

CITY OF MINNEAPOLIS  
And  
I.B.E.W. Local 292, AFL-CIO

LETTER OF AGREEMENT  
Market Wage Adjustment – Electronic Technicians

Whereas, the City of Minneapolis (hereinafter, "City") and the International Brotherhood of Electrical Workers Local 292, AFL-CIO (hereinafter, "Union") are parties to a Collective Bargaining Agreement (hereinafter "CBA") covering the bargaining unit of Electronic Technicians; and

Whereas, the Employer has experienced high turnover within the classification of Electronic Technician attributed to a lack of wage competitiveness within a limited geographical area; and

Whereas, the supply of workers with the specific training, experience, and certifications required of an Electronic Technician is small, resulting in difficulty recruiting qualified candidates for the classification; and

Whereas, the specialized work performed by the Electronic Technicians, including but not limited to the installation, removal, maintenance and repair of radio communication and other electronic equipment and accessories for Police, Fire and PW users, using a wide variety of specialized communication service and repair equipment is a vital function within City services; and

Whereas, the Parties now wish to adopt a market wage adjustment to address the problems associated with a lack of wage competitiveness in the classification of Electronic Technician;

**Now, therefore, be it resolved that:**

1. The following hourly wage schedule shall be effective for the classification of Electronic Technician effective with the first full payroll period after August 1, 2014:

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Electronic Technician	\$28.75	\$29.64	\$30.56	\$31.50	\$32.48	\$33.48

2. Upon adoption of the wage schedule in 1. above, incumbent employees not at the top of the former wage schedule shall be placed on their same step on the new wage schedule, retaining their former wage progression dates. Incumbent employees at the top of the former wage schedule shall be placed on the lowest step on the new wage schedule which provides a wage increase of at least six percent (6%), retaining their former wage progression dates.

3: The following hourly wage schedule shall be effective for the classification of Electronic Technician effective with the first full payroll period after January 1, 2015:

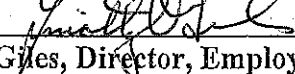
Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Electronic Technician	\$29.47	\$30.38	\$31.32	\$32.29	\$33.29	\$34.32

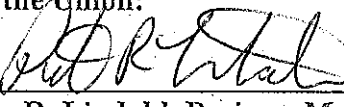
This letter represents the full and complete agreement in regards to this matter.

Now therefore, the Parties have caused this Letter of Agreement to be executed by their duly authorized representatives whose signatures appear below.

For the City:

For the Union:

By:   
Timothy Giles, Director, Employee Services

By:   
Peter R. Lindahl, Business Manager

Dated: ~~8/7~~ 8/13/14

Dated: 8/7/14

cc: Greg Goeke, Director of Property Services  
Jennifer Gabbard, HRG  
HRIS Crystal DeJarlais/Barbara Payton  
Lisa Brown, Central Payroll  
Mike Hebner, Classifications  
Pam Nelms, Compensation