Exhibit A

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LETTER OF AGREEMENT Water Bureau April 4, 2018

The parties to this Letter of Agreement are the City of Portland (City) on behalf of the Water Bureau (Bureau) and Operating Engineers, Local 701 (Union) on behalf of the employees in the Operating Engineer classifications.

BACKGROUND

- 1. The City and the Union are party to the July 1, 2017 to June 30, 2020 Labor Agreement between the City and the District Council of Trade Unions.
- 2. The Water Bureau is requiring changes to the Operating Engineer Classifications to better align it with current work needs.
- 3. The changes include a requirement for a higher level of certification for the Operating Engineer III Classification.

AGREEMENT

- 1. Upon ratification by both parties, the City shall add a four percent wage increase to each step of the Operating Engineer III classification.
- The Union agrees to accept the February 2017 Classification changes including the requirement for Operating Engineer IIIs to obtain Water Distribution Operator Certification Level 3 within five years of appointment to the classification.
- The City and the Union agree that current Operating Engineer IIIs who do not have the Water Distribution Operator Certification Level 3 will have five years upon ratification of this agreement to obtain certification.
- 4. The City and the Union agree that new employees (OEIII) will have up to five years to obtain Water Distribution Operator Certification level 3.
- The City and the Union agree that failure to obtain Water Distribution Operator Certification
 Level 3 certification in the above outlined time will result in demotion to the Operating Engineer
 II classification.
- 6. The City and the Union agree to change the Classification name from Operating Engineer 1/II/III to Water Systems Operator I/II/III.
- 7. The City and the Union agree to the below changes to Schedule A Premiums:

Premium Changes

Schedule A - Premiums:

- 14. Water Treatment and Water Distribution Certification:
 - a. Employees in the Operating Engineer II classification are required to have and maintain certification as both a Water Distribution Level 2 Operator and Water Treatment Level 1
 Operator. Certification pay for Water Distribution Level 3 Operator shall be three percent (3%)

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added to the employee's base wage for all hours worked. Certification pay for Water Distribution Level 4 Operator shall be four percent (4%) added to the employee's base wage for all hours worked. Certification pay for Water Treatment Level 2 Operator shall be two percent (2%) added to the employee's base wage for all hours worked. Certification pay for Water Treatment Level 3 Operator shall be three percent (3%) added to the employee's base wage for all hours worked. Certification pay for Water Treatment Level 4 Operator shall be four percent (4%) added to the employee's base wage for all hours worked.

- b. Employees in the Operating Engineer III classification are required to have and maintain certification as both a Water Distribution Level 23 Operator and Water Treatment Level 2 Operator. Certification pay for Water Distribution Level 3 Operator shall be three percent (3%) added to the employee's base wage for all hours worked. Certification pay for Water Distribution Level 4 Operator shall be three four-percent (43%) added to the employee's base wage for all hours worked. Certification pay for Water Treatment Level 3 Operator shall be three percent (3%) added to the employee's base wage for all hours worked. Certification pay for Water Treatment Level 4 Operator shall be four percent (4%) added to the employee's base wage for all hours worked.
- c. Employees holding both Water Distribution Operator and Water Treatment Operator certifications will only be compensated for one certification at a time with the higher hourly premium being worked.
- d. Employees are responsible for completing the required Continuing Education Units (CEUs) to maintain their certifications.
- 8. The City and Union agree that this agreement will resolve interim negotiations between the parties related to changes to the Operating Engineer Classifications from February 2017.