

~ CONFIDENTIAL ~
CITY OF REDDING and IBEW ELECTRIC PROPOSAL STATUS
 Status as of January 22, 2016

CITY PROPOSALS	STATUS
City Proposal #1 – Incorporate Side Letters	T/A
City Proposal #3 –Article 4 Grievance Procedure - Clarify MOU and disciplinary grievance process.	T/A
City Proposal #4 – Article 5 Safety – Safety meeting requirement clarification.	T/A
City Proposal #5 –Article 7 Employee Status – Clarify temporary employees can be terminated any time.	T/A
City Proposal #7 – Article 9 Hours and Overtime- Rest Period language clarification	T/A
City Proposal #8 –Article 20 Miscellaneous – Clarify practice of authorizing up to \$200 tuition reimbursement per course with City approval.	T/A
City Proposal #9 – Article 11 - Promotion and Transfer –Simplify temporary vacancy procedure language, change promotional probation period from 3 to 6 months.	T/A Increase probationary period to 6 months. Ad hoc topic to clarify testing process to determine qualifications.
City Proposal #11 – Article 15 Sick Leave – Clarify sick leave accrual rate per pay period.	T/A
City Proposal #12 – Article 21 Employee Benefit Program – Clarify retiree medical benefit is 50% premium co-share for those hired prior to March 2010, those hired after March 2010 would be eligible for a 2% per year premium co-share, up to a maximum of 50%. Retirement Program – Add statutory language for pension reform with a contract reopener on topic. PARS plan change to include member contribution of 3.99% (normal cost)* or an alternative to freeze the PARS benefit made during a one time irrevocable election.	T/A
City Proposal #13 – Exhibit B Job Definitions - Revisions/Clarifications	T/A
City Proposal #14 – Classification Specifications - Revisions/Clarifications	T/A

IBEW ELECTRIC PROPOSALS	STATUS
Union Proposal #3 – Article 9 Hours and Overtime - Assignment to a work schedule lasting at least one week requires mutual agreement of City and employee.	T/A
Union Proposal #5 – Article 20 Miscellaneous – Increase boot allowance up to \$300/year for all required to wear protective work boots.	T/A
Union Proposal #10 – Promotion and Transfer – Temporary Vacancy of more than 45 days; clarification of calendar or business	T/A See City #9
Union Proposal #11 – Article 14 Expenses – Increase meal allowance from \$25 to \$35 from 5pm - 12	The City agrees to ad hoc the topic of meal

midnight and from \$15 to \$20 all other times paid to employee pre-tax. Increase tip allowance from 15% to 20%.	allowance reimbursement process..
Union Proposal #15(a) – Article 23 Term – Four year term. 6% retroactive to 5/27/15; 6% - 9/14/15; 4% - 9/14/16; 4% - 9/14/17 plus 2.5% each of the 4 years for all classifications offered by City plus Control and Automations Tech, Utility Arborist and Equipment Service Worker.	Term 3 yr: Yr 1- 5% upon ratification with PARS change*; July 3, 2016 – 4.5%; January 1, 2017 – 4.5%; Additional market adjustments as follows for specific classifications assigned to the Power Plant: Yr 1: 1% upon ratification, July 3, 2016: 1%, January 1, 2017: 1% Working Foreman – Power Plant Operations Working Foreman – Power Plant Maintenance Power Plant Maintenance Mechanic Power Plant Relief Operator Power Plant Operator Instrument & Electrical Technician – Power Plant Maintenance Coordination Assistant
Union Proposal #16 – Exhibit B Job Definitions - Placeholder for proposed changes to job definitions.	See City #13 T/A
Union Proposal #17 – Exhibit C Lines of Progression - Placeholder for proposed changes to lines of progression.	T/A

* Note: PARS change may be at contract approval or such later date as determined by the City.

**NEGOTIATIONS BETWEEN CITY OF REDDING AND IBEW
ELECTRIC EMPLOYEES**

CITY PROPOSAL #1

DATE: October 10, 2014

ARTICLE:

ISSUE: Incorporation of Side Letters

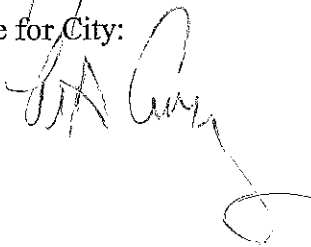
The City and IBEW Electric agree to incorporate Side Letters listed below and any others that may be agreed upon prior to City Council approval of this MOU.

Modification to Exhibit B: Job Definitions – Power Plant Equipment Operator Class Specification – March 26, 2013

Modification of Lineman Classification Specification – February 6, 2012

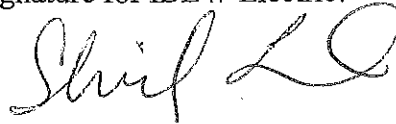
Tentative Agreement Date:

Signature for City:

12/14/15


Time:

Signature for IBEW Electric:

12/14/2015


CITY OF REDDING



PERSONNEL DIVISION

PERSONNEL . VOLUNTEER SERVICES . RISK MANAGEMENT

777 Cypress Avenue, Redding, CA 96001-2718

P.O. Box 496071, Redding, CA 96049-6071

530.225.4065 FAX 530.225.4062 - Personnel/Volunteer

530.225.4385 FAX 530.225.4300 - Risk Management/Liability

March 26, 2013

P-100-050-070

Sheila Lawton, Business Representative
IBEW Local 1245
PO Box 2547
Vacaville, CA 95696

Subject: Side Letter of Agreement to MOU between City of Redding and IBEW Electric
Regarding Modification Exhibit B: Job Definitions - Power Plant Equipment
Operator and Corresponding Classification Specification

Dear Sheila:

The purpose of this letter is to codify the modifications made to the job definition and classification specification of Power Plant Equipment Operator. Attached is the classification specification with the modifications indicated through underline and strikeout and changes to Exhibit B are as follows:

Power Plant Equipment Operator

An employee who is engaged in performing a wide variety of duties relating to the operation, maintenance and repair of a power plant generation facility, buildings, facilities, mechanical equipment and other property of a similar nature as an assistant to other employees. Assists Power Plant Operator in power plant operations, startup and shutdown of power generation systems, operates control panels for steam, combustion generators and heat recovery steam generators. Performs startup and shutdown of major equipment and performs routine water testing. May be required to perform carpentry, plumbing, electrical work, painting, gas and electric welding, and the operation of machine shop tools and equipment and City vehicles. The employee's background of training and experience must be such as to qualify the employee to perform these duties safely with skill and efficiency. The employee must possess the appropriate State of California driver's license.

Letter to Sheila Lawton
March 26, 2013
Page two

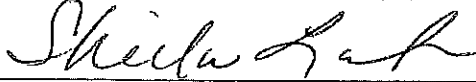
If the Union concurs with the foregoing, please sign and date the enclosed copies of this letter, return one to me, and keep the other copy for your records.

Sincerely,



Sheri DeMaagd
Personnel Director

The Union concurs with the above:



Sheila Lawton, IBEW Business Representative

4/18/2013

Date

C: Kurt Starman, City Manager
Barry Tippin, Assistant City Manager/Director of Electric Utilities
Council Members

POWER PLANT EQUIPMENT OPERATOR

DEFINITION:

Under supervision, assist in power plant operations, perform routine water/gas chemistry analysis, inspect and monitor operating components, and report plant status.

EXAMPLES OF DUTIES:

NOTE: The following are the duties performed by the employees in this classification. However, employees may perform other related duties. The duties listed are not necessarily performed by each individual in the classification:

1. Monitor normal operations of a power plant generation facility.

Measures: Plant is running within design limits. Follows established procedures and within prescribed timelines. Immediately reports unacceptable conditions.
2. Conduct routine water testing and treatment duties as defined by the Water Chemistry Manual.

Measures: Work is accurately and safely performed utilizing established policies and procedures.
3. Assist in start-up and shut-down of power plant generation systems.

Measures: Work is accurately and safely performed utilizing established policies and procedures.
4. Assist in power plant operations.

Measures: Work is accurately and safely performed utilizing established policies and procedures.
5. Operate control panels for the steam and combustion turbine generators; and heat recovery steam generator, including start-up and shut-down.

Measures: Work is accurately and safely performed utilizing established policies and procedures.
6. Operate major auxiliary apparatus such as: air compressors; boiler feedwater treatment system; generator cooling system; boiler feedwater and condensate system, and locally controlled electrical and mechanical equipment.

Measures: Uses equipment accurately and safely. Immediate reports problems or equipment failure.

7. Perform operating tests and inspections; make minor repairs and adjustments to equipment as assigned.

Measures: Work is accurately and safely performed. Achieves proper operating conditions.

8. Immediately report any abnormal or irregular conditions that develop during the progress of the work to immediate supervisor and take corrective measures within the scope of operating instructions.

Measures: Immediately notifies supervisor of any unacceptable conditions. Work is accurately and safely performed.

9. Assist in maintenance efforts.

Measures: Work is performed accurately and safely. Follows established procedures.

10. Participate in the administrative maintenance of the plant operating manuals, technical references, prints and diagrams and preventive/predictive maintenance records.

Measures: Work is accurately performed.

11. Performs other related duties as required.

QUALIFICATIONS:

Knowledge of:

Combustion turbine generators, Heat Recovery Steam Generators (HRSG's), steam-driven turbine generators, hydroelectric generators, and related power plant generation auxiliary equipment; power plant and operating procedures; lock out tag out procedures; emergency measures and safety requirements; water chemistry control, analysis of water conditions, water treatment facility operations and chemical handling requirements; theoretical and practical knowledge of combustion/steam turbine operations, closed system steam generation, industrial safety, hazardous waste management and inspection/recording of plant parameters; piping and instrument schematics and process controls; and basic mathematics.

Ability to:

Interact effectively with the public and employees; operate steam, hydroelectric, and combustion turbine generators; understand procedures and instructions; perform shiftwork, overtime, or weekend work.

Education:

Any combination of training and experience that provides the required knowledge, skills, and abilities is qualifying; typical education would include a high school diploma, or equivalent. A certificate of completion or an associate degree from an accredited Power Generation Technologies Program and/or training in steam turbine or combustion turbine propulsion or electrical power generation systems is desirable.

Experience:

Typical experience would include two years of experience as a in power plant equipment operator operations at in an operating power generating plant generation facility. Combined cycle experience desirable. Certificate of completion and/or associate degree may be substituted for experience.

Special Requirements:

Possession of a valid California driver's license, or the ability to acquire one within ten days of appointment.

Rev 7/04
Rev 2/13

CITY OF REDDING



PERSONNEL DIVISION

PERSONNEL . VOLUNTEER SERVICES . RISK MANAGEMENT

777 Cypress Avenue, Redding, CA 96001-2718

P.O. Box 496071, Redding, CA 96049-6071

530.225.4065 FAX 530.225.4062 - Personnel/Volunteer

530.225.4385 FAX 530.225.4300 - Risk Management/Liability

February 6, 2012

P-100-050-070

Sheila Lawton, Business Representative
IBEW Local 1245
P.O. Box 2547
Vacaville, CA 95696

Subject: Side Letter of Agreement Between the City of Redding and IBEW 1245 – Electric Employees Regarding the Modification of Lineman Classification Specification

Dear Sheila:

This letter is to codify the modifications made to the classification specification of Lineman. Attached is the classification specification with the modifications indicated by underline and strikeout.

If the Union concurs with the forgoing, please so indicate by signing both of the enclosed original side letters, keeping one for your records and returning the other to me.

Sincerely,

A handwritten signature in black ink, appearing to read "Sheri DeMaagd".

Sheri DeMaagd
Personnel Director

The Union concurs with the above:

A handwritten signature in black ink, appearing to read "Sheila Lawton".

Sheila Lawton
IBEW Electric Local 1245

2/14/2012

Date

c: Kurt Starman, City Manager
Barry Tippin, Assistant City Manager
City Council

DEFINITION:

Under general supervision, a journeyman lineman is a key member of a linecrew and is engaged in performing all classes of electrical power transmission and distribution system construction, maintenance and operation work.

EXAMPLES OF DUTIES:

NOTE: The following are the duties performed by employees in this classification. However, employees may perform other related duties. Not all duties listed are necessarily performed by each individual in the classification.

1. Set Remove and/or install power poles; towers; and, other support structures.

Measures: Performs duties with skill, efficiency and safety.

2. Hang transformers. Work on energized conductors using rubber glove and/or hot stick techniques.

Measures: Performs duties with skill, efficiency and safety.

3. Remove and/or install anchors, and guy wires.

Measures: Performs duties with skill, efficiency and safety.

4. Install or replace cross arms and ~~underground wire~~ overhead conductor etc.

Measures: Performs duties with skill, efficiency and safety.

5. Install; repair; maintain; and/or, splice primary and secondary underground conductors.

Measures: Performs duties with skill, efficiency and safety.

6. Set and remove electric meters.

Measures: Performs duties with skill, efficiency and safety.

7. Install; repair; replace; and/or remove street lights and make out appropriate reports.

Measures: Performs duties with skill, efficiency and safety.

8. Install; repair; replace; and/or remove both overhead and underground: transformers;

capacitor banks; switches; boxes; connectors; and, other line apparatus overhead, and underground switches.

Measures: Performs duties with skill, efficiency and safety.

9. Read work orders, switching orders, circuit maps and note job changes.

Measures: Performs duties with skill, efficiency and safety.

10. Drive and operate ~~line trucks, digger trucks~~ derricks, bucket trucks, fork lifts, pole dollies, and ~~operate wire pullers, and other associated line equipment.~~

Measures: Performs duties with skill, efficiency and safety.

11. ~~Respond to trouble calls as required.~~ May be required to work alone patrolling and trouble shooting the city's electrical system.

Measures: Performs duties with skill, efficiency and safety.

12. Perform related duties as assigned.

QUALIFICATIONS:

Knowledge of:

City safety rules; California State general orders 95 and 128; Cal OSHA safety regulations and high voltage safety orders; hazards associated with working on or in proximity to energized high voltage conductors and devices; distribution maps of the City electrical power system; and switches and switching procedures for safe performance of the assigned job.

Ability to:

Interact effectively with the public and employees; apply appropriate and adequate safety procedures; work at any height on steel or wood structures in fair or adverse weather conditions; to climb up and down said structures; read drawings, blueprints, profiles, maps and charts; and, locate and repair problems in a safe, timely, and efficient manner.

Education:

Any combination of training and experience that provides the required knowledge, skills, and abilities is qualifying; a typical education would include a high school diploma, or equivalent, with two years of algebra, or equivalent, advanced coursework or training, and three years of City approved apprenticeship training program. Minimum of three years lineman (post-apprenticeship) experience desirable.

Experience:

Typical experience would include be the completion of a three years City approved apprenticeship training program. Minimum of three years lineman (post-apprenticeship) experience desirable.

Special Requirements:

Possession of the appropriate California driver's license, or the ability to acquire one within ten days of appointment.

Completion of an Apprenticeship. Successful completion of a certified rubber glove training program desirable.

Working Conditions:

Certified Journeyman. Date of study: January 1991. The following duties have been identified as the critical job elements for the **LINEMAN** classification. The Med-Tox Physical Standards Study established several task statements for each physical ability; the task statements selected below are based on the (1) Significant level of physical ability required to perform the task, (2) the high level of rater agreement - reliability, (3) the frequency with which the task is performed and (4) the high degree of criticality and importance raters assigned to the task.

Incumbents in this classification are required to work outdoors in a variety of extreme weather conditions.

STATIC STRENGTH: Pull on a rope to raise a cross arm 40-feet.

EXPLOSIVE STRENGTH: Slam a ground rod driver with a downward motion.

DYNAMIC STRENGTH: While wearing full equipment, climb up and down ten poles in a day using hooks.

TRUNK STRENGTH: Support and twist upper body while working on a pole and reaching out into unusual positions to perform various repairs.

STAMINA: Climb a 100-foot pole on a hot summer day.

EXTENT FLEXIBILITY: Reach out to take a grip off a wire.

DYNAMIC FLEXIBILITY: Repeatedly bend, twist and stretch while working on a pole.

SPEED OF LIMB MOVEMENT: Rapidly reach out with your arms when you have cut out on a pole.

WHOLE BODY COORDINATION: Coordinate movement of the arms and legs while climbing

up a pole.

WHOLE BODY EQUILIBRIUM: Maintain your balance while climbing up on a pole on a windy day.

ARM-HAND STEADINESS: While using a hot stick, put a cotter key back in a hole on a dead end pin.

MULTI-LIMB COORDINATION: Drive a forklift.

MANUAL DEXTERITY: Use hand operated presses while working on service at a residence.

FINGER DEXTERITY: While wearing rubber gloves, place a nut on a split bolt connector.

NEAR VISUAL ACUITY: Read schematics on transformers and street lights.

FAR VISUAL ACUITY: While operating the boom, observe the Lineman for signals to ensure proper placement of the boom.

COLOR DISCRIMINATION: See the (red, green, blue, gray, yellow, black, white, etc.) colors of connectors.

HEARING QUIET: Hear and understand the conversation of an elderly person at their residence.

HEARING NOISY: While working on a pole, hear the shouted warnings of the Lineman on the ground.

HEARING LOCATION: No critical elements identified.

HEARING DISCRIMINATION: Recognize an arcing sound.

NOTE: See class spec history file for Job Analysis prepared by Med-Tox.

**NEGOTIATIONS BETWEEN CITY OF REDDING AND IBEW
ELECTRIC EMPLOYEES**

CITY PROPOSAL #3 - Revised

DATE: January 22, 2016

ARTICLE: Article 4 Grievance Procedure

ISSUE: Language Clarification

4.1 Any grievance, which may arise between Union, or any of its members, and the City, with respect to the interpretation or application of any of the terms of this Memorandum of Understanding, and with respect to such matters as the alleged discriminatory or arbitrary discharge, demotion or discipline of an individual employee, shall be determined by the provisions of this Article, except that such matters as are included in the definition of impasse as set forth in Resolution No. ~~2002-170~~ 2012-091 are not a grievance.

Probationary employees shall not be entitled to invoke Article 4, Grievance Procedure, with regard to matters of discharge or demotion. This shall not, however, prevent a probationary employee from exercising any other rights under this Memorandum of Understanding. Work day as used in this Article shall mean any day when City Hall is open to serve the public.

Tentative Agreement Date:

Time:

Signature for City:

Signature for IBEW:

2-27-15
JWW

**NEGOTIATIONS BETWEEN CITY OF REDDING AND IBEW
ELECTRIC EMPLOYEES**

CITY PROPOSAL #4 Revised

DATE: February 27, 2015

ARTICLE: Article 5 Safety

ISSUE: Language Clarification/New Language

~~5.5 The City agrees to implement a Safety Awards Program for Electric Distribution employees similar to the program in place at the Power Plant.~~

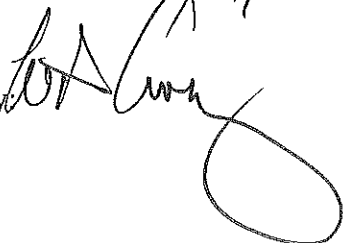
Tentative Agreement Date:

2/27/15

Time:

11:15 AM

Signature for City:



Signature for IBEW:



**NEGOTIATIONS BETWEEN CITY OF REDDING AND IBEW
ELECTRIC EMPLOYEES**

CITY PROPOSAL #5

DATE: October 10, 2014

ARTICLE: Article 7 Employee Status

ISSUE: Language Clarification

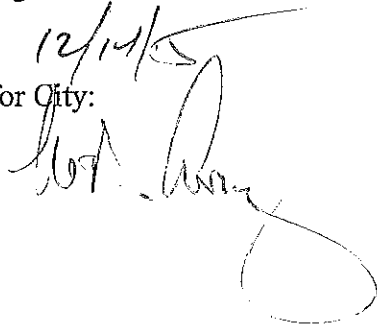
7.2 A Regular employee (Status 3) is defined as an employee hired for a full-time position that has been regularly established as an authorized position and is of indeterminate duration. A Regular employee shall receive not less than the minimum rate for the job and shall be eligible for sick leave pay, vacation pay, holiday pay, retirement plan participation, insurance coverage and items of similar nature, as the employee becomes eligible. Regular employees shall serve a probationary period of one (1) year upon initial appointment to Regular status. Such probationary period is considered to be a continuation of the selection process and employees may be terminated from employment without recourse at any time during the probationary period. Notwithstanding any other provision of this Article, an employee's probationary period shall be extended by the duration of any unpaid absence of ten (10) or more consecutive work days. Employees serving their initial probationary period shall not be eligible for leave of absence, supplemental benefits for industrial injury, nor be given preferential consideration for promotion or transfer.

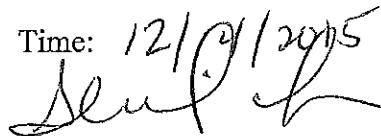
Tentative Agreement Date:

Time: 12/21/2015

Signature for City:

Signature for IBEW:

12/14/15




1/26/15

**NEGOTIATIONS BETWEEN CITY OF REDDING AND IBEW
ELECTRIC EMPLOYEES**

CITY PROPOSAL #7 Revised

DATE: January 26, 2015

ARTICLE: Article 9 Hours and Overtime

ISSUE: Language Clarification – Rest Periods

9.12(d) If the eight (8) hour rest period in whole or in part overlaps the employee's regular work hours the employee will receive pay at the straight rate for the extent of the overlap, ~~except that the~~ Time taken during such overlap for any meal to which the employee is entitled ~~on dismissal~~ shall be paid ~~for~~ at the overtime rate.

9.12(e) If the employee is called back to work during the employee's eight (8) hour rest period a new rest period will commence at the conclusion of such work.

9.12(f) (1) If the rest period overlaps the employee's regular work hours but does not extend into the second half of the employee's workday, the employee may be excused from reporting for work until the beginning of the second half of the employee's workday, and ~~in such event~~ the employee will be paid for the time between the expiration of the rest period and the end of the first half of the employee's workday.

(2) If the rest period extends into the second half of the employee's workday, the employee may be excused from reporting for work until the following workday, and ~~in such event~~ the employee will be paid for the time between the expiration of the rest period and the employee's regular quitting time on such day.

(3) ~~In the application of the foregoing,~~ An employee, except for employees assigned to the Redding Power Plant, unless otherwise instructed, shall be deemed to be excused from reporting to work for the period between the end of the employee's rest period and the reporting time as designated by the applicable ~~sub~~division.

9.12(g) An employee entitled to a rest period hereunder may nevertheless be required to work during regular work hours on a workday without having had a rest period of eight (8) consecutive hours, in which event the employee shall be paid at the overtime rate for all work performed until the employee has been relieved from duty for at least eight (8) consecutive hours. Whenever an employee is required to work during regular work hours and through an earned paid rest period, the employee shall be entitled to pay at two and one-half (2-1/2) times the employee's regular rate of pay.

Tentative Agreement Date: 5/27/15

Time: 1:10pm
[Handwritten Signature]

Signature for City: [Handwritten Signature]

Signature for IBEW:

**NEGOTIATIONS BETWEEN CITY OF REDDING AND IBEW
ELECTRIC EMPLOYEES**

CITY PROPOSAL #8

DATE: January 22, 2016

ARTICLE: Article 20 Miscellaneous

ISSUE: Language Clarification

20.5 Whenever employees complete City authorized courses taken for credit with a passing grade, after advance approval by both the Department Director and the Personnel Director, the City shall reimburse the employee for the actual expenses of tuition and the cost of required textbooks.

20.11 The City's Personnel Alcohol and Substance Abuse Policy and Procedure dated ~~May 4, 199~~ March 20, 2013, is hereby incorporated into the Memorandum of Understanding by reference.

Tentative Agreement Date:

Time:

Signature for City:

Signature for IBEW:

**NEGOTIATIONS BETWEEN CITY OF REDDING AND IBEW
ELECTRIC EMPLOYEES**

CITY PROPOSAL #9 - Revised

DATE: December 10, 2015

ARTICLE: Article 11 Promotion and Transfer

ISSUE: Language Clarification/New Language

11.1 Except as otherwise provided in this section for the entry-level positions of Equipment Service Worker, Utility Worker, Groundman, Power Plant Warehouse Worker, Warehouse Worker and Line Tree Trimmer and Substation Maintenance Worker, when new positions or additional positions are created, or vacancies other than temporary vacancies occur, in positions within the bargaining unit for whom Local Union 1245 is the exclusive representative, the City shall fill such positions from qualified pre-bid employee applications, if any. In filling such positions, the City shall give preferential consideration to Regular employees as defined in 7.2, who are within the bargaining unit covered by this Memorandum of Understanding, in the sequence set forth below. When employees in the same preferential sequence as provided in (a) through (c) are each qualified by knowledge, skill, efficiency, adaptability and physical ability for appointment to the position vacancy, the pre-bid of the employee with the most seniority in an IBEW Local 1245 bargaining unit shall be given preferential consideration for appointment. For each entry-level position vacancy which occurs, the City may refrain from following the procedures set forth herein and may select any applicant for an entry-level position vacancy which in the judgment of the City is best-qualified for said position vacancy.

(a) Pre-bids made by Regular employees who are in the Department in which the vacancy exists who hold a classification equal to or higher than that in which the job vacancy exists.

(b) Pre-bids made by Regular employees who are in the Department in which the vacancy exists who are at the top rate of pay of the next lower classification in the normal line of progression.

(c) Pre-bids made by Regular employees who are in the Department as applicable in which the vacancy exists who hold classifications other than those listed above.

Whenever the City is unable to fill any position vacancy covered by this Memorandum of Understanding as set forth above, the City shall give consideration to those employees who are qualified and covered by any other Memorandum of Understanding between the City and the Union, prior to the City employing any other person for a position covered by this Memorandum of Understanding.

11.2 The City shall in not more than twenty-one (21) working days from the date the position vacancy is filled, post on the designated bulletin boards a notice regarding the disposition of the position with the name of the applicant selected, and mail a copy of such notice to the Union's Business Representative together with a list of all applicants for the position.

11.3 Any Regular employee of the City as defined in 7.2 may submit a pre-bid on any existing job classification and location for which the employee desires consideration. The pre-bid must be submitted on a form provided by the City's Personnel Office. At the time the form is delivered to the Personnel Office, it will be dated and receipted and a copy provided to the employee. The City shall not consider original pre-bids for any position vacancies which are submitted less than eight (8) calendar days prior to the filling of a job vacancy. Pre-bids will be valid until such time as the employee changes classifications, or until fifteen (15) calendar days have elapsed from such time as the employee rejects a permanent appointment to the classification and location on which the pre-bid is made.

11.4 Notwithstanding anything contained herein, the City need not consider the pre-bid application of any employee who does not possess the knowledge, skill, efficiency, adaptability, and physical ability required for the position for which the application is submitted. For purposes of determining employee qualifications, the City may utilize examinations. The City and Union agree to meet during the term of the contract through the ad hoc process to clarify the testing process used to determine qualifications for the Working Foreman classifications. The City shall not consider the application of any employee for a Working Foreman-Line position if the employee has been classified as Lineman less than the equivalent of one (1) full year unless there is no otherwise eligible applicant for the position. When the City intends to appoint an employee to a vacancy in preference to an employee with greater seniority, as specified in 11.1, the City shall notify Union's Business Representative of its intent prior to such appointment.

11.5 Whenever a vacancy occurs in any job classification, the City may, at its discretion, temporarily fill such vacancy. If practicable, the City shall fill such temporary vacancy with the employee who would be most eligible therefor under the provisions of this Article. If the temporary vacancy lasts for forty-five (45) calendar days or more, and the City elects to temporarily fill such temporary vacancy, the City shall select the employee who would be most eligible therefor under the provisions of this Article and shall fill such temporary vacancy by temporary reclassification of the selected employee.

11.6 A temporary vacancy is one created by additional workload, or an employee's absence from work due to illness, disability, vacation, leave of absence, or a vacancy of less than six (6) months duration.

11.7 All appointments filled by promotion or transfer of a City employee shall be on a probationary basis for ~~three~~(3) six (6) calendar months for the purpose of determining qualifications and fit for the position. At any time during the probationary period, either the employee or the City may terminate the appointment. If an appointment is terminated, the employee shall be returned to either the employee's previous classification and wage rate, or some other classification that is mutually satisfactory to both the employee and the City. If an appointment is terminated, the City need not give

further consideration on that classification and location for a period of one (1) year to the employee who did not successfully complete the probationary period.

11.8 Notwithstanding anything contained in this Article, the City's Labor Relations Representative and the Union's Business Representative may agree to other provisions during the term of this Memorandum of Understanding.

11.9 At the discretion of the City, non-unit employees may be placed into the bargaining unit under the following conditions:

(1) The non-unit employee must have previously been employed by the City in a classification in the bargaining unit.

(2) The non-unit employee must be placed in a classification in the unit which is no higher than the previous classification held.

(3) With the exception of the initial three (3) calendar months out of the bargaining unit, seniority accrued by the non-unit employee shall not be recognized for the purposes of this Article only.

(4) The non-unit employee must be placed in a vacant position and may not displace, demote, or cause the layoff of another unit member.

(5) After placement in the unit, the employee may not be promoted to a higher classification within the unit until the employee has served at least one (1) year in the bargaining unit. After completion of one (1) year of service back in the bargaining unit, the employee's previous seniority accrued while in the unit and the initial three (3) calendar months while out of the bargaining unit, shall be combined with the new year of seniority for purposes of the provisions of this Article.

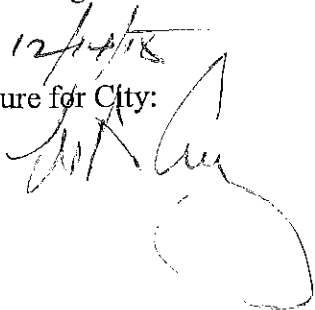
11.10 Attached hereto and made a part hereof is Exhibit "C" titled "Lines of Progression."

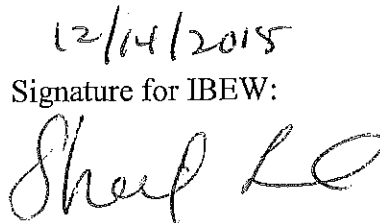
Tentative Agreement Date:

Time:

Signature for City:

Signature for IBEW:

12/14/15


12/14/2015


**NEGOTIATIONS BETWEEN CITY OF REDDING AND IBEW
ELECTRIC EMPLOYEES**

CITY PROPOSAL #11

DATE: December 1, 2014

ARTICLE: Article 15 Sick Leave

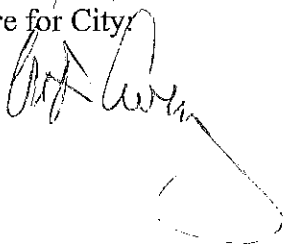
ISSUE: Language Clarification

15.1 Sick leave with pay shall be accumulated for each Regular employee at the rate of four hundred sixty ten-thousandths (.0460) of an hour for each regular hour worked, or on paid leave. (Accrual rate approximately one (1) day per month, or 3.68 hours per pay period) Employees working a regular shift of 12 hours (seventy-six and eight schedule) shall accrue sick leave on a total of eighty (80) hours per pay period providing that the employee works or is on paid leave a minimum of eighty (80) hours during such pay period.

Tentative Agreement Date:

12/14/15

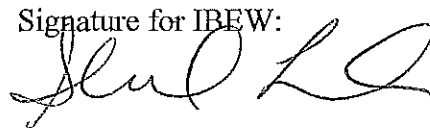
Signature for City:



Time:

12/14/2015

Signature for IBEW:



**NEGOTIATIONS BETWEEN CITY OF REDDING AND IBEW
ELECTRIC EMPLOYEES**

CITY PROPOSAL #13- Revised

DATE: December 10, 2015

ARTICLE: Exhibit B: Job Definitions

ISSUE: Updates/Changes

Utility Worker

An employee engaged in performing a wide variety of unskilled and semi-skilled work. The employee's duties include installation, construction, maintenance and repair of City facilities and property. ~~The employee must possess the appropriate State of California Drivers License.~~ The employee will be required to operate equipment such as forklift, brush chipper, portable power tools and drive a truck hauling a load or towing a trailer of no more than six thousand (6000) pounds. The employee shall be capable of performing the duties with skill, efficiency, and safety. The employee must possess the appropriate State of California Drivers License.

Power Plant Utility Worker

An employee engaged in performing a wide variety of unskilled and semi-skilled work. The employee's duties include installation, construction, maintenance and repair of City facilities and property. The employee will be required to operate equipment such as forklift, brush chipper, portable power tools and drive a truck hauling a load or towing a trailer of no more than six thousand (6000) pounds. The employee shall be capable of performing the duties with skill, efficiency, and safety. The employee must possess the appropriate State of California Drivers License.

Power Plant Maintenance Mechanic

An employee who is engaged in journey-level work performing a wide variety of duties relating to the operation, maintenance and repair of a power plant generating equipment and facilities and is skilled in maintaining combustion turbine, steam turbine, steam generating equipment, electrical boiler and generators, and power plant auxiliary system maintenance. ~~W~~work on high-energy pressure control valves and systems, pneumatic valve controllers and actuators, install and set up mechanical equipment such as leveling alignment, motion of driven mechanical equipment, valve repair pipe and coupling alignment of rotating equipment pumps and turbine generators, welding pipe and structural steel pressure vessels, and maintenance of emissions catalyst systems. and other related duties as assigned. May be required to perform carpentry, plumbing, low voltage electrical work, painting, gas and electric welding, and the operation of machine shop tools and equipment and City vehicles, and other duties as assigned. The employee's background of training and experience must be such as to qualify the employee to perform these duties safely with skill and efficiency. The employee must possess the appropriate State of California driver's license.

Instrument & Electrical Technician

An employee engaged in journey-level work and performs all classes of electrical work. The employee's duties may include installing, testing and maintaining all types of meters, protective relay, power plant distributed control systems, pneumatic control valves and actuators, transducers, high voltage circuit breakers and switch-gear, motor control centers, programmable logic controllers, fiber optic equipment, sensors for pH level, pressure, temperature and continuous emissions monitoring instruments control devices, fire alarm systems and recording instruments. The employee's background of training and experience shall be such as to qualify the employee to perform these duties with skill and efficiency. The employee must possess the appropriate State of California driver's license, and be capable of performing the duties safely.

Power Plant Relief Operator

An employee who under general supervision provides relief fill-in for absent Power Plant Operator(s) or Power Plant Equipment Operator(s). The assigned shift is modified to meet plan operating needs. Operates power plants in accordance with operating instructions and procedures and responds to alarms, takes appropriate corrective action, executes power plant shutdown and startup procedures, reports abnormal conditions to the Power Plant Supervisor or Power Plant Operator as appropriate to the relief assignment, operates control panels to regulate load on the steam generators and steam and combustion turbine generators, maintains proper steam pressure and temperature, synchronizes generators and regulates load, voltage and frequency, feedwater supply, ~~fuel supply and efficient combustion conditions~~, operates major auxiliary apparatus and systems such as air compressors, boiler feedwater and condensate treatment systems, reverse osmosis and storage system, pollution control systems and all locally controlled electrical and mechanical equipment, assists in training other employees.

Power Plant Equipment Operator

An employee who is engaged in performing a wide variety of duties relating to the operation, maintenance and repair of a power plant, buildings, facilities, mechanical equipment and other property of a similar nature as an assistant to other employees. Assists Power Plant Operator in power plant operations, operates control panels for steam and combustion generators. Performs startup and shutdown of major equipment and performs routine water testing. May be required to perform carpentry, plumbing, electrical work, painting, gas and electric welding, and the operation of machine shop tools and equipment and City vehicles. The employee's background of training and experience must be such as to qualify the employee to perform these duties safely with skill and efficiency. The employee must possess the appropriate State of California driver's license.

Working Foreman - Power Plant Operations

An employee who is a working foreman in charge of a crew of not more than five (5) other employees engaged in performing power plant operations. The employee shall have the personal qualifications of leadership and supervisory ability, not less than two (2) years experience as a Power Plant Operator, and possess sufficient knowledge of the ~~and be familiar with~~ the City's power plant operation procedures and practices, the City's clearance, safety, hazardous materials handling procedures/regulations, accounting procedures, and all other applicable rules and regulations. The employee's background of training and experience shall be such as to qualify the employee to perform the duties with skill and efficiency. The employee must possess the appropriate State of California

driver's license. When in charge of more than five (5) other employees, the employee's wage rate shall be increased by ten percent (10%).

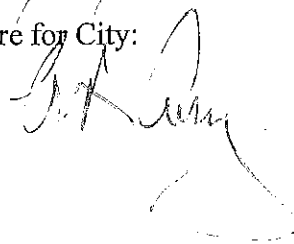
Control and Automation Technician

An employee who is engaged in maintaining, calibrating and installing controls for gas turbines, boilers and supporting systems, trouble shooting, making control and program changes as required. The employee will work with Instrument & Electrical Technicians to maintain all plant electrical and control systems.

Tentative Agreement Date:

12/12/15

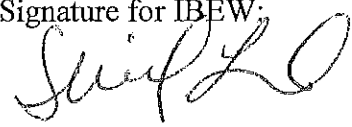
Signature for City:



Time:

12/14/2015

Signature for IBEW:



12/14/15 to 1/3/16
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**NEGOTIATIONS BETWEEN CITY OF REDDING AND IBEW
ELECTRIC EMPLOYEES**

CITY PROPOSAL #14 - Revised

DATE: December 14, 2015

ARTICLE: Classification Specifications

ISSUE: Updates/Changes

Utility Worker

- a. Delete reference that the nature of the tasks will vary based on assignment.

Power Plant Utility Worker

- a. New position – added “Power Plant” the Utility Worker classification to reflect the duties specific to the Power Plant
- b. Delete reference that the nature of the tasks vary slightly depending on the assigned division;
- c. Add language regarding participation in lock out tag out, confined space, and hot work programs;
- d. In “ability to” add language referring to confined space program, federal and state laws and regulations, the department’s safety programs, safety standards and NERC;
- e. In “experience” add industrial process, maintenance or operation experience and delete work history wording.

Power Plant Maintenance Mechanic

- a. Power Plant Maintenance Mechanic
 - 2. Added duty #19: safety programs
 - 3. Added “ability to” language relative to safety programs, federal and state laws and regulations
 - 4. Added “Exceptions to the experience level may be made for training purposes” to the experience section.

Instrument and Electrical Technician position

- a. Instrument and Electrical Technician
 - 1. Add “fiber optic equipment” to list of equipment the technician maintains.
 - 2. Added duty #14: safety programs
 - 3. Added duty #15: track spare parts and complete usage reports.
 - 4. Added “ability to” language relative to safety programs, federal and state laws and regulations
 - 5. Added “Exceptions to the experience level may be made for training purposes” to experience section.

Power Plant Relief Operator

- c. Changed duty #5.
- d. Deleted “routine” from duty #12, capitalized “Manual”.
- e. Added duty #17: safety programs.

- f. Added “ability to” language relative to safety programs, federal and state laws and regulations.

Power Plant Operator

- 2. Change duty #7.
 - 3. Add duty #15: safety programs.
 - 4. Under “knowledge of” made changes to types of plant equipment.
 - 5. Added “ability to” language relative to safety programs, federal and state laws and regulations.
 - 6. Add “Combined cycle experience desirable” under “Experience”.
- b. Power Plant Equipment Operator
 - 2. Delete “generator” and add “power plant” under duty #6.
 - 3. Add duty #11: safety programs.
 - 4. Under “knowledge of” made changes to the types of plant equipment.
 - 5. Added “ability to” language relative to safety programs, federal and state laws and regulations.

Working Foremen – Power Plant Maintenance

- 1. New classification specification

Working Foremen – Power Plant Operations

- 1. New classification specification

Control and Automation Technician

- 1. Added “fiber optic equipment” to duty #1.
- 2. Add duty #22: safety programs
- 3. Added “ability to” language relative to safety programs. Federal and state laws and regulations.

Maintenance Coordination Assistant

- 1. Added duty #15: safety programs
- 2. Added “ability to” language relative to safety programs, Federal and state laws and regulations.

Tentative Agreement Date:

Time:

Signature for City:

Signature for IBEW:

12/14/15 db
(BHU)

888
UTILITY WORKER

CITY OF REDDING

DEFINITION:

Under general supervision, performs a variety of unskilled and semi-skilled tasks of limited complexity involved with the repair, operation, and maintenance of City owned electric utility facilities, equipment, and vehicles. ~~The nature of the tasks will vary slightly depending on the assigned division.~~

EXAMPLES OF DUTIES:

The following are duties performed by employees in this classification. However, employees may perform other related duties. Not all duties listed are necessarily performed by each individual in the classification.

1. Miscellaneous cleaning of City facilities, equipment, and vehicles not maintained by a contracted janitorial service. This may include dusting, vacuuming, washing, waxing, de-greasing, and other related general unskilled labor.

Measures: Satisfactory cleaning of assigned City facilities, equipment, and vehicles.

2. Perform unskilled painting, including surface preparation and finish painting (this may include use of bristle/wire brushing, scrapers, chipping guns and application of red lead and other primers, tar and asphalt base paints and grease).

Measures: Paint is maintained without visible rough, worn, chipped, or stained appearance. Proper materials are used and the effort is performed safely and to the existing standards and workmanship.

3. Perform simple repairs, including repair of wall surfaces and minor repairs to thermal insulation; perform rough filing, chipping, grinding, sanding, sawing, scraping; check operating fluid levels and pressures and lubricate equipment; make and/or install simple gaskets and clean gasketed surfaces; coordinate vehicle work with Fleet Maintenance; and perform driver-level vehicle safety inspections.

Measures: Work is performed safely, responsibly, and accurately within the required time and in accordance with published recommendations where appropriate.

4. Assist journey-level craft, office, and/or professional staff with running errands and other tasks (this may include the Energy Services Division, Customer Service, and Power Production, Transmission & Distribution personnel).

Measures: Work is performed safely, responsibly, and accurately within the required time.

5. Obtain parts and supplies either from inventory or from local supply houses; report broken or missing tools/maintenance equipment; move, pack/unpack, handle, store, and/or archive materials, equipment, records, furniture, and/or supplies; and set up temporary safety barriers and/or provide protective screening as directed.

Measures: Work is performed safely, responsibly, and accurately within the required time.

6. Perform other related duties as required.

QUALIFICATIONS:

Knowledge of:

Materials, methods, equipment, and techniques commonly used in construction, maintenance, and repair activities as related to the assigned division; and, the proper use and safe work practices of hand and power tools; safe lifting techniques; and, safe working conditions.

Ability to:

Interact effectively with both the public and other City employees; understand and follow oral and written instructions; operate a motor vehicle and tow trailers up to 6000lbs.; recognize unsafe or disruptive working conditions; and, perform shiftwork, overtime, or weekend work.

Education:

Any combination of training and relevant experience that provides the required knowledge, skills, and abilities is qualifying; typical education would include a high school diploma or equivalent.

Experience:

Typical experience would include one year of relevant work history.

Special Requirements:

Possession of the appropriate California driver's license, or the ability to acquire one within ten days of appointment.

POWER PLANT UTILITY WORKERDEFINITION:

Under general supervision, performs a variety of unskilled and semi-skilled tasks of limited complexity involved with the repair, operation, and maintenance of City owned electric utility facilities, equipment, and vehicles. ~~The nature of the tasks will vary slightly depending on the assigned division.~~

EXAMPLES OF DUTIES:

The following are duties performed by employees in this classification. However, employees may perform other related duties. Not all duties listed are necessarily performed by each individual in the classification.

1. Miscellaneous cleaning of City facilities, equipment, and vehicles not maintained by a contracted janitorial service. This may include dusting, vacuuming, washing, waxing, degreasing, and other related general unskilled labor.

Measures: Satisfactory cleaning of assigned City facilities, equipment, and vehicles.

2. Perform unskilled painting, including surface preparation and finish painting (this may include use of bristle/wire brushing, scrapers, chipping guns and application of red lead and other primers, tar and asphalt base paints and grease).

Measures: Paint is maintained without visible rough, worn, chipped, or stained appearance. Proper materials are used and the effort is performed safely and to the existing standards and workmanship.

3. Perform simple repairs, including repair of wall surfaces and minor repairs to thermal insulation; perform rough filing, chipping, grinding, sanding, sawing, scraping; check operating fluid levels and pressures and lubricate equipment; make and/or install simple gaskets and clean gasketed surfaces; coordinate vehicle work with Fleet Maintenance; and perform driver-level vehicle safety inspections.

Measures: Work is performed safely, responsibly, and accurately within the required time and in accordance with published recommendations where appropriate.

4. Assist journey-level craft, office, and/or professional staff with running errands and other tasks (this may include the Energy Services Division, Customer Service, and Power Production, Transmission & Distribution personnel).

Measures: Work is performed safely, responsibly, and accurately within the required time.

5. Obtain parts and supplies either from inventory or from local supply houses; report broken or missing tools/maintenance equipment; move, pack/unpack, handle, store, and/or archive materials, equipment, records, furniture, and/or supplies; and set up temporary safety barriers and/or provide protective screening as directed.

Measures: Work is performed safely, responsibly, and accurately within the required time.

6. Participate in lock out tag out, confined space, and hot work programs as described in the Power Plant Safety Program Manual.

Measures: Complies with Safety Program Manual.

67. Perform other related duties as required.

QUALIFICATIONS:

Knowledge of:

Materials, methods, equipment, and techniques commonly used in construction, maintenance, and repair activities as related to the assigned division; and, the proper use and safe work practices of hand and power tools; safe lifting techniques; and, safe working conditions.

Ability to:

Interact effectively with both the public and other City employees; understand and follow oral and written instructions; operate a motor vehicle and tow trailers up to 6000lbs.; recognize unsafe or disruptive working conditions; work in confined spaces and participate in the Power Plant Confined Space Program; perform duties in accordance with applicable federal and state laws and regulations, and as described in the Department's air, water, and hazardous material compliance programs, safety standards, and NERC; and; perform shiftwork, overtime, or weekend work.

Education:

Any combination of training and relevant experience that provides the required knowledge, skills, and abilities is qualifying; typical education would include a high school diploma or equivalent.

Experience:

Typical experience would include one year of relevant industrial process, maintenance, or operation experience work history.

Special Requirements:

Possession of the appropriate California driver's license, or the ability to acquire one within ten days of appointment.

Combined w/UtilWkr 3/09
Classification Re-established 7/15

POWER PLANT MAINTENANCE MECHANIC

DEFINITION:

Under general supervision, perform maintenance and repairs on plant facilities and equipment.

EXAMPLES OF DUTIES:

NOTE: The following are the duties performed by the employees in this classification. However, employees may perform other related duties. The duties listed are not necessarily performed by each individual in the classification:

1. Service and maintain plant equipment.

Measures: Work is performed accurately, safely, and within prescribed timeframes. Follows vendor recommendations and/or REU established procedures.

2. Perform routine maintenance duties, including the collection of trending information for Power Plant supervision.

Measures: Routine maintenance is performed as required. Data is collected and reported to the Maintenance Supervisor as requested.

3. Keep track of spare parts as they are used and complete usage report.

Measures: Records are accurately maintained and proper forms are completed so that replacement items can be ordered.

4. Keep abreast of revisions to the maintenance manual.

Measures: Keeps up-to-date on revisions. Vendor maintenance and repair manuals are returned to the proper location after use.

5. Assist in the maintenance of plant operating manuals, technical references, prints and diagrams, and preventive/predictive maintenance records.

Measures: Manuals are maintained and updated as required.

6. Set up and operate lathes, drill presses, and other machine tools in the performance of all machine work to close tolerances.

Measures: Set up and operations are performed in a safe and efficient manner. Work is completed within established timeline. Work is accurate.

7. Inspect and repair all turbines, heat exchangers, pumps, fans, and similar equipment.
Measures: Equipment is appropriately inspected and repaired as required.
8. Dismantle and reassemble combustion and steam turbine generators during inspection.
Measures: Equipment is accurately dismantled and reassembled. Work is completed within required timeline.
9. Scrape, fit, and adjust all bearings where precision fit and adjustments are required.
Measures: Work is accurately and safely completed and within required timeline.
10. Align and balance rotating equipment.
Measures: Work is accurately and safely completed and within required timeline.
11. Machine, fit, and install such parts as turbine blades, turbine packing and couplings.
Measures: Work is accurately and safely completed and within required timeline.
12. Reseat high pressure valves in place.
Measures: Work is accurately and safely completed and within required timeline.
13. Inspect and repair steam generating equipment and associated apparatus.
Measures: Work is accurately and safely completed and within required timeline.
14. Assemble and repair piping, valves, and fittings subjected to both high and low temperature or high and low pressure, or where certified welding is required.
Measures: Work is accurately and safely completed and within required timeline.
15. Check boilers under hydrostatic test.
Measures: Work is accurately and safely completed and within required timeline.
16. Assemble, disassemble, repair, and adjust all types of equipment.
Measures: Work is accurately and safely completed and within required timeline.
17. Analyze, check, test, and repair lighting, signal, and simple control circuits and associated equipment.

Measures: Work is accurately and safely completed and within required timeline.

18. Install and repair all types of thermal insulation, paint equipment, buildings, and structures.

Measures: Work is accurately and safely completed and within required timeline.

19. Participate in lock out tag out, confined space, and hot work programs as described in the Power Plant Safety Program Manual.

Measures: Complies with Safety Program Manual.

1920. Perform other related duties as assigned.

QUALIFICATIONS:

Knowledge of:

Thorough knowledge of power plant equipment; equipment maintenance and repair; welding; and basic mathematics.

Ability to:

Interact effectively with the public and employees; understand procedures and instructions specific to area of assignment; read and understand maintenance manuals, technical references, prints, and diagrams and preventive/predictive maintenance records; operate lathes, drill presses, and other machine tools; prepare and maintain records or reports; work in confined spaces and participate in the Power Plant Confined Space Program; perform duties in accordance with applicable federal and state laws and regulations, and as described in the Department's air, water, and hazardous material compliance programs, safety standards, and NERC; and perform shiftwork, overtime, or weekend work.

Education:

Any combination of training and experience that provides the required knowledge, skills, and abilities is qualifying; typical education would include a high school diploma, or equivalent.

Experience:

Typical experience would include three years of journey level experience in industrial or power plant maintenance. Exceptions to the experience level may be made for training purposes.

Special Requirements:

Possession of a valid California driver's license, or the ability to acquire one within ten days of appointment.

Welding Certification may be required.

REV 8/01
REV 2/09
Rev 7/15
Rev 12/15

INSTRUMENT AND ELECTRICAL TECHNICIAN

DEFINITION:

Under general supervision, perform maintenance and repair on all instruments, control systems, and electrical equipment in the power plant and associated facilities; inspect, repair, test, adjust, install, and remove all electronic and power plant electrical, electronic and instrumentation systems and equipment.

EXAMPLES OF DUTIES:

NOTE: The following are the duties performed by the employees in this classification. However, employees may perform other related duties. The duties listed are not necessarily performed by each individual in the classification:

1. Maintain all instrumentation, distributed control systems, programmable logic controllers, fiber optic equipment, and electrical equipment.

Measures: Instruments, control systems, and electrical equipment are maintained in good working condition.

2. Inspect, repair, install and remove all types of inotors, generators, transformers, switches, control equipment, wiring, electrical signal and communications systems and storage batteries.

Measures: Work is accurately and safely completed within the required time.

3. Hookup and operate various test equipment such as oscilloscopes, transmitter calibrators, manometers, transistor checkers, meters, etc.

Measures: Work is accurately and safely completed within required time.

4. Test and calibrate watt, VAR, volt and amp meters and transducers.

Measures: Work is accurately and safely completed within required time.

5. Troubleshoot and repair electrical circuits such as battery charges, inverters, solenoids, alarm circuits and associated circuitry.

Measures: Work is accurately and safely completed within required time.

6. Perform standard electrical tests (phasing, current, voltage, etc.) on rotating and static electrical equipment.

Measures: Work is accurately and safely completed within required time.

7. Inspect and repair turbine generator electrical equipment.

Measures: Work is accurately and safely completed within required time.

8. Tune electronic control systems.

Measures: Work is accurately and safely completed within required time.

9. Perform routine maintenance duties, including the collection of trending information for the Power Plant Maintenance Supervisor.

Measures: Work is accurately and safely completed within required time.

10. Monitor equipment performance to forecast possible failures.

Measures: Equipment is appropriately monitored. Appropriate measures are taken to insure equipment failures do not occur.

11. Assist in the maintenance of plant operating and equipment manuals, technical manuals, prints and diagrams and preventive/predictive maintenance records.

Measures: Manuals, prints and records are appropriately maintained and updated as required, and returned to their proper place.

12. Maintain complete equipment files, logs and drawings for all designated equipment.

Equipment files and logs are accurately maintained.

13. Splice power and control cables.

Measures: Work is accurately and safely completed within required time.

14. Participate in lock out tag out, confined space, and hot work programs as described in the Power Plant Safety Program Manual.

Measures: Complies with Safety Program Manual.

15. Track spare parts and complete usage report.

Measures: Spare parts are properly accounted for.

146. Perform other related duties as required.

QUALIFICATIONS:

Knowledge of:

Principles, methods, materials, tools, and equipment used in the installation, operation, maintenance, and modification of electrical, electronic, mechanical, and hydraulic systems.

Ability to:

Interact effectively with the public and employees; read and understand technical drawings, sketches, plans, specifications, and maintenance manuals; analyze complex relay operations; access and use computer systems; create moderately complex electrical wiring and schematic diagrams; analyze and interpret a wide variety of technical test data; perform calculations; operate a variety of generating and auxiliary equipment; organize technical data and complete appropriate reports and records; work in confined spaces and participate in the Power Plant Confined Space Program; perform duties in accordance with applicable federal and state laws and regulations, and as described in the Department's air, water, and hazardous material compliance programs, safety standards, and NERC; and perform shift work, overtime, or weekend work.

Education:

Any combination of training and experience that provides the required knowledge, skills, and abilities is qualifying; typical education would include a high school diploma, or equivalent.

Experience:

Typical experience would include three years of journey level utility grade generation system experience. Exceptions to the experience level may be made for training purposes.

Special Requirements:

Possession of a valid California driver's license, or the ability to acquire one within ten days of appointment.

Reviewed, no revisions recommended 12/05
Rev 5/07
Rev 12/15

POWER PLANT RELIEF OPERATOR

DEFINITION:

Under general supervision provides relief fill-in for absent Power Plant Operator(s) or Power Plant Equipment Operator(s). Monitors and reports on the status of all plant systems on a continuous basis and takes appropriate and corrective action as required. Assigned shift is modified to meet plant operating needs.

EXAMPLES OF DUTIES:

NOTE: The following are the duties performed by the employees in this classification. However, employees may perform other related duties. Each individual in the classification does not necessarily perform the duties listed here:

1. Monitor normal operations of the Plant, respond to alarms, take appropriate corrective action, and execute plant start-up and shutdown procedures as required.

Measures: Plant is running within design limits. Follows established procedures within prescribed timelines. Immediately reports unacceptable conditions.

2. Report upset conditions or other anomalies in plant status to the Power Plant Supervisor or Power Plant Operator as appropriate to the Relief assignment.

Measures: Power Plant Supervisor is kept informed.

3. Bring the steam generators up to pressure and take the steam generators out of service in accordance with operating instructions and procedures.

Measures: Work is performed accurately and in a safe manner.

4. Start up, operate and shut down steam and combustion turbine-generator units in accordance with operating instructions and procedures.

Measures: Work is performed accurately and safely.

5. Operate ~~control panels~~ power plant to regulate the load on the gas turbines and steam generators; turbines (steam and combustion); ~~m~~Maintain proper steam pressure and temperature, feedwater and fuel supply and efficient combustion power plant equipment operation within specified parameters.

Measures: Work is performed accurately and safely.

6. Operate major auxiliary apparatus such as air compressors, boiler feedwater treatment system, generator cooling system, boiler feedwater and condensate system, Reverse Osmosis and storage system and all locally controlled electrical and mechanical equipment.

Measures: Uses equipment accurately and safely. Immediately reports problems or equipment failure.

7. Operate the plant in compliance with all-environmental and regulatory permits and requirements.

Measures: Plant is in compliance with all permits and regulations.

8. Synchronize generators and regulate load, voltage and frequency.

Measures: Work is performed accurately, safely and according to established procedures.

9. Receive and respond to electrical, steam, fuel orders and other requests.

Measures: Work is performed accurately and in a safe manner.

10. Perform switching operations by remote control, as directed, to maintain continuity of service.

Measures: Work is performed accurately, safely and according to established procedures. Continuity of service is maintained.

11. Perform emergency operations to maintain electric service and safeguard station equipment.

Measures: Work is performed accurately, safely, and according to established procedures. Service is maintained and equipment remains safe.

12. Conduct routine water testing and treatment duties as defined by the Chemistry Manual.

Measures: Duties are accurately and safely performed as defined by the Chemistry ~~m~~Manual.

13. Perform operational tests of equipment as directed.

Measures: Work is accurately and safely performed. Carefully follows all directions.

14. Assist in the training of new and existing employees.

Measures: All employees are sufficiently trained to perform their duties.

15. Assist in maintenance efforts.

Measures: Work is performed accurately, safely and as required following established procedures.

16. Conduct fire system inspections and inventory control as required.

Measures: All duties have been performed following established procedure.

17. Participate in lock out tag out, confined space, and hot work programs as described in the Power Plant Safety Program Manual.

Measures: Complies with Safety Program Manual.

178. Perform other related duties as required.

QUALIFICATIONS:

Knowledge of:

Steam driven power plant equipment and operating procedures, combustion turbine generator equipment and operating procedures; emergency measures and safety requirements; water chemistry control; analysis of water conditions, water treatment facility operations and chemical handling requirements; theoretical and practical knowledge of combustion/steam turbine operations; closed system steam generation, industrial safety, hazardous waste management and inspection/recording of plant parameters; piping and instrumentation schematics and process controls and basic math.

Ability to:

Interact effectively with the public and employees; operate steam and combustion turbine generators; understand procedures and instructions; work in confined spaces and participate in the Power Plant Confined Space Program; perform duties in accordance with applicable federal and state laws and regulations, and as described in the Department's air, water, and hazardous material compliance programs, safety standards, and NERC; perform shiftwork and especially to work interrupted shift schedules and short term assignments on a relief basis, overtime and/or weekend work.

Education:

Any combination of training and experience that provides the required knowledge, skills and abilities is qualifying; typical education would include a high school diploma or equivalent.

Experience:

Typical experience would include three years of experience as a power plant operator or a power plant equipment operator trained in power plant operations in an operating power plant with both steam cycle and combustion turbine units.

Special Requirements:

Possession of a valid California drivers license or the ability to acquire one within ten days of appointment.

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POWER PLANT OPERATOR

DEFINITION:

Under general supervision, monitor the status of all plant systems on a continuous basis and take appropriate corrective action as required.

EXAMPLES OF DUTIES:

NOTE: The following are the duties performed by the employees in this classification. However, employees may perform other related duties. The duties listed are not necessarily performed by each individual in the classification:

1. Respond to alarms, take appropriate corrective action, execute plant shut-down and start-up procedures as required.

Measures: Plant is running within design limits. Follows established procedures and within prescribed timelines. Takes appropriate and acceptable actions to correct upset conditions.

2. Report upset conditions or other anomalies in plant status to the Power Plant Operations Supervisor.

Measures: The Operations Supervisor is kept informed.

3. Assist in the training of new operators.

Measures: Employees are sufficiently trained to perform their duties.

4. Receive and respond to electrical, steam, and fuel orders and requests.

Measures: Work is performed accurately and in a safe manner.

5. Bring the steam generators up to pressure and take the steam generators out of service in accordance with operating instructions and procedures.

Measures: Work is performed accurately and in a safe manner.

6. Conduct water testing and treatment duties.

Measures: Duties are performed as defined by the Chemistry Manual.

7. Operate control panels power plant to regulate the load on the gas turbines and steam generators turbines, and to maintain proper steam temperature and pressure, feedwater and fuel supply

and efficient combustion conditions power plant equipment operation within specified parameters.

Measures: Work is performed accurately and safely.

8. Start up, operate, and shut down steam and combustion turbine-generator units in accordance with operating instructions and procedures.

Measures: Work is performed accurately and safely.

9. Synchronize generators and regulate load, voltage, and frequency.

Measures: Work is performed accurately and safely and according to established procedures.

10. Perform switching operations by remote control, as directed, to maintain continuity of service.

Measures: Work is performed accurately and safely and according to established procedures. Continuity of service is maintained.

11. Perform emergency operations to maintain electric service and safeguard station equipment.

Measures: Work is performed accurately and safely and according to established procedures. Service is maintained. Equipment remains safe.

12. Perform operational tests of equipment, as directed.

Measures: Work is accurately and safely performed. Carefully follows all directions.

13. Operate the plant in compliance with all environmental and regulatory requirements.

Measures: Plant is in compliance.

14. Assist in maintenance efforts.

Measures: Provides assistance as required.

15. Participate in lock out tag out, confined space, and hot work programs as described in the Power Plant Safety Program Manual.

Measures: Complies with Safety Program Manual.

16. Perform other related duties as required.

QUALIFICATIONS:

Knowledge of:

Gas turbine and steam turbine-driven power plant equipment and operating procedures; emergency measures and safety requirements; water chemistry control, analysis of water conditions, water treatment facility operations and chemical handling requirements; theoretical and practical knowledge of combustion/steam turbine operations, closed system steam generation, industrial safety, hazardous waste management and inspection/recording of plant parameters; piping and instrument schematics and process controls; and basic mathematics.

Ability to:

Interact effectively with the public and employees; operate steam and combustion turbine generators; understand procedures and instructions; work in confined spaces and participate in the Power Plant Confined Space Program; perform duties in accordance with applicable federal and state laws and regulations, and as described in the Department's air, water, and hazardous material compliance programs, safety standards, and NERC; perform shiftwork, overtime, or weekend work.

Education:

Any combination of training and experience that provides the required knowledge, skills, and abilities is qualifying; typical education would include a high school diploma, or equivalent.

Experience:

Typical experience would include three years of experience as a power plant operator in an operating power generating plant. Combined cycle experience desirable.

Special Requirements:

Possession of a valid California driver's license, or the ability to acquire one within ten days of appointment.

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POWER PLANT EQUIPMENT OPERATOR

DEFINITION:

Under supervision, assist in power plant operations, perform routine water/gas chemistry analysis, inspect and monitor operating components, and report plant status.

EXAMPLES OF DUTIES:

NOTE: The following are the duties performed by the employees in this classification. However, employees may perform other related duties. The duties listed are not necessarily performed by each individual in the classification:

1. Monitor normal operations of power plant.

Measures: Plant is running within design limits. Follows established procedures and within prescribed timelines. Immediately reports unacceptable conditions.

2. Conduct routine water testing and treatment duties as defined by the Chemistry Manual.

Measures: Work is accurately and safely performed utilizing established policies and procedures.

3. Assist in start-up and shut-down of power plant systems.

Measures: Work is accurately and safely performed utilizing established policies and procedures.

4. Assist in power plant operations.

Measures: Work is accurately and safely performed utilizing established policies and procedures.

5. Operate control panels for the steam and combustion turbine generators, including start-up and shut-down.

Measures: Work is accurately and safely performed utilizing established policies and procedures.

6. Operate major auxiliary apparatus such as: air compressors; boiler feedwater treatment system; generator power plant cooling system; boiler feedwater and condensate system; and locally controlled electrical and mechanical equipment.

Measures: Uses equipment accurately and safely. Immediate reports problems or equipment failure.

7. Perform operating tests and inspections, make minor repairs and adjustments to equipment as assigned.

Measures: Work is accurately and safely performed. Achieves proper operating conditions.

8. Immediately report any abnormal or irregular conditions that develop during the progress of the work to immediate supervisor and take corrective measures within the scope of operating instructions.

Measures: Immediately notifies supervisor of any unacceptable conditions. Work is accurately and safely performed.

9. Assist in maintenance efforts.

Measures: Work is performed accurately and safely. Follows established procedures.

10. Participate in the administrative maintenance of the plant operating manuals, technical references, prints and diagrams and preventive/predictive maintenance records.

Measures: Work is accurately performed.

11. Participate in lock out tag out, confined space, and hot work programs as described in the Power Plant Safety Program Manual.

Measures: Complies with Safety Program Manual.

12. Performs other related duties as required.

QUALIFICATIONS:

Knowledge of:

Gas turbine and Steam turbine-driven power plant equipment and operating procedures; emergency measures and safety requirements; water chemistry control, analysis of water conditions, water treatment facility operations and chemical handling requirements; theoretical and practical knowledge of combustion/steam turbine operations, closed system steam generation, industrial safety, hazardous waste management and inspection/recording of plant parameters; piping and instrument schematics and process controls; and basic mathematics.

Ability to:

Interact effectively with the public and employees; operate steam and combustion turbine generators;

understand procedures and instructions; work in confined spaces and participate in the Power Plant Confined Space Program; perform duties in accordance with applicable federal and state laws and regulations, and as described in the Department's air, water, and hazardous material compliance programs, safety standards, and NERC; and perform shiftwork, overtime, or weekend work.

Education:

Any combination of training and experience that provides the required knowledge, skills, and abilities is qualifying; typical education would include a high school diploma, or equivalent.

Experience:

Typical experience would include two years of experience as a power plant equipment operator in an operating power generating plant.

Special Requirements:

Possession of a valid California driver's license, or the ability to acquire one within ten days of appointment.

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WORKING FOREMAN - POWER PLANT MAINTENANCE

DEFINITION:

Under direction, a working foreman in charge of not more than five (5) other employees from the Power Plant Maintenance Mechanic, Instrument and Electrical Technician, and Utility Worker crafts.

EXAMPLES OF DUTIES:

NOTE: The following are the duties performed by employees in this classification. However, employees may perform other related duties. Not all duties listed are necessarily performed by each individual in the classification.

1. Plan, schedule, coordinate power plant maintenance work.

Measures: Maintenance work is completed timely and completely.

2. Comply with all local, State, and Federal regulations. Comply and support power plant policies and compliance programs.

Measures: Maintenance work is completed in a manner that complies with regulations and policies.

3. Work with plant CMMS. Maintain current work order information.

Measures: CMMS reflects latest and accurate power plant maintenance work. All pertaining data related to power plant maintenance work is recorded in CMMS

4. Support power plant equipment spare parts inventory.

Measures: Spare parts inventory is accurate and usage is recorded.

5. Understands City accounting JO system to know how financial transactions are charged to individual cost centers.

Measures: Familiar with City JO assignments.

6. Keep abreast of revisions to the maintenance manual.

Measures: Keeps up-to-date on revisions. Vendor maintenance and repair manuals are returned to the proper location after use.

7. Participate in lock out tag out, confined space, and hot work programs as described in the Power Plant Safety Program Manual.

Measures: Complies with Safety Program Manual.

8. Completes tasks as assigned to Power Plant Maintenance Mechanic

Measures: Completes mechanic work as assigned.

9. Perform other related duties as assigned.

QUALIFICATIONS:

Knowledge of:

All tools and equipment used under the employee's direction and guidance; the functions of power plant equipment, how it operates mechanically, hydraulically, and electronically; the City's construction and safety standards, accounting procedures, and all other applicable rules and regulations; work procedures and methods for the areas of Mechanical and Instrument and Electrical responsibility; and the City's clearance, safety, and hazardous materials handling procedures/regulations.

Ability to:

Interact effectively with the public and other employees; coordinate, schedule, and plan all aspects of the construction, maintenance, and repair of the City's power plant facilities and aid in both the design and planning of such projects; and perform the duties with skill and efficiency, work in confined spaces and participate in the Power Plant Confined Space Program; perform duties in accordance with applicable federal and state laws and regulations, and as described in the Department's air, water, and hazardous material compliance programs, safety standards, and NERC; and perform shiftwork, overtime, or weekend work.

Education and Experience:

Minimum of two (2) years journeyman craft experience or its equivalent as a Power Plant Maintenance Mechanic and/or Instrument and Electrical Technician; and the personal qualifications of leadership and supervisory ability.

Special Requirements:

Possession of the appropriate State of California driver's license, or the ability to acquire one within ten days of appointment.

WORKING FOREMAN - POWER PLANT OPERATIONS

DEFINITION:

Under direction, a working foreman in charge of not more than five (5) other employees from the Power Plant Relief Operator, Power Plant Operator, Utility Worker engaged in power plant operations.

EXAMPLES OF DUTIES:

NOTE: The following are the duties performed by employees in this classification. However, employees may perform other related duties. Not all duties listed are necessarily performed by each individual in the classification.

1. Plan, schedule, and coordinate power plant operation tasks.

Measures: Power plant operation tasks work is completed timely and completely.

2. Comply with all local, State, and Federal regulations. Comply and support power plant policies and compliance programs.

Measures: Power plant operations work is completed in a manner that complies with regulations and policies.

3. Maintain power plant operations manpower schedule. Ensure all shifts are staffed with qualified power plant operations staff.

Measures: All shifts are staffed with qualified personnel.

4. Evaluate power plant operations personnel qualifications to determine if they are qualified to operate power plant equipment.

Measures: Power plant personnel are qualified to operate power plant equipment.

5. Understands City accounting JO system to know how financial transactions are charged to individual cost centers.

Measures: Familiar with City JO assignments.

6. Keep abreast of revisions to equipment operations procedures and limitations..

Measures: Keeps up-to-date on equipment operations changes.

7. Participate in lock out tag out, confined space, and hot work programs as described in the Power Plant Safety Program Manual.

Measures: Complies with Safety Program Manual.

8. Serve as relief to Power Plant Operations as needed.

Measures: Completes operator work as assigned.

9. Perform other related duties as assigned.

QUALIFICATIONS:

Knowledge of:

City of Redding power plant operation procedures and practices; the City's clearance, safety, and hazardous materials handling procedures/regulations; accounting procedures; and all other applicable rules and regulations.

Ability to:

Interact effectively with the public and other employees; and perform the duties with skill and efficiency. Work in confined spaces and participate in the Power Plant Confined Space Program; perform duties in accordance with applicable federal and state laws and regulations, and as described in the Department's air, water, and hazardous material compliance programs, safety standards, and NERC; and perform shiftwork, overtime, or weekend work.

Education and Experience:

Minimum of two (2) years experience or its equivalent as a Power Plant Operator; and the personal qualifications of leadership and supervisory ability.

Special Requirements:

Possession of the appropriate State of California driver's license, or the ability to acquire one within ten days of appointment.

CONTROL AND AUTOMATION TECHNICIAN

DEFINITION:

Under general supervision, oversee installation and perform commissioning of new controls equipment, troubleshoot all plant control systems, and conduct normal maintenance and repair of plant controls. Perform diagnostics evaluation of plant controls, plant instruments, and electrical equipment in the power plant and associated facilities so as to diagnose plant control problems.

EXAMPLES OF DUTIES:

NOTE: The following are the duties performed by employees in this classification. However, employees may perform other related duties. Not all duties listed are necessarily performed by each individual in the classification.

1. Maintain all distributed control systems, programmable logic controllers, continuous emissions monitors and associated data acquisition system, control and communication network and hardware, fiber optic equipment, and electrical equipment control units. Develop and modify programming logic and control algorithms to accomplish plant automation projects. Develop operator interface screens and control displays.

Measures: Control systems are maintained in good working condition.

2. Program and maintain power plant simulator.

Measures: Power plant simulator program simulates response of the plant very close to actual response.

3. Inspect, repair, install, and remove all types of motors, generators, transformers, switches, control equipment, wiring, electrical signal and communications systems and storage batteries.

Measures: Work is accurately and safely completed within the required time.

4. Hook up and operate various test equipment such as oscilloscopes, instrument communicator, diagnostic computer driven software, transmitter calibrators, manometers, transistor checkers, meters, etc.

Measures: Work is accurately and safely completed within required time.

5. Test and calibrate watt, VAR, volt and amp meters and transducers to verify functionality of controls system.

Measures: Work is accurately and safely completed within required time.

6. Troubleshoot electrical circuits such as battery charges, inverters, solenoids, alarm circuits and associated circuitry.

Measures: Work is accurately and safely completed within required time.

7. Perform standard electrical tests (phasing, current, voltage, etc.) on rotating and static electrical equipment.

Measures: Work is accurately and safely completed within required time.

8. Inspect and repair turbine generator electrical equipment.

Measures: Work is accurately and safely completed within required time.

9. Tune electronic control systems to optimize control response.

Measures: Work is accurately and safely completed within required time.

10. Perform routine maintenance duties, including the collection of plant operational trending information for plant staff and REU staff. Set up reports of plant information, operator interface screens, and control algorithms for plant staff and REU staff.

Measures: Work is accurately and safely completed within required time.

11. Monitor equipment and instrumentation performance to forecast possible failures.

Measures: Equipment is appropriately monitored. Appropriate measures are taken to insure equipment failures do not occur.

12. Monitor controls equipment replacement availability. Maintain plan for obsolescent and replacement.

Measures: Controls equipment is maintained in a state of available spares and original equipment manufacturer (OEM) support.

13. Specify equipment and service for upgrade or replacement projects.

Measures: Specified equipment functions properly in plant operations.

14. Observe instrument maintenance as it pertains to controls system diagnostic.

Measures: Provides informative input to repairs of plant instrumentation.

15. Maintain control program(s) archive. Maintain program revision log.

Measures: Revision log shows details of changes made.

16. Assist in the maintenance of plant equipment. As directed by supervisor, provide technical advice and oversight of plant equipment repairs and operation within personal expertise.

Measures: Provides informative advice and oversees equipment repairs to successful result.

17. Maintain technical manuals, prints, and diagrams and preventive/predictive maintenance records on plant controls equipment.

Measures: Manuals, prints and records are appropriately maintained and updated as required, and returned to their proper place.

18. Maintain complete equipment files, logs and drawings for all designated equipment.

Measures: Equipment files and logs are accurately maintained.

19. Evaluate industry standards as applicable to Redding Power Plant.

Measures: Redding Power Plant complies with industry standards.

20. Splice power and control cables.

Measures: Work is accurately and safely completed within required time.

21. Provide training to REU personnel as needed.

Measures: REU personnel gain experience and knowledge of facility systems and equipment.

22. Participate in lock out tag out, confined space, and hot work programs as described in the Power Plant Safety Program Manual.

Measures: Complies with Safety Program Manual.

- ~~22~~23. Perform other related duties as assigned.

QUALIFICATIONS:

Knowledge of:

Principles and methods for power plant and power systems controls; materials, tools, and equipment used in the installation, operation, maintenance, and modification of power plant and power systems controls; various control system platforms such as Siemens S7, Delta V, Woodward Micronet, Woodward 505 governor controls, Bailey, Allen Bradley PLCs, Bentley Nevada, ADVENT, SCADA, etc.; various HMI systems such as Wonderware, Citect, etc.; safety instrumented systems with diagnostic capabilities; industry standards such as NFPA, ISA, ASME, IEEE, and ANSI; industry compliant control algorithms; FERC compliance control system security, management of change, data acquisition, and network security.

Ability to:

Interact effectively with the public and other employees; read and understand technical drawings, sketches, plans, specifications, and maintenance manuals; analyze complex relay operations; access and use computer systems; create moderately complex electrical wiring and schematic diagrams; extract and analyze a wide variety of operations data; develop program control logic of various types of controls systems on Redding Power Plant equipment; program HMI displays, control blocks, trending, and reports; perform calculations concerning control system diagnosis and functionality; understand plant instrumentation equipment for measurements of pressure, temperature, flow, level control, chemical analysis, concentration, speed, vibration, current, voltage, concentration, etc.; organize technical data and complete appropriate reports and records; manage field devices via HART protocol; work in confined spaces and participate in the Power Plant Confined Space Program; perform duties in accordance with applicable federal and state laws and regulations, and as described in the Department's air, water, and hazardous material compliance programs, safety standards, and NERC; and perform shift work, overtime, and/or weekend work.

Education:

Any combination of training and experience that provides the required knowledge, skills, and abilities is qualifying. Typical education would include a high school diploma or equivalent. College degree with emphasis on controls engineering would also be applicable.

Experience:

Typical experience would include 10 years of journey level utility grade generation control system experience or three years of controls engineering experience and a college degree with emphasis on controls engineering.

Special Requirements:

Possession of a valid California driver's license, or the ability to acquire one within ten days of appointment.

MAINTENANCE COORDINATION ASSISTANT

DEFINITION:

Under general supervision, perform duties related to maintenance work order planning, work order documentation and archiving, purchasing, ordering, cost allocation, receiving, dispersing, materials storage, and salvaging of materials and equipment.

EXAMPLES OF DUTIES:

NOTE: The following are the duties performed by employees in this classification. However, employees may perform other related duties. Not all duties listed are necessarily performed by each individual in the classification.

1. Assist Maintenance Supervisor in maintaining computerized maintenance system software for work order tracking and completion, purchases, and status. Apply costs of purchased materials to proper job order numbers, work order numbers, and equipment.

Measures: Work order documents and costs are accurate.

2. Assist Maintenance supervisor with generating preventive maintenance (PM) work orders. Edit master PM records as directed.

Measures: PMs are on schedule with accurate record documentation.

3. Assist Maintenance Supervisor with writing maintenance contracts; locate information for contracts; oversee the approval of contracts, and track contract expenses.

Measures: Contracts are available when needed. Costs are accurate.

4. Maintain computerized inventory system and bar-code labeling. Execute and provide yearly inventory audit to Finance.

Measures: Accurate records are maintained on inventory levels.

5. Monitor vendor documentation and certification status. Maintain current vendor W9 and insurance certifications and submit to the Purchasing and Risk Management divisions.

Measures: Accurate records of vendor insurance certification are on file.

6. Source material, pricing, and delivery for plant goods and services.

Measures: Pricing is competitive with quality material delivered on time and in accordance with City of Redding purchasing regulations.

7. Generate requisitions and follow up purchase order issues with vendors.

Measures: Sufficient materials, supplies, and equipment are ordered in accordance with established procedures and practices. Follow City purchasing procedures. Completes accurate records and reports.

8. Track delivery of ordered materials and coordinate with work order execution.

Measures: Current material delivery status of orders is always available.

9. Ship and receive freight, common courier, and special delivery goods; collect and file all shipping documentation; match shipping documentation to corresponding purchasing documentation.

Measures: Shipping and receiving documents can be matched up with materials invoicing.

10. Advise plant personnel of receipt of materials, supplies, and equipment.

Measures: Work is performed accurately and safely.

11. Complete preventive maintenance on stored materials, i.e., rotate electric motor shafts, replace desiccant media, etc.

Measures: Warehouse preventive maintenance completed in a timely manner.

12. Oversee warehouse area.

Measures: Warehouse is kept clean, neat, and organized.

13. Track and coordinate maintenance of plant's fleet vehicles. Maintain records of vehicle fuel, lubricants and other materials, supplies, and equipment.

Accurate and up-to-date records are kept and maintained.

14. Travel off site to deliver and retrieve ordered goods as needed.

Measures: Work is performed within reasonable timeline.

15. Participate in lock out tag out, confined space, and hot work programs as described in the Power Plant Safety Program Manual.

Measures: Complies with Safety Program Manual.

16. Perform other related duties as assigned.

QUALIFICATIONS:

Knowledge of:

Computerized maintenance work order management, equipment specifications, and vendor contracts; warehouse operations, policies, and procedures; computerized warehousing and inventory systems; and inventory control procedures.

Ability to:

Interact effectively with the public and other employees; operate and maintain forklift; operate a pick-up truck; maintain records and reports; operate a computer terminal; identify mechanical and electrical parts relevant to power plant equipment; work in confined spaces and participate in the Power Plant Confined Space Program; perform duties in accordance with applicable federal and state laws and regulations, and as described in the Department's air, water, and hazardous material compliance programs, safety standards, and NERC; and follow written and oral instructions.

Education:

Any combination of training and experience that provides the required knowledge, skills, and abilities is qualifying; typical education would include a high school diploma, or equivalent.

Experience:

Typical experience would include prior relevant experience with computerized maintenance work order tracking, project cost accounting, and warehouse operations.

Special Requirements:

Possession of a valid California driver's license, or the ability to acquire one within ten days of appointment. Possession of valid forklift operators license or ability to acquire one within ten days of appointment.

**NEGOTIATIONS BETWEEN CITY OF REDDING AND IBEW
ELECTRIC EMPLOYEES**

CITY RESPONSE TO UNION PROPOSAL #17

EXHIBIT C: LINES OF PROGRESSION

CLASSIFICATION	NEXT LOWER CLASSIFICATION	SAME OR HIGHER CLASSIFICATIONS
<u>Power Plant Utility Worker</u>		
Utility Worker		Groundman Utility Arborist Equipment Service Worker Line Equipment Operator Senior Utility Arborist
Groundman	Utility Worker	Equipment Service Worker Line Equipment Operator Lineman Troubleman Working Foreman - Line
Power Plant Warehouse Worker		Warehouse Leadman
Warehouse Worker		Warehouse Leadman
Utility Arborist		Senior Utility Arborist
Equipment Service Worker		
Line Equipment Operator	Groundman	Lineman Troubleman Working Foreman - Line
Senior Utility Arborist	Utility Arborist	
Warehouse Leadman	Warehouse Worker Power Plant Warehouse Worker	
Power Plant Equipment Operator	<u>Power Plant Utility Worker</u>	Power Plant Operator Power Plant Relief Operator Working Foreman - Power Plant Operations
Substation Maintenance Worker		Working Foreman - Electric Substation
Power Plant Maintenance Mechanic	Power Plant Utility Worker Power Plant Warehouse Worker Power Plant Equipment Operator	Power Plant Operator Working Foreman - Power Plant Maintenance

CLASSIFICATION	NEXT LOWER CLASSIFICATION	SAME OR HIGHER CLASSIFICATIONS
Power Plant Operator	Power Plant Equipment Operator	Power Plant Relief Operator Working Foreman - Power Plant Operations
Electrician		Working Foreman – Electric Substation
Lineman		Troubleman Working Foreman - Line
Instrument and Electrical Technician		Working Foreman - Power Plant Maintenance
Power Plant Relief Operator	Power Plant Equipment Operator	Power Plant Operator Working Foreman - Power Plant Operations
Troubleman	Lineman	Working Foreman - Line
Working Foreman – Electric Substation	Electrician	
Working Foreman – Line	Troubleman Lineman	
Working Foreman - Power Plant Maintenance	Power Plant Maintenance Mechanic Instrument and Electrical Technician	
Working Foreman - Power Plant Operations	Power Plant Operator Power Plant Relief Operator	

(Rev 1/5/16)

12/22/14 [Signature]

IBEW ELECTRIC/CITY OF REDDING BARGAINING
12/22/2014
PROPOSAL #3 (revised)

ARTICLE 9: HOURS AND OVERTIME

9.4(a) Notwithstanding the provisions of 9.1 and 9.3, employees engaged in service work and Redding Power Plant Maintenance Mechanics and Instrument and Electrical Technicians may be assigned to any hours and/or days of work, providing the schedule is regularly established to be of not less than four (4) weeks duration. By mutual agreement the employee and City can agree to less than four (4) weeks duration.

9.4(b) Notwithstanding the provisions of 9.1 and 9.3, Power Plant Operators, Power Plant Equipment Operators, Power Plant Utility Workers, and Power Plant Warehouse Workers' work may be assigned to any hours and/or days of work, providing the schedule is regularly established to be of not less than one (1) week duration. Power Plant Relief Operators' work may be assigned to any hours and/or days of work. By mutual agreement the employee and City can agree to less than one (1) week duration.

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**IBEW/CITY OF REDDING BARGAINING
12/1/2014
PROPOSAL #5**

ARTICLE 20: MISCELLANEOUS

20.7 Effective March 7, 201015, the City will reimburse all employees required to wear protective work boots up to a maximum of three hundred dollars (\$300.00), every ~~other~~ year. Employees are eligible for reimbursement, with appropriate receipt of purchase. The reimbursement program covers the purchase of new boots and repairs existing boots. (Amended 9/20/11)