

LETTER OF AGREEMENT
Between
City of Modesto
And
Modesto Confidential and Management Association (MCMA)

Article 26 – License, Certificates, Registration

Clarification of the MOU Language

The job specification for Wastewater Collection System Supervisor was modified in the Wall-to-Wall Study to include and make mandatory possession of a CWEA Grade III Collection System Maintenance Certificate. While the City agreed and intended to follow up the addition of this mandatory certificate with a base salary adjustment, budget constraints have delayed that part of the process.


In recognition of the fact that incumbents and candidates had to (and will have to) incur costs associated with earning this new certificate, incumbents in this class shall be paid an additional 2-½% until such time as base salary for this classification is adjusted upward by 2-½% or more. This item will be removed from the “voluntary” portion of the table in the current wording and moved to the “required” wording until resolved.

The parties further agree to update the table to reflect the following changes:


- Removal of wording regarding Water Division managers as subsequent salary adjustments has ended the need for voluntary pay and removal of footnote (1).
- Removal of the word “Technologist” from the Collection System Technologist Certificate to align with the actual CWEA title.
- Removal of the Grade III Collection System Maintenance Certificate for Wastewater Collections System Supervisors as that certificate is now mandatory and addressed in the previous section of this agreement.
- Correction of the title for Industrial Waste Supervisor and Environmental Laboratory Supervisor.
- Change in column sequence for easier reading and interpretation.

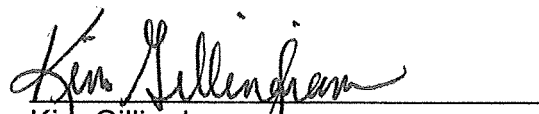
Revised table is added to this agreement for reference:

Division	Eligible Classes	Certificate	Grade	Pay
Wastewater Services	Wastewater Collections System Supervisor	CWEA - Collection System Maintenance	IV	5%
		CWEA - Mechanical Technologist	III	2 ½%
		CWEA - Mechanical Technologist	IV	5%
	Water Quality Control Plant Maintenance Supervisor	CWEA - Collection System Maintenance	IV	5%
		CWEA - Mechanical Technologist	IV	5%
	Environmental Compliance Supervisor	CWEA - Environmental Compliance Inspector	III	2 ½%
		CWEA - Environmental Compliance Inspector	IV	5%
	Environmental & Water Quality Lab. Supervisor	CWEA - Laboratory Analyst	IV	5%
All Divisions Citywide	Maximum of two (2) employees citywide as per Department Director	Pest Control Advisor		2 ½%
Parks	Operations and Maintenance Supervisor	Playground Safety		2 ½%
Building & Dev. Serv.	Chief Building Official	CA Registration Professional Civil Engineer		2 ½%
	Deputy Chief Building Official	CA Registration Professional Civil Engineer		5%


 Dee Williams-Ridley
 Deputy City Manager/Director of HR


 Laurie Smith
 MCMA President


 Greg Nyhoff
 City Manager


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