



HUMAN RESOURCES DEPARTMENT
LABOR RELATIONS DIVISION

CITY OF SACRAMENTO
CALIFORNIA

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SACRAMENTO, CA
95814-2604

GERI HAMBY
DIRECTOR

FAX 916-808-8110

August 14, 2013

William S. Haley, Business Manager
Plumbers and Pipefitters, Local 447
5841 Newman Court
Sacramento, CA 95819

RE: Water Distribution Certification

Dear Mr. Haley:

This is to confirm the agreement of the City of Sacramento ("City") and the Plumbers and Pipefitters, Local 447 ("Union") regarding the 2011 changes to the job class specifications with regard to employees working in Water Distribution in the Department of Utilities Field Services Division. These changes were in response to a State requirement that City employees in the department be certified in order to perform water distribution services. Specifically, it is agreed as follows:

1. Consistent with California Code Regulations, Title 22, City employees working in the Water Distribution Section must possess a Water Distribution Certification ("Certification"). For compliance purposes the class specifications have been updated and the Certification requirements are as follows:
 - Grade 2 Certification [Utilities Field Services Leadworker ("Leadworker")]
 - Grade 1 Certification [Utilities Field Services Serviceworker ("Serviceworker")]
2. Employees hired as Leadworkers on or after November 15, 2011, shall be required to possess the Grade 2 Certification at the time of appointment. Employees hired as Leadworkers prior to November 15, 2011, shall be required to obtain the Grade 1 Certification by May 31, 2014.

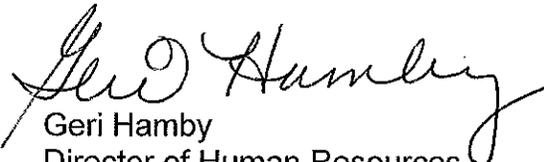
Employees hired as Leadworkers prior to November 15, 2011, are not required to obtain a Grade 2 Certification. However, any employee hired prior to November 15, 2011, who obtains a Grade 2 Certification will be required to maintain the Grade 2 Certification for the duration of their employment as a Leadworker with the City.

Employees hired as Serviceworkers on or after November 15, 2011, shall be required to possess the Grade 1 Certification at the time of appointment. Employees hired as Serviceworkers prior to November 15, 2011, shall be required to obtain the Grade 1 Certification by May 31, 2014.

3. The Department of Utilities will continue to provide in-house training while funding exists for the State mandated exam. City employees working in the Water Distribution Section may be responsible for a portion of the cost of the in-housing training and will be eligible for tuition reimbursement consistent with City policies.
4. In the event a current employee fails to obtain the certification required to work in Water Distribution, the employee will be transferred to another Section of Field Services under the provisions of Civil Service Rule 8.2, provided a vacancy exists.
5. In accordance with Civil Service Rule 12, if an employee hired prior to November 15, 2011, fails to take advantage of the training and/or fails to obtain the required certification by May 31, 2014, and no vacancy exists in another Section of Field Services, the employee may be terminated.
6. This agreement does not establish a precedent, nor does it interpret any employee rights under the language of the Agreement, the Rules and Regulations of the Civil Service Board or any applicable policies and procedures of the Department of Utilities, or the City of Sacramento.
7. This agreement memorializes and constitutes the entire agreement and understanding between the parties as to all matters referred to or included herein, and supersedes and replaces all prior negotiations, proposed agreements and agreements, whether written or oral.
8. This agreement may be canceled by either party with thirty (30) calendar days' written notice.

If this is your understanding of the agreement reached, please sign and date as indicated below and return one copy to Labor Relations. I have enclosed an additional original for your files.

Sincerely,


Geri Hamby
Director of Human Resources

AGREED TO:



William S. Haley, Business Manager
Plumbers and Pipefitters, Local 447

Approved as to form



Brett M. Witter
Supervising Deputy City Attorney