

**Letter of Agreement
Between
City of Tacoma
and
International Brotherhood of Electrical Workers, Local 483 Supervisors' Bargaining Unit**

**Subject: Assistant Telecom Supervisor – Classification Accretion
Date: June 2, 2014**

This Letter of Agreement (LOA) is by and between the City of Tacoma (City), and the International Brotherhood of Electrical Workers, Local 483 (Union).

Employees in the classification of Assistant Telecom Supervisor (55190) selected representation by IBEW Local 483 for purposes of collective bargaining. This was certified by the Public Employment Relations Commission (PERC) on June 12, 2013.

It is hereby agreed that this classification is recognized as incorporated into and covered by the terms and conditions of the IBEW Local 483 Supervisors' Bargaining Unit collective bargaining agreement. Further, the parties agree to the following:

- Clothing – Employees in the Assistant Telecom Supervisor classification will be provided seven (7) shirts per year and one (1) jacket every two (2) years. Employees will wear these shirts at all times while on duty and are expected to dress in clothing that is clean, free of tears or rips and comply with all Federal and State Safety requirements. In addition, employees in this classification will receive \$200 annually for a clothing allowance. Pants should be Carharts, or of a similar work-style and dark blue in color. Employees who are separated, or are not bargaining unit members prior to the first pay period of January will not receive this allowance. Laundry services will not be provided.
- Footwear – Employees in the Assistant Telecom Supervisor classification shall receive a \$150 annual allowance for the purchase of appropriate safety-related footwear. The allowance shall be paid in the first pay period of January each year. Employees who are separated or are not bargaining unit members prior to the first pay period of January will not receive this allowance. Safety-related footwear must be worn at all times while on duty.
- Meal Allowance – Assistant Telecom Supervisor shall be added to the eligible classifications under Article 11, Section 11.1 Meal Allowance.
- Employees in the Assistant Telecom Supervisor classification will receive longevity pay effective June 12, 2013.
- Employees, who on June 12, 2013 were at frozen pay rates, will have previous longevity removed that was incorporated into their frozen pay rate.
- Effective June 12, 2013 employee Dan Sullivan will be set at parity for base wages, with the other two existing employees.
- Wages for 2014 will be increased in accordance with Appendix A of the IBEW Local 483 Supervisors' Bargaining Unit agreement.
- Employees who are in an active status on the date of execution of the LOA will receive a one-time lump sum in the amount of \$600.

- Effective January 1, 2014 the wage scale will be reduced to a five (5) step scale, with 5% step increments, as follows:

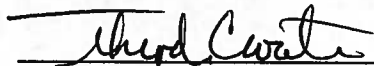
Step 1	Step 2	Step 3	Step 4	Step 5
\$29.13	\$30.59	\$32.12	\$33.72	\$35.41

- This classification will be maintained as overtime category A (time and a half compensation for overtime).
- This classification will be listed in Appendix A of the successor agreement.

This LOA and the elements contained herein are not considered precedent setting. The LOA will expire upon ratification and executive of the IBEW Local 483 Supervisors' Bargaining Unit agreement.

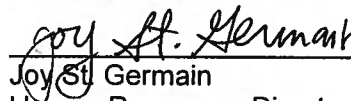
FOR THE CITY:

FOR THE UNION:

 4/12/14
 Theodore C. Coates Date
 Power Superintendent

 6/10/2014
 Alice Phillips Date
 Business Manager, IBEW Local 483

 6/12/14
 William A. Gaines Date
 Director of Utilities/CEO

 6/16/2014
 Joy St. Germain Date
 Human Resources Director