

Exhibit A

189032

TA: [Signature] *CHUCK MONTGOMERY*  
TA: [Signature] *4/4/18*

**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.
2. 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.
3. 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.
5. 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%)

