

LETTER OF AGREEMENT

between

IBEW, Local 483

And

City of Tacoma

Water Division, Department of Public Utilities

Accretion of the Water Supply Supervisor Classification

The City of Tacoma and International Brotherhood of Electrical Workers, Local 483 (Union) hereby enter into this Letter of Agreement (LOA) which shall be attached to the collective bargaining agreement and incorporated as though fully set forth.

Employees in the classification of Water Supply Supervisor selected IBEW Local 483 as their exclusive bargaining representative for purposes of collective bargaining. This was certified by the Public Employment Relations Commission (PERC) on July 25, 2019.

It is hereby agreed that this classification is recognized and incorporated into and covered by the terms and conditions of the IBEW Local 483 Water Division collective bargaining agreement (CBA). Further the parties agree to the following:

1. The Union Recognition clause, Article 2, Section 2.2 shall be updated to as follows:

Section 2.2 Union Recognition. The Union shall be the exclusive bargaining agent in all matters of wages, hours, and working conditions in the application of the Agreement ~~to the classifications in the Department now listed and later added to the classifications in Appendix A~~ for all employees in classifications in the water division bargaining unit working at the City of Tacoma, **Including:** water treatment plant supervisor, water control station operator, water meter repair worker, water meter repair worker lead, water plant maintenance worker, water pumps & storage supervisor, water quality specialist, water service mechanic, water service supervisor, water service worker, water treatment plant operator, water utility worker, watershed inspector, and water supply supervisor. **Excluding:** confidential employees and all other employees.

2. As of January 1, 2020, wages for the Water Supply Supervisor classification will be in a one-step pay scale in parity with the Water Treatment Plant Supervisor, Water Service Supervisor and Water Pumps and Storage Superior classifications covered by the CBA, as indicated in the following table. Future wage increases shall be governed by the 2019 – 2021 Water Division CBA.

Code	Title	Percent of Journey	2020 Rate
5068	Water Supply Supervisor		47.80

3. Jeffery Thomas, the only incumbent in the Water Supply Supervisor classifications, shall receive a three percent (3%) wage increase and shall receive longevity effective January 1, 2020. After the three percent (3%) wage increase is applied, Jeffery Thomas's, wage rate shall be frozen until such time as the established classification wage rate exceeds their frozen rate. Jeffery Thomas will be eligible for additional longevity steps when and if applicable.

4. Article 13, Section 13.13 shall be updated as follows:

Section 13.13 Water Works Certification. Employees in positions with mandatory Washington State Water Works Operator Certification Requirements, as described in Chapter 246-292 WAC, will be reimbursed by the Department for fees charged by the State of Washington – Department of Health for the required certifications. Employees in the following classifications are eligible: Water Control Station Operator, Water Treatment Plant Operator, Water Treatment Plant Supervisor, and Water Quality Specialist. In addition to these mandatory certifications, employees in the Water Quality Specialist classification are eligible for reimbursement costs for the Backflow Assembly Tester certification, and employees in the Water Service Supervisor, Water Supply Supervisor, classification are eligible for reimbursement costs for the Water Distribution Manager certification.

With prior approval by the manager or designee, employees shall be reimbursed for the costs of maintaining a non-mandatory certification in circumstances in addition to those described above where the certification is related to the employee's job duties and of value to the Department.

All other terms and conditions of the Local 483 Water Division CBA shall apply to the Water Supply Supervisor classification.

EXECUTED THIS _____ DAY OF _____, 2020.

City of Tacoma

Local 483, International Brotherhood of
Electrical Workers, Water Division Unit

Elizabeth Pauli
City Manager

Alice Phillips
Business Manager

Jackie Flowers
Director of Public Utilities

Dylan Carlson
Sr. Labor Relations Manager

Andy Cherullo
Finance Director

Approved as to form:

Deputy City Attorney

