

LETTER OF UNDERSTANDING

BETWEEN

The City of Edmonton  
("The City")

AND

Civic Service Union 52  
("The Union")

**RE: New Dual Classification Position – Survey Technical Assistant II and Survey Technologist I**

As a result of the restructuring of the Survey Services section in the Business Planning and Support Branch, Integrated Infrastructure Services (IIS) department, the parties agree to create a new dual classification position. This classification encompasses the Survey Technical Assistant II and Survey Technologist I duties into one position.

The introduction of this dual classification position:

- Helps meet operational requirements throughout the year;
- Converts multiple positions of smaller FTE into full time permanent positions; and
- Compensates employees at the appropriate rate of pay for work performed during the Construction season (spring/summer), as well as during the Non-Construction Season (fall/winter)

Dual classification positions shall be posted with the Survey Technical Assistant II as the base "home" position, and the Survey Technologist I duties shall commence as operationally required to meet construction season activities. At the end of the main construction season, the duties will revert to the Survey Technician Assistant II level.

The regular rates of pay shall be in accordance with the collective agreement, and incumbents will move through the classifications and pay structures as follow:

Survey Technologist I (ST1) - Construction Season (spring/summer)  
Job Code 0699 Grade 19 for 33.75 hour schedule  
Job Code 0702 Grade 21 for 40.00 hour schedule

Survey Technical Assistant II (STAI) – Non-Construction Season (fall/winter)  
Job Code 0697 Grade 14 for 33.75 hour schedule  
Job Code 0698 Grade 15 for 40.00 hour schedule

Notwithstanding the typical seasonal rotations of the duties, incumbents may be assigned the work of either classification, and paid accordingly, as operationally required, at the discretion of management.

Trial Period

For those applicants whose movement into the dual class position represents a promotion, Article 10.02 will apply however the trial period will be two (2) months in length or the equivalent number of hours actually worked in the Survey Technologist I part of the position, and will commence on the first day the incumbent begins performing duties as a Survey Technologist I during the first construction season.

Salary Setting

Salary setting and progression up each pay scale will apply separately for each job classification and will be done in accordance with the provisions of Article 7 of the collective agreement. Incumbents shall receive their annual vacation leave, statutory holidays and sick leave benefits at the regular rate of pay in the class that they occupy at the time of occurrence.

Education and Experience Requirements

The City agrees to waive the educational requirement for the initial 2020 recruitment process. The experience requirements are as per the job posting. Thereafter incoming applicants will be required to meet the educational and experience requirements set out in the job posting, in accordance with Article 10.01 of the collective agreement.

Signed this 8<sup>TH</sup> Day of April, 2020 in Edmonton, Alberta.



Civic Service Union 52



City of Edmonton