

LETTER AGREEMENT

LETTER AGREEMENT BETWEEN CITY OF CHICO AND SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1021 – TRADES AND CRAFTS UNIT REGARDING CERTIFICATE PAY

Pursuant to Sub article 1.6, entitled “Letter Agreement for Variation of Provisions” of the Memorandum of Understanding between the City of Chico and Service Employees International Union, Local 1021 – Trades and Crafts Unit Regarding Pay, Hours and Other Terms and Conditions of Employment for the Period of January 1, 2018 through December 31, 2021 (2018 MOU-SEIU-TC),” the City of Chico (City) and Service Employees International Union – Trades and Crafts Unit (Union) enter into this Letter Agreement to correct the qualifications for Certificate Pay.

Therefore, the City and Union agree as follows:

5.7 CERTIFICATION PAY

A. Established. In recognition of the additional education, training, and experience that is demonstrated through certification of employees and which is of value to City, certification pay is hereby authorized as set forth below. To receive such pay, Employees shall be required to submit a payment request, with appropriate documentation, on a form to be provided by City's Human Resources and Risk Management Office. In order to continue to receive the approved certification pay, the employee is required to, prior to the expiration of the identified certification, provide a copy of the "renewed" certification to the City's Human Resources and Risk Management Office. In the event a previously approved certification expires without the employee having submitted proof of the "renewed" certification as required above, the employee shall be required to submit a payment request, with appropriate documentation, on a form to be provided by the City's Human Resources and Risk Management Office. A maximum of four (4) certifications per employee shall be authorized. As a courtesy, the Human Resources and Risk Management Office will email a listing to SEIU members that shall include name, certification type, issue date, and expiration date. This listing shall be emailed by the tenth day of each month.

1. Basic. Employees holding the classifications of Maintenance Worker, Senior Maintenance Worker, Supervisor, and other comparable/compatible job titles shall be eligible for certifications and applicable pay from the approved and agreed upon list contained on the “certification pay request form” as agreed upon by SEIU T&C, the Director of Public Works and the Human Resources and Risk Management Office.

2. Compensation. Employees who possess current certifications from those listed on the “certification pay request form” shall be entitled to the rate outlined in the table below. Certification pay shall be limited to four (4) certifications at any time. For employees who possess certifications which are eligible for percentage-based certification pay of either 2.5% or 5.0%, it is understood the cumulative maximum certification pay amount shall be five percent (5%). The Basic Pay rate on which such certification is calculated shall exclude Bilingual pay, Overtime pay, Out of Class pay, Shift Differential pay, and any other pays. Percentage based certifications are included in the four (4) maximum allowable certification pays.

Flat-rate compensation shall commence on the first paycheck of the month following the month in which the request for compensation is submitted to and approved by the Human Resources and Risk Management Office, and shall terminate at the end of the month that such certification expires, unless renewed or reissued prior to expiration. Percentage-based compensation shall commence on the first paycheck of the month following the month in which the request for compensation is submitted to and approved by the Human Resources and Risk Management Office, and shall terminate at the end of the pay period in which the certification expires.

3. Renewal and Recertification Cost Reimbursement. City agrees to reimburse employees for application fees and required training courses necessary to maintain, renew, or recertify eligible certifications from the certifications listed below (A4). City agrees to allow employees time during regular shifts to apply, test and train for listed certifications.

4. Eligible Certifications.

Certificate	Certification Pay	Issued by
Air Conditioning	\$25.00 per month	Mobile Air Conditioning Society
Airport Safety & Operations Specialist-Basic (Sr. Maintenance Worker/Facilities)	2.5%	Federal Aviation Administration
Airport Safety & Operations Specialist-Basic (Field Supv/Airport Facilities)	\$25.00 per month	Federal Aviation Administration
Automated Weather Observation System (Field Supv/Airport Facilities)	\$25.00 per month	Federal Aviation Administration
Class A Driver License	\$75.00 per month	CA Dept. of Motor Vehicles
Class B Driver License (Field Supv/Airport Facilities)	\$25.00 per month	CA Dept. of Motor Vehicles
ASE Certified Master Medium-Heavy Truck Technician	\$25.00 per month	Nat'l Instit for Automotive Svc Excellence
ASE Certified Master Automotive Technician	\$25.00 per month	Nat'l Instit for Automotive Svc Excellence
Collection Systems Maintenance I	2.5%	CA State Water Resources Board
Collection Systems Maintenance II	5%	CA State Water Resources Board
Fire Mechanic I	\$25.00 per month	California Fire Academy
Fire Mechanic II	\$25.00 per month	California Fire Academy
Large Commercial Gensets & Controls	\$25.00 per month	Cummins Power Generation
Metasys Operator Certification	\$25.00 per month	Metasys Johnson Controls
Smog	\$25.00 per month	State of CA, Bureau of Automotive Repair
Traffic Signal Technician I	2.5%	Intl. Municipal Signal Assn.
Traffic Signal Technician II	5%	Intl. Municipal Signal Assn.
ISA Certified Arborist	\$25 per month	International Society of Arboriculture
ISA Certified Arborist Utility Specialist	\$25.00 per month	International Society of Arboriculture
ISA Certified Arborist Municipal Specialist	\$25.00 per month	International Society of Arboriculture
ISA Certified Tree Worker Climber Specialist	\$25.00 per month	International Society of Arboriculture
ISA Certified Tree Worker Aerial Lift Specialist	\$25.00 per month	International Society of Arboriculture
ISA Board Certified Master Arborist	\$25.00 per month	International Society of Arboriculture
Aerial Lift Specialist	\$25.00 per month	International Society of Arboriculture
Certified Tree Care Safety Professional	\$25.00 per month	Tree Care Industry Association
Electrical Hazards Awareness	\$25.00 per month	Tree Care Industry Association
Ground Operations Specialist	\$25.00 per month	Tree Care Industry Association
Tree Climber Specialist	\$25.00 per month	Tree Care Industry Association
Certified Playground Inspector	\$25.00 per month	National Recreation and Park Assn.

B. Equipment Mechanic Certifications. Employees assigned to the fleet maintenance division and who possess the certifications listed below in (A4) shall be eligible to receive certification pay as defined in section A above.

C. Traffic Signal Technician Certifications. Employees assigned to the traffic signal maintenance crew who possess the certifications listed below shall be eligible to receive certification pay as defined in section A above.

D. Class A License. Employees who voluntarily possess their Class A Driver License for the performance of their duties for the City, pursuant to 6.6.F.2, shall be eligible for certification pay as defined in section A above. A lapsed medical certificate shall render a Class A license invalid.

E. Metasys Operator Certification. Employees required to and who obtain their Metasys Operator certification for the performance of their duties for the City shall be eligible for certification pay as defined in section A above.

F. Collection Systems Maintenance Certification (Grade I or II). Employees required to and who obtain a Collection Systems Maintenance Grade I or II certificate for the performance of their duties for the City shall be eligible for certification pay as defined in section A above.

G. Airport Certification Pay. Senior Maintenance Workers assigned to the Facilities Division and Field Supervisors assigned to Airport Facilities Division who possess the following certifications shall be eligible to receive Airport Certification pay as defined in section A above.

1. Senior Maintenance Worker

a. Eligible Certification. The Basic Airport Safety and Operation Specialist (ASOS) certification issued by the Federal Aviation Administration.

2. Field Supervisor.

a. Eligible Certifications and License. The Basic Airport Safety and Operation Specialist (ASOS) and the Basic Airport Automated Weather Observation System (A WOS) issued by the Federal Aviation Administration, and a Class B Driver License for the performance of duties for the City.

H. Tree Maintenance Certification Pay. Employees who possess certification(s) issued by the International Society of Arboriculture and Tree Care Industry, shall be eligible to receive Certification pay as defined in section A above.

I. Certified Playground Safety Inspector Certification Pay. Employees who possess the Certified Playground Safety Inspector certification shall be eligible to receive certification pay as defined in section A above.

J. Additional Authorizations. From time to time, the Director of Public Works may authorize certification pay for an employee who, although otherwise not eligible, has been requested to obtain or maintain a specific certification. The compensation rate and all provisions would be equivalent to others holding the same certification.

1. Any amendments or modifications to this Letter Agreement shall be in writing, signed and dated by both parties.
2. All other terms, conditions, provisions and requirements of the 2018 MOU – SEIU – TC shall remain in full force and effect.


Signed and dated as follows:

For SEIU-TC:

For the City of Chico:

DocuSigned by:

 11/18/2020
 F03344A2C5F4446...
 Dave Hovey, Representative (Date)


 11/14/2020
 Mark Orme (Date)
 City Manager

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DocuSigned by:

James Erven

11/18/2020

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James Erven, Representative (Date)

DocuSigned by:

Amanda Steiner

11/18/2020

549988DFA61C4CE...
Amanda Steiner, Local 1021 (Date)

Approved as to Form:

Andrew Jared 11/4/2020

Andrew Jared (Date)
City Attorney*

*Pursuant to The Charter of the
City of Chico, Section 906(D)