



**To:** Elizabeth Pauli, City Manager

**From:** Katie Johnston, Budget Officer

**Date:** July 22, 2024

**Subject:** **Fiscal Impact – Letter of Agreement with the International Brotherhood of Electrical Workers, Local 483, Supervisors’ Unit**

**Overview**

The City of Tacoma and International Brotherhood of Electrical Workers, Local 483, Supervisors’ Unit bargaining unit have reached a tentative agreement for a Letter of Agreement (LOA) regarding a new classification to be titled Water Electrical and Controls Field Supervisor.

The Parties agree that employees in the newly created classification of “Water Electrical and Controls Field Supervisor” (CSC 5278) will be represented by Local 483, Supervisors’ Unit for the purposes of collective bargaining.

Effective following City Council approval, the Water Electrical and Controls Field Supervisor classification will have five salary steps. The rates of pay for calendar year 2024 are listed below, and rates of pay for subsequent years will be set pursuant to the terms of the Parties’ 2022 - 2025 Collective Bargaining Agreement (CBA).

Code	A	Job Title	1	2	3	4	5
5278		Water Electrical and Controls Field Supervisor	53.06	55.71	58.49	61.42	64.49

If, during the term of the IBEW Local 483 Supervisors’ unit 2022-2025 CBA, the top step hourly rate of the Water Electrical and Controls Field Supervisor is less than 10% above the top step of the Electrician, Lead classification (CSC 5237) or the Engineering Instrumentation Technician, Senior classification (CSC 2020), then either party to this LOA may re-open negotiations for the sole purpose of negotiating hourly rates of pay for the Water Electrical and Controls Field Supervisor.

The new classification will be part of the Classified Service, overtime category “A”, and FLSA non-exempt.

**Allowances**

The employees assigned to the classification of “Water Electrical and Controls Field Supervisor” are entitled to:

- Receive a meal allowance when the employee works non-scheduled overtime of more than two (2) hours before or beyond their regular shift and at four (4) hour intervals thereafter shall be eligible for meal allowance at the rate prescribed by Section 6.16 of the Tacoma Joint Labor Agreement.
- Receive a \$300 annual footwear allowance for the purchase of approved substantial safety footwear for use on the job after passing probation. This allowance shall be paid in the first pay period of each year.

**Fiscal Impact**

The creation of the classification does not have a fiscal impact; however, the fiscal impact will occur when the department hires an employee into the position and at minimum, will include the salary and benefits plus allowances. The department will be responsible for adhering to their overall level of appropriation.



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