

LETTER OF AGREEMENT

Between

The City of Tacoma

And

The International Brotherhood of Electrical Workers, Local 483 Clerical Unit

Date: _____, 2023

The City of Tacoma (the “City”) and IBEW Local 483 Clerical Unit (the “Union”), hereby enter into this Letter of Agreement (“LOA”).

Employees in the newly created classifications of Public Disclosure Video Redaction Analyst (CS 1143) and Public Disclosure Analyst, Lead (CS 1144) will be represented by the Union for the purposes of collective bargaining.

It is agreed that these classifications are recognized as incorporated into and covered by the terms and conditions of the IBEW Local 483 Clerical Unit collective bargaining agreement (the “CBA”). In addition, the City and the Union (together, the “Parties”) agree to the following:

The rates of pay for the newly created classifications will be as follows:

PUBLIC DISCLOSURE ANALYST, LEAD AND PUBLIC DISCLOSURE VIDEO REDACTION ANALYST 2023 RATES OF PAY							
Code	A	Classification	1	2	3	4	5
11430		Public Disclosure Video Redaction Analyst*	\$ 35.11	\$ 36.87	\$ 38.70	\$ 40.64	\$ 42.69
11440		Public Disclosure Analyst, Lead**	\$ 38.63	\$ 40.56	\$ 42.59	\$ 44.72	\$ 46.96

* The Parties agree that the Public Disclosure Analyst and Public Disclosure Video Redaction Analyst will be compensated at the same hourly rates of pay.
**The Parties agree that the Public Disclosure Analyst, Lead will be compensated at 110% of the Public Disclosure Video Redaction Analyst hourly rate of pay.

Employees reclassified to these new classifications will be assigned rates of pay per TMC 1.12.050 B. Pending Tacoma City Council approval, the Public Disclosure Video Redaction Analyst and the Public Disclosure Analyst, Lead will be designated as FLSA non-exempt, Overtime Class “A”, and subject to the overtime provisions of the current CBA.

It is the intent of the Parties to adhere to the terms and conditions of this LOA during the remainder of the current 2021-2023 CBA, and to incorporate those terms and conditions into a successor CBA. Upon ratification of a successor CBA by the Parties, this LOA will be terminated.

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.

