

**City of Richmond and S.E.I.U. Local 1021**  
**Side Letter of Agreement**  
**Electrician Compensation for Underground Service Alert Duties – June 3, 2022**

The City of Richmond (“City”) and S.E.I.U. Local 1021 (“Union”) (collectively, “The Parties”) have discussed a unique issue concerning classifications and compensation for City Electricians and duties pertaining to the City’s Underground Service Alerts obligations. Pursuant to the provisions of the Myers-Milias-Brown Act (“MMBA”), the Parties have met and conferred over the impacts of the changes and hereby agree to the following:

1. **Special Assignment Pay.** The Parties agree that, effective June 1, 2022, all Electrician classifications will receive Special Assignment Pay in an amount equal to 5% of their base salary for performing duties associated with the City’s Underground Service Alert obligations. The Parties understand that such payments are not reportable to CalPERS and shall be calculated in addition to the employees’ base pay as an assignment differential.

2. **Classifications & Salary Ranges.**

a. The Parties agree that the City shall retitle the Electrician position to Electrician II and establish a new salary range. The new salary range will expand from three steps to five steps, with a 10% increase reflected at the top (fifth) step.

b. The Parties agree that the City shall also establish two new Electrician classes— Electrician I and Senior Electrician. The Electrician I classification will be flexibly staffed up to the Electrician II level. The Senior Electrician will be a single-incumbent class which will require a competitive exam or reclassification prior to selection.

c. The Parties agree that the City shall create job descriptions for the Electrician I, Electrician II, and Senior Electrician classifications and these job descriptions shall include a description of the duties associated with the City’s Underground Service Alert obligations.

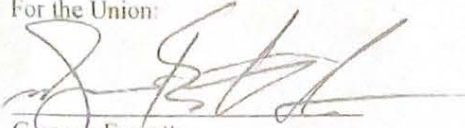
d. The agreed upon monthly salary ranges shall be as follows:

| <b>New Classes</b> | <b>Step 1</b> | <b>Step 2</b> | <b>Step 3</b> | <b>Step 4</b> | <b>Step 5</b> |
|--------------------|---------------|---------------|---------------|---------------|---------------|
| ELECTRICIAN I      | \$ 5,434      | \$ 5,720      | \$ 6,021      | \$ 6,338      | \$ 6,672      |
| ELECTRICIAN II     | \$ 6,094      | \$ 6,415      | \$ 6,753      | \$ 7,087      | \$ 7,413      |
| SENIOR ELECTRICIAN | \$ 6,340      | \$ 6,673      | \$ 7,025      | \$ 7,394      | \$ 7,784      |

e. The Parties agree that the Electricians will be placed at the step in the new salary range that corresponds to their current step. The four tenured Electricians will be placed at the Step Five and the probationary Electrician will be placed at Step Three.

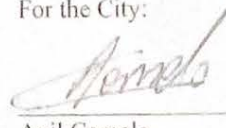
f. The Parties agree that there will be no salary adjustment as a result of the Classification and Compensation study on the Electrician classifications.

For the Union:

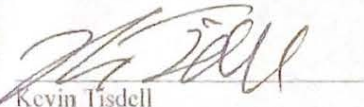


Gregory Everetts  
President, Richmond Chapter  
S.E.I.U. Local 1021

For the City:



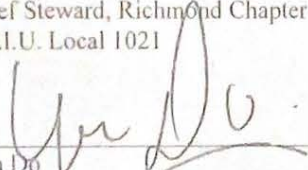
Anil Comelo  
Human Resources Director  
City of Richmond



Kevin Tisdell  
Vice-President, Richmond Chapter  
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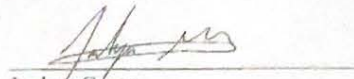


Henry Powell  
Chief Steward, Richmond Chapter  
S.E.I.U. Local 1021



Yen Do  
Field Representative, Richmond Chapter  
S.E.I.U. Local 1021

Approved as to Form:



Jaclyn Gross  
Deputy City Attorney  
City of Richmond