

# STIPULATION AGREEMENT

It is agreed by and between the Sikeston Light & Water Company, acting for the City of Sikeston, Missouri, a municipal corporation, hereinafter referred to as the "Company", and the International Brotherhood of Electrical Workers, Local Union No. 702, hereinafter referred to as the "Union", as follows:

The Parties stipulate that the Union is the exclusive bargaining agent and representative of its employees.

There have been ongoing and continued discussions since the 2019 contract negotiations concerning the implementation of the Advanced Metering Infrastructure (AMI) system, including any and all affected classifications contained in the Collective Bargaining Agreement. The Parties agreed to during such negotiations to reconvene once the system was completely installed and fully operational, which now appears to be happening.

The following is intended to outline an understanding and agreement between the Company and the Union regarding the handling of all classifications affected by the implementation of the new AMI system. Any situations which were not addressed due to unintentional oversight by either or both parties remain open to future discussion and resolution.

- The Water & Sewer Serviceman classification has had its responsibilities reduced through the implementation of the AMI system, but it is agreed this classification will remain and additional duties shall include assisting the newly created Meter Technician classification, as needed.
- The Meter Collector classification will remain for the present time, but will undergo a periodical review to determine effectiveness and continued need. It is anticipated that this classification will eventually be eliminated, but when and how remains to be determined. The Parties agree to revisit this item in the future on an as-needed basis. If the position remains in effect until the current individual in such classification retires, and the Company so chooses to eliminate the job at such time, the Union agrees to such action.
- The Water & Sewer Distribution Meter Maintenance classification is currently vacant and is undergoing a review of applicable job duties and functions. The parties agree to continue discussing any changes to the job duties and timing of backfilling this position.

The Company and Union agree to eliminate, effective no later than January 1, 2022, the following classifications and corresponding wage rates contained in Appendix C:

<b>CLASSIFICATION</b>	<b><u>1/1/2020</u></b>	<b><u>1/1/2021</u></b>	<b><u>1/1/2022</u></b>
Meter Reader (After 1 Year)	\$25.62	\$26.45	\$27.24
Meter Reader (After 6 Months)	\$21.20	\$21.89	\$22.55
Meter Reader (Beginning)	\$16.20	\$16.73	\$17.23

And to immediately implement the following classification and corresponding wage rates upon approval and acceptance by both Parties to this Agreement:

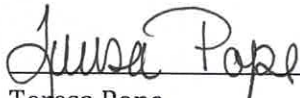
<b>CLASSIFICATION</b>	<b><u>1/1/2020</u></b>	<b><u>1/1/2021</u></b>	<b><u>1/1/2022</u></b>
Meter Technician		\$26.45	\$27.24

The Company and Union additionally hereby agree to the following:

- The three (3) current Meter Readers identified below would be “grandfathered” the sole right to bid on the newly created Meter Technician classification. Should any of them decline to bid on the initial or future posting of such classification, they shall then forfeit their grandfathered status.
- The Company agrees to award the initial and future postings of the Meter Technician position to the most senior Meter Reader, who bid on such posting, until all “grandfathered” Meter Readers who have not forfeited their grandfathered status have had an opportunity to such position.
- All three (3) of the “grandfathered” Meter Readers, if, and when, moved into the Meter Technician position shall be subject to Article III, Section 3.06 (c), and shall “demonstrate his/her competence to perform the work of the job during the first three (3) months.”
- The Company promotes that a qualified person placed in this Meter Technician position will be able to perform the job duties and use the Tools listed in Attachment A during the first three (3) months. Inability to perform the duties or use the tools listed in Attachment A is considered a failure to demonstrate competence to perform the work of the job, per Article III, Section 3.06. The abilities listed in Attachment A are considered applicable for both current grandfathered employees and future applicants.
- Any of the three (3) “grandfathered” Meter Readers who are not awarded the initial Meter Technician position, or any of the “grandfathered” Meter Readers who are placed into the Meter Technician classification and cannot successfully demonstrate their competence in the first three (3) months as contained in Article III, Section 3.06 (c), shall be reclassified into Water & Sewer Distribution group, based on their qualifications, which could be Labor I, Labor II, Labor III, or Utilityman.
  - Any Meter Reader who is placed into a Water & Sewer Distribution classification under this Stipulation Agreement shall have their current wage rate “red circled” if such rate is higher than the rate of the classification they are moving to, and such rate shall stay the same until the classification rate is equal or greater than their “red circled” rate.
- As the Meter Technician position will be headquartered out of the main general office building of the Company, any Meter Reader who assumes the Meter Technician classification shall not be eligible for Water & Sewer Distribution standby duties or call out.
- Should a “grandfathered” Meter Reader voluntarily bid to a different classification prior to an opportunity for placement into the Meter Technician position, they shall forfeit their grandfathered status under the terms of this Stipulation Agreement.
- Once the list of three (3) grandfathered employees (see below) has been fully exhausted, all future Meter Technician job postings will be in accordance with the agreed-upon procedures contained in the current Labor Agreement, or as otherwise amended and agreed to by the Parties. It is understood and agreed that, should the Company so desire at that time, it may implement an entrance exam to assist in determining if an applicant possesses the minimum skills for the position.
- The appropriate bargaining unit personnel shall perform connects, disconnects, and reconnects of electric and water meters, as assigned by the Company.

Name	Company Seniority	Dept. Sr. Date	Classification Seniority	Classification
Undra Lane	8/12/1992	11/1/1994	11/1/1995	Meter Reader
Shilo Guthrie	10/24/2011	10/24/2011	12/5/2012	Meter Reader
Barry Johnson	8/23/2012	9/2/2018	9/2/2019	Meter Reader

- Current Meter Reader Teresa Pope shall have her employment addressed in the following manner:
  - Ms. Pope's classification shall remain as a Meter Reader through December 31<sup>st</sup>, 2021, at which time she has elected to retire.
  - The Company agrees to utilize Ms. Pope in any and all capacities that she is capable and qualified of safely performing. This includes assisting multiple departments, as needed, as well as any and all other general duty assignments as directed by the Company.
  - The commitment of Ms. Pope to retire on December 31<sup>st</sup>, 2021 is irrevocable, and should she refuse to follow through on this commitment, the Company retains the right to terminate her employment with no recourse by the Union. Such is indicated by her signature below:

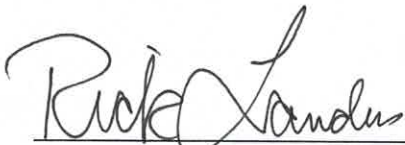
  
Teresa Pope

4/20/2021  
Date

Agreed:

Board of Municipal Utilities  
Sikeston Light & Water  
107 East Malone  
Sikeston, MO 63801

International Brotherhood of  
Electrical Workers, Local Union No. 702  
106 N. Monroe  
West Frankfort, IL 62896

  
Rick Landers, Director of Utilities      4/20/21  
Date

  
Steve Hughart, Business Manager      4/16/21  
Date

  
Mark Baker, Business Representative      4/16/2021  
Date

# Attachment A

Page 1 of 2

## Meter Technician Job Duties 3/31/21

- Read non-AMI meters using Itron handheld device.
- Read and re-read AMI meters with missing reads using Itron handheld device, Trimble field tool, or manually.
- Manage time to make sure all reads are received at the proper time for billing.
- Spray and maintain environment on all routes.
- Use EAM, Yukon, and UMS for daily maintenance and troubleshooting.
- Receive and complete work requests/orders from the Customer Service, Electric Department, and Water Departments to investigate and correct meter issues.
- After investigation, create work orders as needed for work to be done by other departments.
- Use UMS to search for meters and confirm meter and transmitter data matches Yukon. Provide documentation to billing department for corrections or adjustment needed in UMS. Personally make corrections or adjustments needed in Yukon.
- Water meters: Investigate meter issues and be able to replace small meters if needed. Work directly with water distribution department on meter problems.
- Water nodes: Install, commission, troubleshoot, replace, and return to vendor for warranty issues when necessary.
- Electric meters: Troubleshoot and investigate both meter and transmitter communication issues. Work directly with electric meter shop on meter problems.
- Create, run, review, and analyze Yukon reports for: water leak detection, missed reads, and other customer service data.
- Provide excellent customer service when working on a customer's meter. Be able to speak to customers to explain work being done. Hang door tags and use other forms of communication as needed. Assist customer service department with other tasks when necessary.
- Interpret meter readings and other meter data to help with billing and troubleshooting. Understand meter data points such as: Demand, kWh Usage, Disconnect Status, Voltage, Outage Status, Water Usage, Battery Status, Reverse Flow, Suspected Leak, Tamper Detection
- Understand the AMI mesh network and how the meter communicates with other meters, relays, and gateways.
- Use MyMeter to review consumption.
- Communicate through email and phone with various BMU departments and vendors.
- Duties listed are as of 3/31/21 and are subject to change as the position develops or as AMI system changes require

## Attachment A

Page 2 of 2

Meter Technician Tools/Devices/Programs 3/31/21

These job duties will require proficiency and independence using the following:

- Microsoft Office Outlook, Word, Excel, Power Point
- Adobe Acrobat
- Apple iPad
- Windows 10 or latest windows operating system
- Internet Browser
- GIS
- Yukon
- EAM
- UMS
- MyMeter
- Itron Handheld
- Trimble Field Tool
- GoToMeeting App phone and meeting functions
- Vendor support sites as needed
- Various communication venues with vendors (phone, email, websites)
- Tools listed are as of 3/31/21 and are subject to change as the position develops or as AMI system changes require