

**SIDE LETTER AGREEMENT
BETWEEN
CITY OF ROSEVILLE
AND
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 1245
(IBEW)**

**PERTAINING TO NEGOTIATIONS ON ELECTRIC UTILITY TECHNICIAN
CLASSIFICATION AND EVALUATION OF APPRENTICE PROGRAM**

October 16, 2019 (REVISED)

Meet and confer per MOU Chapter 2, Article 1 Salaries, A.2

The City and IBEW (the "Parties") mutually agree to meet and confer over the impacts within the scope of bargaining over the splitting of the Electric Utility Technician classification into two separate classifications including the labor market salary for the newly created classifications. If the City decides to pursue the development of an apprentice program, the Parties agree to meet and confer over impacts within the scope of bargaining and negotiation will be separate from the Labor Market Adjustment discussion. This will allow the City time to conduct a classification study of the Electric Utility Technician positions and for budgetary planning and significant discussion around business operations and program requirements for a possible apprentice program. The timeline for the subsequent meet and confer is outlined below:

Task Name	Target Start	Target Finish
Classification Review	10/21/2019	1/31/2020
Position Information Questionnaire	10/21/2019	11/1/2019
City Review	11/4/2019	11/15/2019
Consultant Review	11/15/2019	12/11/2019
Job Specs Provided to IBEW	12/16/2019	
Meet/Confer	12/16/2019	1/10/2020
Council Approval	2/5/2020	2/5/2020
Wage Survey	2/1/2020	3/1/2020
Meet/Confer	2/15/2020	4/1/2020
Review position in the market for new classifications	2/15/2020	4/1/2020

Task Name	Target Start	Target Finish
Operational Assessment – Apprentice Program	1/1/2020	6/1/2020
Sample Programs Provided by Union		
NLC Program Review		
Budget and resource review		
Business case review		

Other Program Review		
Decision (whether to proceed)		7/1/2020

Further, the parties mutually agree that if the City decides to proceed with the planning of an apprentice program, the meet and confer will be completed no later than December 31, 2021.

Date: 10-25-19

City:



Dom Casey,
City Manager

IBEW:



Charley Souders,
Business Representative