

**Memorandum of Understanding
By and Between
The City of Seattle, Seattle Public Utilities
and
The United Association of Journeyman and Apprentices of the
Plumbing & Pipe Fitting Industry Local 32
Regarding the New Classifications
of
Water Meter Technician and Water Meter Technician Senior**

This Memorandum of Understanding (MOU) in regard to the City's adoption of the Water Meter Technician and Water Meter Technician Senior classifications, is entered into by and between the City of Seattle (City), Seattle Public Utilities (SPU) and the Plumbers and Pipefitters Local 32 (Union), (collectively, Parties).

A. Background

1. The Parties have met to discuss the City's decision to create the two new job classifications of Water Meter Technician and Water Meter Technician Senior due to new and revised work load and certification requirements and to reorganize the work flow to achieve productivity enhancements and customer service improvements.
2. SDHR Compensation and Classification staff conducted a compensation study to determine a wage rate that would provide for competitive compensation for the new classifications and preserve internal equity.
3. The City and the Union have met and bargained the matter and now enter into this Agreement.

B. Agreement

1. The Water Meter Technician and Water Meter Technician Senior titles will be added to the Parties collective bargaining agreement during bargaining for a successor agreement.
2. Based on the compensation study performed by SDHR's Compensation and Classification staff, the 2017 wage rate for the Water Meter Technician classification shall be:

New Salary Range (2017 Rates)	Step 1, \$28.14 Step 2, \$29.29 Step 3, \$30.40
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3. Based on the compensation study performed by SDHR's Compensation and Classification staff, the 2017 wage rate for the Water Meter Technician Senior classification shall be:

New Salary Range (2017 Rates)	Step 1 \$33.95, Step 2 \$35.18, Step 3 \$36.53
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4. Current employee upon achieving and meeting the minimum qualifications, licensing and certification requirements of the new Water Meter Technician or Water Meter Technician Senior class specifications, employees shall be placed in the appropriate classification at the wage rate closest to the employee's current wage that provides for no more than a four (4%)

percent wage increase. This wage placement will be retroactive to July 7, 2016. Employees whose wages are greater than step 3 and who are making more than the maximum wage rate shall be incumbency rated as provided in Personnel Rule 3.1.

5. Employees shall retain their regular appointment status in the new classification and shall retain all service credit of their previous classification for purposes of layoff.
6. For the purposes of wage retroactivity, this MOU expires upon expiration of the current collective bargaining agreement between Local 32 and the City of Seattle dated January 1, 2015, through December 31, 2018.
7. The classification specifications and wage rates associated with the Water Meter Changer, Water Meter Repairer, and Water Meter Repairer Senior classifications remain unaffected by the adoption of the Water Meter Technician and Water Meter Technician Senior classifications and may be removed from the Parties collective bargaining agreement during bargaining for a successor agreement.
8. This agreement does not set a precedence and/or establish a practice and/or future obligation on the City for any future agreement(s) or actions.
9. This Agreement shall be effective upon the final signature date of the Parties.

For Plumbers and Pipefitters Local 32

Kurt Swanson 2/20/18
Kurt Swanson, Business Manager Date

For the City of Seattle

Jeff Clark 2-15-18
Jeff Clark, Labor Negotiator Date

For Seattle Public Utilities

Mami Hara 2.15.18
Mami Hara, Director Date