

**SIDE LETTER RE: MOU AMENDMENT
BETWEEN THE CITY OF HEALDSBURG AND IBEW, LOCAL 1245**

1. This Side Letter Agreement is between the CITY OF HEALDSBURG, hereinafter referred to as "City", and IBEW, Local 1245 collectively called "the parties".
2. The intent of this Side Letter Agreement is to modify Article III, Salary Plan, Section 3.8 Classification and Compensation Study of the Memorandum of Understanding ("MOU") between the parties as follows:

3.8 Classification and Compensation Study

The City of Healdsburg and IBEW, Local 1245 have met and conferred in good faith and have agreed to implementation of pay adjustments as follows:

Effective the first full pay period in July 2019, pay adjustment will be as reflected in Attachment 1, attached hereto and incorporated by reference.

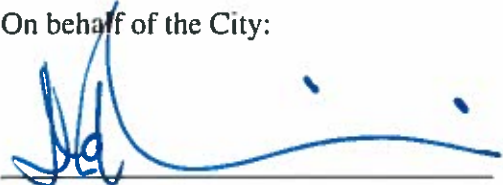
There will be no financial harm created regarding wage rates or step placement for any incumbents who are reclassified into a revised classification with licensing, certification and or educational requirements not historically required.

Incumbents will be placed at their current step within the newly established classification, and in no case shall an incumbent be placed in a wage step that is less than their current wage.

Incumbents who have performed their base classification core competencies successfully since hire will not be held back from wage rates or step progressions within any revised classifications due to any educational or certifications qualifications added throughout the Classification and Compensation process.

3. The terms and conditions set forth in this Side Letter Agreement have been mutually agreed upon by the designated bargaining representatives of the City and IBEW, Local 1245.
4. Upon ratification and adoption, this Side Letter will amend the MOU between the parties.

On behalf of the City:



David Mickaelian, City Manager

On behalf of the IBEW, Local 1245:



Janval Macor, Sr. Business Representative



Heather Ippoliti, Administrative Services
Director

Date Signed: 4/5/19

	Recommended Range	1	2	3	4	5	% increase
Accounting Assistant I	91	4,216.82	4,427.66	4,649.05	4,881.50	5,125.57	0.40%
Accounting Assistant II	110.5	4,621.36	4,863.80	5,104.90	5,365.53	5,638.35	0.00%
Building Maintenance Technician I	113	4,705.85	4,941.15	5,188.21	5,447.61	5,719.99	1.45%
Senior Accounting Assistant	130.5	5,104.90	5,365.53	5,638.35	5,926.70	6,228.35	0.00%
Building Maintenance Technician II	132.5	5,155.92	5,418.76	5,694.92	5,985.48	6,291.57	0.00%
Accounting Technician	140.5	5,365.53	5,638.35	5,926.70	6,228.35	6,546.66	0.00%
Human Resources Technician	140.5	5,365.53	5,638.35	5,926.70	6,228.35	6,546.66	new
Payroll Technician	159.5	5,926.70	6,228.35	6,546.66	6,880.47	7,230.93	0.00%
Fleet Mechanic	177.5	6,481.22	6,812.82	7,159.95	7,524.82	7,908.55	0.00%
Information Technology Engineering Specialist	179.5	6,546.20	6,873.51	7,217.19	7,578.04	7,956.95	0.00%
Geographic Information System Technician	182.5	6,645.35	6,978.07	7,327.42	7,693.40	8,078.24	0.00%
Mechanic - Equipment Service Writer	205.5	7,450.52	7,830.92	8,230.17	8,649.39	9,090.78	0.00%
Administrative Technician	159.5	5,926.70	6,228.35	6,546.66	6,880.47	7,230.93	0.00%
Administrative Analyst I	171	6,284.49	6,598.71	6,928.65	7,275.08	7,638.84	new
Recreation Coordinator I	83	4,051.88	4,254.47	4,467.20	4,690.56	4,925.09	4.47%
Office Assistant I	85	4,092.50	4,297.13	4,511.98	4,737.58	4,974.46	8.19%
Facility Worker	92.5	4,225.43	4,440.59	4,667.94	4,905.27	5,155.92	0.00%
Recreation Coordinator II	103	4,476.91	4,700.75	4,935.78	5,182.58	5,441.70	4.51%
Park Maintenance Worker I	110.5	4,621.36	4,863.80	5,104.90	5,365.53	5,638.35	0.00%
Park Maintenance Worker II	128.5	5,053.89	5,312.29	5,582.90	5,867.93	6,167.36	0.00%
Park Maintenance Foreman	152.5	5,694.92	5,985.48	6,291.57	6,612.09	6,949.23	0.00%
Office Assistant II	104.5	4,484.95	4,714.52	4,955.18	5,206.94	5,474.21	0.00%
Development Services Technician I	141	5,411.13	5,681.68	5,965.77	6,264.06	6,577.26	new
Assistant Planner	156	5,831.48	6,123.05	6,429.21	6,750.67	7,088.20	7.20%

	Recommended Range	1	2	3	4	5	% increase
Development Services Technician II	159.5	5,926.70	6,228.35	6,546.66	6,880.47	7,230.93	0.00%
Building Inspector I	181.5	6,612.09	6,949.23	7,304.12	7,676.76	8,068.25	0.00%
Building Inspector II	193.5	7,019.11	7,377.32	7,753.29	8,148.10	8,563.99	0.00%
Senior Building Inspector	223.5	8,148.10	8,563.99	9,000.95	9,460.10	9,942.52	0.00%
Utility Worker I	110.5	4,621.36	4,863.80	5,104.90	5,365.53	5,638.35	0.00%
Utility Worker II	141	5,411.13	5,681.68	5,965.77	6,264.06	6,577.26	4.54%
Public Works and Utilities Materials Technician	152.5	5,694.92	5,985.48	6,291.57	6,612.09	6,949.23	0.00%
Engineering Technician	159.5	5,926.70	6,228.35	6,546.66	6,880.47	7,230.93	0.00%
Utility Maintenance Foreman	161	5,978.73	6,277.68	6,591.56	6,921.14	7,267.20	4.58%
Public Works Inspector	181.5	6,612.09	6,949.23	7,304.12	7,676.76	8,068.25	0.00%
Public Works Field Technician	181.5	6,612.09	6,949.23	7,304.12	7,676.76	8,068.25	0.00%
Sr. Public Works Inspector	223.5	8,148.10	8,563.99	9,000.95	9,460.10	9,942.52	0.00%
Utility Operator-in-Training	151	5,687.86	5,972.25	6,270.86	6,584.40	6,913.63	1.48%
Administrative Technician	159.5	5,926.70	6,228.35	6,546.66	6,880.47	7,230.93	8.27%
Electric Materials Technician	172	6,315.91	6,631.71	6,963.29	7,311.45	7,677.03	6.17%
Industrial Mechanic	178.5	6,513.38	6,839.44	7,181.03	7,540.35	7,917.43	0.00%
Apprentice Lineworker	181	6,605.88	6,936.18	7,282.98	7,647.13	8,029.49	11.04%
Laboratory Analyst	183	6,672.10	7,005.71	7,355.99	7,723.79	8,109.98	11.03%
Electric Engineering Technician I	191.5	6,983.62	7,332.96	7,700.05	8,084.89	8,489.69	0.00%
Utility Conservation Analyst	201	7,298.80	7,663.75	8,046.93	8,449.28	8,871.74	4.62%
Utility Operator	201.5	7,304.12	7,676.76	8,068.25	8,479.71	8,912.24	0.00%
Electric Engineering Technician II	202.5	7,340.72	7,707.82	8,093.76	8,498.56	8,923.32	0.00%
Senior Laboratory Analyst	203	7,371.98	7,740.58	8,127.60	8,533.99	8,960.69	11.06%
Electric Coordinator/Inspector	207	7,520.52	7,896.55	8,291.38	8,705.95	9,141.24	7.67%

	Recommended Range	1	2	3	4	5	% increase
Meter Technician	212.5	7,715.58	8,101.52	8,506.33	8,932.20	9,379.13	0.00%
Industrial Electrician	219	7,984.38	8,383.60	8,802.77	9,242.91	9,705.06	8.90%
Instrumentation Technician	219	7,984.38	8,383.60	8,802.77	9,242.91	9,705.06	8.90%
Wastewater Operations Foreman	221.5	8,068.25	8,479.71	8,912.24	9,366.94	9,844.94	0.00%
Water Operations Foreman	221.5	8,068.25	8,479.71	8,912.24	9,366.94	9,844.94	0.00%