

**Letter of Agreement
Between
City of Tacoma,
And
International Brotherhood of Electrical Workers, Local 483 – Supervisors Unit**

**Subject: Mid Term Wage Adjustment for Electrical Maintenance Supervisor and Traffic
Field Operations Supervisor – Me Too**

Effective: April 1, 2021

This Letter of Agreement (LOA) is by and between the City of Tacoma (City), and the IBEW Local 483 Supervisors Unit, herein referred to as “the Parties”.

The LOA describes the Parties’ agreement regarding a midterm wage adjustment in response to a “Me Too” provision in the current Collective Bargaining Agreement (CBA) for the following classifications: Fire Electrical Maintenance Supervisor (CSC 5271) and Traffic Field Operations Supervisor (CSC 5276) herein referred to as “Impacted Classifications”.

Background: When negotiating a successor agreement the parties agreed to a one year agreement with a “Me Too” provision which would provide the impacted classifications a general wage increase equal to that provided to employees in the impacted classifications directly supervisors that are covered by the IBEW 483 Power Unit CBA. The intent of this arrangement was to ensure the City avoided any potential compression issues. As negotiations progressed at the IBEW 483 Power Unit table it became clear that instead of across-the-board general wage increases, a need existed to provide targeted market-based adjustments for specific classifications. As such, and in line with the intent of the Me Too discussions, the Parties have agreed to provide the Impacted Classifications with the same targeted market-based percentage adjustments to avoid compression issues.

The Fire Electrical Maintenance Supervisor supervises the following classifications covered by the IBEW 483 Power Unit agreement who were provided a nine percent (9%) market adjustment effective April 1, 2021:

- Fire Maintenance Electrician (CSC 5270)
- Fire Maintenance Electrician, Apprentice (CSC 5244)

The Traffic Field Operations Supervisor supervises the following class classifications covered by the IBEW 483 Power Unit agreement who were provided a nine percent (9%) market adjustment effective April 1, 2021:

- Signal & Lighting Electrician (CSC 5275)
- Signal & Lighting Electrician, Senior (CSC 5274)
- Signal & Lighting Electrician, Apprentice (CSC 5273)

Agreement: The new wage scale for the Impacted Classifications effective and retroactive to April 1, 2021 is as follows:

Code	A	Job Title	1	2	3	4	5
52710		Fire Electrical Maintenance Supervisor	60.60	63.63	66.82	70.16	73.67
52760		Traffic Field Operations Supervisor	60.60	63.63	66.82	70.16	73.67

Nothing in this LOA is intended to be used as a precedent for future contract negotiations or other similar matters. This LOA will expire with the expiration of the current 2021 Collective Bargaining Agreement.

City of Tacoma

Local 483, IBEW, Supervisors Bargaining Unit

City Manager

Business Manager

Senior Labor Relations Manager

Finance Director

Approved as to form:

Deputy City Attorney

Attest:

City Clerk