

Agreement Between the
City of Fresno
and
International Union of Operating Engineers, Stationary Engineers, Local 39

**Modification of Article VII, Compensation and Benefits, Section F, Premium Pay,
Subsections 5, Surface Water Treatment Facility, Subsection 6, Certificates and
Exhibit 1, Salaries**

The City of Fresno and the International Union of Operating Engineers, Stationary Engineers, Local 39, have met and conferred in good faith and have agreed to amend sections and subsections in Article VII, Section B. Salaries, including Exhibit I, and Section F, Subsection 5. This agreement is effective September 5, 2016, and shall become part of the MOU which expired on June 30, 2016, which has been extended by mutual agreement of the parties until completion of successor MOU negotiations.

The parties agree to the following amendment/modification to the current MOU, Article VII, Compensation and Benefits, Section B, including Exhibit I, and Section F, Subsection 5 as follows;

B. SALARIES

Effective September 5, 2016, salaries will be as reflected in Exhibit I, attached hereto and incorporated by reference.

F. PREMIUM PAY

5. Surface Water Treatment Facility:

Employees in the class of Water System Operator III specifically assigned to work at the Surface Water Treatment Facility **as of September 5, 2016, shall be reclassified as Senior Water System Operators and** shall receive a monthly premium pay of ~~five~~ **three** hundred ~~seventy-five~~ **seventy-five** dollars (~~\$500~~ **375**) per month.

6. Certificates:

Certificate premium pay is not pensionable unless otherwise required under the Fresno Municipal Code or under law.

- a. Body and Fender - Employees in the class of Body and Fender Repairer/Leadworker, who possess a valid Master Collision Repair/Refinishing Technician Certificate, issued by the National Institute for Automotive Excellence, shall receive two hundred dollars (\$200) per month.

- b. Mechanic - Employees in the class of Bus Mechanic I/II/Leadworker, Fire Equipment Mechanic I/II/Leadworker, and Heavy Equipment Mechanic I/II/Leadworker, who possess a valid Master Heavy Duty Truck Technician Certificate, and Light Equipment Mechanic I/II/Leadworker, who possess a valid Master Automobile Technician Certificate, issued by the National Institute for Automotive Service Excellence (NIASE), shall receive two hundred dollars (\$200) per month.
 - (1) Blue Seal of Excellence Recognition - Employees assigned to FAX, Fire or Fleet equipment repair facilities in the class of Equipment Service Worker II, those classes noted in 6. b., above, or any other class whose certification contributes to the receipt of the facility's ASE Blue Seal of Excellence Recognition, shall become eligible to receive five hundred dollars (\$500) per year premium pay pursuant to the following requirements:
 - (a) A FAX, Fire or Fleet facility must receive ASE Blue Seal of Excellence Recognition pursuant to the Program criteria established by the NIASE;
 - (b) the employee must possess at a minimum two (2) applicable ASE certificates pursuant to the Program criteria established by the NIASE; and,
 - (c) the employees', with the exception of Equipment Service Worker II's, ASE certification(s) must be necessary for the facility's receipt of the ASE Blue Seal of Excellence Recognition Program.
- c. Air Conditioning Mechanic - Employees in the class of Bus Air Conditioning Mechanic/Leadworker who possess a Technician Certification in the H6 Electrical/Electronic Systems and the H7 Heating, Ventilation and A/C in the transit bus series issued by the National Institute for the Automotive Service Excellence shall receive monthly certificate pay of seventy-five dollars (\$75).
- d. ~~Helicopter~~ **Aviation Mechanic** - Employees in the class of ~~Helicopter~~ **Aviation Mechanic/Leadworker** shall receive ~~two one~~ hundred ~~seventy-five~~ **fifty** dollars (~~\$275~~ **150**) per month for certification and equipment maintenance and support. The City will also provide \$250,000 in life insurance/death benefit coverage, solely for "off premises" flying to employees occupying the class of ~~Helicopter~~ **Aviation Mechanic/Leadworker**.

- e. Instrumentation Specialist - Employees in the class of Instrumentation Specialist, who possess a valid Electrical/Instrumentation Certificate issued by the California Water Environment Association, shall receive monthly certificate pay as follows:

Grade I (Plant Maintenance Technologist)	\$50
Grade II	\$75
Grade III	\$100
Grade IV	\$150

- f. Collection System Maintenance Operator II/III - Employees in the class of Collection System Maintenance Operator II, who possess a valid Grade II Maintenance of Wastewater Collection Systems Technical Certificate issued by the California Water Environment Association, shall receive fifty dollars (\$50) per month. Employees in the class of Collection System Maintenance Operator II or III, who possess a valid Grade III Maintenance of Wastewater Collection Systems Technical Certificate shall receive seventy-five dollars (\$75) per month. Employees in the class of Collection System Maintenance Operator II or III who possess a valid Grade IV Maintenance of Wastewater Collection Systems Technical Certificate shall receive one hundred dollars (\$100) per month. **Employees in the class of Collection System Maintenance Operator III specifically assigned as a lead worker as of the effective date of this side letter, shall be compensated an additional two hundred dollars (\$200) per month. The two hundred dollars per month shall be discontinued when a Lead Classification is created in the Collection System Maintenance series and employees are placed in the Lead Classification.**
- g. Traffic Maintenance - Employees in the class of Traffic Maintenance Worker II/Traffic Maintenance Leadworker who possess a valid Level I or higher Work Zone Traffic Safety Specialist Certificate and a valid Level III or higher Signs and Markings Specialist Certificate issued by the International Municipal Signal Association shall receive sixty dollars (\$60) per month.
- h. Wastewater Mechanical Series - Employees in the class of Wastewater Mechanical Technician and Wastewater Mechanical Specialist/Senior, who possess a valid Mechanical Technologist Certificate issued by the California Water Environment Association, shall receive monthly certificate pay as follows:

Grade I (Plant Maintenance Technologist)	\$50
Grade II	\$75
Grade III	\$100
Grade IV	\$150

In addition to the above, employees in the class of Wastewater Mechanical Technician and Wastewater Mechanical Specialist/Senior, who possess a valid Water Treatment Operator or Water Distribution Operator Certificate issued by the State of California Department of Health Services, shall receive one hundred dollars (\$100) per month.

- i. Wastewater Treatment Plant Operator I/II/Senior - Employees in the class of ~~Wastewater Treatment Plant Operator~~ **Technician I/II/Senior** ~~Wastewater Treatment Plant Operator~~, who possess a valid Wastewater Treatment Plant Operator Certificate issued by the Department of Water Resources, State Water Resources Control Board, shall receive monthly certificate pay as follows:

Grade I	\$50
Grade II	\$75
Grade III	\$100
Grade IV	\$150
Grade V	\$200

Employees in the class of Wastewater Treatment Plant Specialist who possess a valid Wastewater Treatment Plant Operator Certificate issued by the Department of Water Resources, State Water Resources Control Board, shall receive monthly certificate pay as follows:

Grade III	\$100
Grade IV	\$150
Grade V	\$200

Employees in the class of Senior Wastewater Treatment Plant Operator who possess a valid Wastewater Treatment Plant Operator Certificate issued by the Department of Water Resources, State Water Resources Control Board, shall receive monthly certificate pay as follows:

Grade IV	\$150
Grade V	\$200

In addition to the above, employees in the class of Wastewater Treatment Plant Operator I/II/Senior ~~Wastewater Treatment Plant Operator~~, who possess a valid Water Treatment Operator or Water

Distribution Operator Certificate issued by the State of California Department of Health Services, shall receive one hundred dollars (\$100) per month.

- j. Water Treatment Operator & Water Distribution Operator Certificates - It is expressly understood that positions and assignments eligible for this certificate pay will be determined solely at the discretion of management in the applicable division noted below. Employees in the Water Division, ~~and employees occupying the classes listed below, a class in the Water System Operator series allocated to a division other than the Water Division,~~ who possess a valid Water Treatment Operator Certificate or Water Distribution Operator Certificate issued by the State of California, Department of Health Services, **not listed as part of the minimum requirements for the classification** shall receive monthly certificate pay as follows:

Classifications Eligible:

**Water Distribution Technician/Specialist
Water Maintenance Mechanic Technician/Specialist
Ground Water Production Technician/Specialist
Water Quality Technician/Specialist
Senior Water Distribution Operator
Senior Water Production Operator
Senior Water Treatment Operator**

Certification and Monthly Compensation:

DI	\$50
DII	\$100
DIII	\$150
DIV	\$200
TI	\$100
TII	\$200
TIII	\$250
TIV	\$300
TV	\$300

In addition to the above, employees in Water Division who possess both a valid Water Treatment Operator Certificate and Water Distribution Operator Certificate issued by the State of California, Department of Health Services shall receive one hundred dollars (\$100) per month.

This agreement sets forth the full and entire understanding of the parties regarding amendments to Article VII, Section B, including Exhibit I. and Section F.

**FOR INTERNATIONAL UNION FOR
OPERATING ENGINEERS, LOCAL 39**

FOR THE CITY OF FRESNO

MARINA MAGDELANO
LOCAL 39, Business Representative

KENNETH PHILLIPS
Labor Relations Manager

STEVE CROUCH
LOCAL 39, Director of Public Employees

Date _____

**APPROVED AS TO FORM
CITY ATTORNEY'S OFFICE**

BY: _____



Assistant City Attorney