager

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS - ELECTRIC DEPARTMENT

EXHIBIT A-1: SCHEDULE OF WAGE RATES

Effective Date: May 3, 2020

J/C	Classification	Hourly Pay Rate - Salary Step					Step 5 Monthly Equivalent
		1	2	3	4	5	
888	Utility Worker	\$ 15.25	* \$ 17.28	* \$ 19.58	* \$ 26.72	\$ 28.06	\$4,863
886	Power Plant Utility Worker	\$ 15.25	* \$ 17.28	* \$ 19.58	* \$ 26.72	\$ 28.06	\$4,863
850	Groundman				\$ 27.99	\$ 29.39	\$5,094
827	Line Equipment Operator					\$ 32.15	\$5,572
835	Utility Arborist					\$ 32.34	\$5,605
842	Power Plant Warehouse Worker				\$ 31.68	\$ 33.27	\$5,766
840	Warehouse Worker				\$ 31.68	\$ 33.27	\$5,766
836	Senior Utility Arborist					\$ 34.79	\$6,030
<u>835</u>	<u>Utility Arborist</u>					<u>\$ 35.65</u>	<u>\$6,179</u>
885	Equipment Service Worker					\$ 37.07	\$6,425
<u>836</u>	<u>Senior Utility Arborist</u>					<u>\$ 38.35</u>	<u>\$6,647</u>
825	Warehouse Leadman					\$ 40.34	\$6,992
804	Maintenance Coordination Assistant					\$ 41.15	\$7,133
833	Power Plant Auxiliary Operator				\$41.96	\$ 44.05	\$7,636
821	Substation Maintenance Worker			\$42.30	\$44.42	\$ 46.64	\$8,084
822	Power Plant Maintenance Mechanic					\$ 50.02	\$8,670
823	Power Plant Operator					\$ 52.41	\$9,084
817	Lineman					\$ 53.18	\$9,217
815	Electrician					\$ 53.18	\$9,217
816	Instrument & Electrical Technician					\$ 54.72	\$9,484
818	Lineman (Training Rate)					\$ 55.04	\$9,540
812	Troubleman					\$ 55.79	\$9,671
834	Power Plant Relief Operator					\$ 56.60	\$9,810
819	Lineman (Certification Rate)					\$ 56.90	\$9,863
806	Troubleman (Training Rate)					\$ 57.74	\$10,009
810	Working Foreman - Line					\$ 58.39	\$10,121
811	Working Foreman - Electric Substations					\$ 58.39	\$10,121
807	Troubleman (Certification Rate)					\$ 59.70	\$10,347
801	Electrical Inspector					\$ 59.75	\$10,356
813	Working Foreman - Power Plant Maintenance Mechanic					\$ 60.08	\$10,414
814	Working Foreman - Power Plant Operations					\$ 60.08	\$10,414
802	Working Foreman - Instrument & Electrical Technician					\$ 60.08	\$10,414
808	Working Foreman - Line (Training Rate)					\$ 60.43	\$10,475
809	Working Foreman - Line (Certification Rate)					\$ 62.48	\$10,829
805	Control and Automation Technician					\$ 62.95	\$10,911

* Full-time temporary employees only

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

Attachment: IBEW Electric Salary Schedules 5-3-20 (available online) (4.15(a)--Adjust IBEW -- Electric Salary Schedule- Utility Arborist)

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS - ELECTRIC DEPARTMENT
EXHIBIT A-2: SCHEDULE OF WAGE RATES
Effective Date: May 31, 2020

J/C	Classification	Hourly Pay Rate - Salary Step					Step 5 Monthly Equivalent
		1	2	3	4	5	
888	Utility Worker	\$ 15.71	* \$ 17.79	* \$ 20.17	* \$ 27.52	\$ 28.90	\$5,009
886	Power Plant Utility Worker	\$ 15.71	* \$ 17.79	* \$ 20.17	* \$ 27.52	\$ 28.90	\$5,009
850	Groundman				\$ 28.83	\$ 30.27	\$5,247
827	Line Equipment Operator					\$ 33.11	\$5,739
842	Power Plant Warehouse Worker				\$ 32.63	\$ 34.27	\$5,939
840	Warehouse Worker				\$ 32.63	\$ 34.27	\$5,939
835	Utility Arborist					\$ 36.72	\$6,365
885	Equipment Service Worker					\$ 38.18	\$6,618
836	Senior Utility Arborist					\$ 39.50	\$6,847
825	Warehouse Leadman					\$ 41.55	\$7,201
804	Maintenance Coordination Assistant					\$ 42.39	\$7,347
833	Power Plant Auxiliary Operator				\$43.22	\$ 45.38	\$7,865
821	Substation Maintenance Worker			\$43.57	\$45.75	\$ 48.04	\$8,326
822	Power Plant Maintenance Mechanic					\$ 51.52	\$8,930
823	Power Plant Operator					\$ 53.98	\$9,356
817	Lineman					\$ 54.77	\$9,494
815	Electrician					\$ 54.77	\$9,494
816	Instrument & Electrical Technician					\$ 56.36	\$9,769
818	Lineman (Training Rate)					\$ 56.69	\$9,826
812	Troubleman					\$ 57.47	\$9,961
834	Power Plant Relief Operator					\$ 58.30	\$10,105
819	Lineman (Certification Rate)					\$ 58.61	\$10,159
806	Troubleman (Training Rate)					\$ 59.48	\$10,309
810	Working Foreman - Line					\$ 60.14	\$10,424
811	Working Foreman - Electric Substations					\$ 60.14	\$10,424
807	Troubleman (Certification Rate)					\$ 61.49	\$10,658
801	Electrical Inspector					\$ 61.54	\$10,666
813	Working Foreman - Power Plant Maintenance Mechanic					\$ 61.88	\$10,726
814	Working Foreman - Power Plant Operations					\$ 61.88	\$10,726
802	Working Foreman - Instrument & Electrical Technician					\$ 61.88	\$10,726
808	Working Foreman - Line (Training Rate)					\$ 62.25	\$10,789
809	Working Foreman - Line (Certification Rate)					\$ 64.35	\$11,154
805	Control and Automation Technician					\$ 64.84	\$11,239

* Full-time temporary employees only

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

Attachment: IBEW Electric Salary Schedules 5-31-2020 (available online) (4.15(a)--Adjust IBEW - Electric Salary Schedule- Utility Arborist)

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS - ELECTRIC DEPARTMENT
EXHIBIT A-3: SCHEDULE OF WAGE RATES
Effective Date: May 30, 2021

J/C	Classification	Hourly Pay Rate - Salary Step					Step 5 Monthly Equivalent
		1	2	3	4	5	
888	Utility Worker	\$ 16.18	* \$ 18.33	* \$ 20.77	* \$ 28.35	\$ 29.77	\$5,159
886	Power Plant Utility Worker	\$ 16.18	* \$ 18.33	* \$ 20.77	* \$ 28.35	\$ 29.77	\$5,159
850	Groundman				\$ 29.69	\$ 31.18	\$5,404
827	Line Equipment Operator					\$ 34.10	\$5,911
842	Power Plant Warehouse Worker				\$ 33.61	\$ 35.29	\$6,118
840	Warehouse Worker				\$ 33.61	\$ 35.29	\$6,118
835	Utility Arborist					\$ 37.82	\$6,556
885	Equipment Service Worker					\$ 39.33	\$6,816
836	Senior Utility Arborist					\$ 40.69	\$7,052
825	Warehouse Leadman					\$ 42.79	\$7,417
804	Maintenance Coordination Assistant					\$ 43.66	\$7,568
833	Power Plant Auxiliary Operator				\$44.51	\$ 46.74	\$8,101
821	Substation Maintenance Worker			\$44.88	\$47.12	\$ 49.48	\$8,576
822	Power Plant Maintenance Mechanic					\$ 53.06	\$9,198
823	Power Plant Operator					\$ 55.60	\$9,637
815	Electrician					\$ 56.42	\$9,779
817	Lineman					\$ 56.42	\$9,779
816	Instrument & Electrical Technician					\$ 58.05	\$10,062
818	Lineman (Training Rate)					\$ 58.39	\$10,121
812	Troubleman					\$ 59.19	\$10,259
834	Power Plant Relief Operator					\$ 60.05	\$10,408
819	Lineman (Certification Rate)					\$ 60.37	\$10,463
806	Troubleman (Training Rate)					\$ 61.26	\$10,619
810	Working Foreman - Line					\$ 61.94	\$10,737
811	Working Foreman - Electric Substations					\$ 61.94	\$10,737
807	Troubleman (Certification Rate)					\$ 63.33	\$10,978
801	Electrical Inspector					\$ 63.38	\$10,986
813	Working Foreman - Power Plant Maintenance Mechanic					\$ 63.74	\$11,048
814	Working Foreman - Power Plant Operations					\$ 63.74	\$11,048
802	Working Foreman - Instrument & Electrical Technician					\$ 63.74	\$11,048
808	Working Foreman - Line (Training Rate)					\$ 64.11	\$11,113
809	Working Foreman - Line (Certification Rate)					\$ 66.28	\$11,489
805	Control and Automation Technician					\$ 66.78	\$11,576

* Full-time temporary employees only

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

Attachment: IBEW Electric Salary Schedules 5-2021 (available online) (4.15(a)--Adjust IBEW - Electric Salary Schedule- Utility Arborist)