

LETTER OF AGREEMENT
Between
The City of Tacoma
And
IBEW Local 483, Supervisors' Unit

Subject: Water Electrical and Controls Field Supervisor

Date: _____, 2024

The City of Tacoma (the "City") and IBEW Local 483, Supervisors' Unit (the "Union"), collectively ("the Parties") enter into this Letter of Agreement ("LOA").

The Parties agree that employees in the newly created classification of "Water Electrical and Controls Field Supervisor" (CSC 5278) will be represented by the Union for the purposes of collective bargaining.

The Parties agree to the following regarding 2024 rates of pay for the newly created classification.

| 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 |

Wages for subsequent years will be as provided for by the IBEW Local 483 Supervisors' unit 2022-2025 Collective Bargaining Agreement ("CBA").

If, during the term of the IBEW Local 483 Supervisors' unit 2022-2025 Collective Bargaining Agreement, the top step hourly rate of the 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.

The Parties agree to add a new Section to the CBA:

Section 6.9 - Water Electrical and Controls Field Supervisor

- A. This classification is overtime category A (time and a half compensation for overtime).
- B. Hours of Work: The work week for full time employees will normally consist of five (5) consecutive eight (8) hour shifts Monday through Friday between the hours of 6:30 am and 5:30pm. Schedules may consist of eight (8) consecutive hours for five (5) shifts, ten (10) consecutive hours for four (4) shifts, or eighty (80) hours worked in nine (9) shifts, with mutual agreement and consistent with PMP 320.
- C. Meal Allowance: An employee working 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.
- D. Footwear: An employee who has passed probation shall receive a \$300.00 annual footwear allowance for the purchase of approved substantial safety footwear for use on the job. Employees shall wear these safety boots at all times when in an industrial area.

Descriptions of approved footwear are available from the supervisor or safety officer. This allowance shall be paid in the first pay period of each year.

The parties recognize that, as a first-line supervisor, it will occasionally be necessary for this new classification to assist in the diagnosis, repairs, and installation of electrical and instrumentation systems in order to best support Tacoma Water. The parties agree that the occasional performance of these functions would not constitute an improper removal of bargaining unit work from the 483 Power bargaining unit. The City further commits that the performance of these functions shall serve to supplement, but not supplant, historic bargaining unit work in the Local 483 Power bargaining unit.

Unless otherwise stated in this LOA, all terms and conditions of the CBA shall apply to the classification of Water Electrical and Controls Field Supervisor. This LOA will become effective following City Council approval and the signatures of the names listed below. The Parties intend to incorporate the new Section 6.9 into a future CBA at the next collective bargaining opportunity, at which time the LOA will terminate.

Except as expressly described herein, this LOA is not to be used as precedent with respect to other collective bargaining agreements in other divisions or departments of the City or any other union.

City of Tacoma

IBEW Local 483

City Manager

Business Manager

Human Resources Director

Water Superintendent

Labor Relations Division Manager

Approved as to form:

Deputy City Attorney