

**Letter of Agreement
by and between
City of Tacoma
and
International Brotherhood of Electrical Workers Local 483, Tacoma Power Unit**

Subject: Agreement to Extend and Amend Collective Bargaining Agreement

This Letter of Agreement ("LOA") is entered into between the City of Tacoma and the International Brotherhood of Electrical Workers Local 483, Tacoma Power bargaining unit ("Union") (collectively "the Parties").

It is understood and agreed by and between the City and the Union that all terms and conditions of the Collective Bargaining Agreement (CBA), covering the Local 483 Tacoma Power bargaining unit, currently in effect from April 1, 2017 through March 31, 2021 shall be extended to provide a new contract period from April 1, 2021 through March 31, 2024.

This extension shall incorporate all Memorandums of Understanding, Letters of Agreement, or similar supplemental agreements to the CBA which remain in effect, but shall not serve to alter or extend the timelines or expiration dates of those supplemental agreements.

Both parties agree to meet at the request of the other during the term of this agreement to negotiate non-economic contractual language.

This LOA shall not establish precedent for the parties hereto, nor for any other collective bargaining units or departments of the City.

The parties agree to update Article 1, Section 1.1 to read as follows:

ARTICLE 1 - TERM OF AGREEMENT

Section 1.1 This Agreement shall remain in full force and effect from April 1, 2021, to and including March 31, 2024, provided that, if either party desires to terminate the Agreement on the anniversary date of March 31, 2024, written notice of such intent must be given to the other party sixty (60) days in advance of that date.

It is understood that neither party will be precluded from submitting new or additional proposals during the course of negotiations. It shall further be provided that this Agreement shall be subject to such changes and modifications during its term as may be mutually agreed by the parties hereto.

The parties agree to update the Preamble as follows:

PREAMBLE

For the purposes of maintaining cordial relations between Tacoma Public Utilities, City of Tacoma, hereinafter designated as the "City", the party of the first part, and Local Union 483 International Brotherhood of Electrical Workers, hereinafter designated as the "Union", the party of the second part, the parties hereto do hereby enter into, establish and agree to the following conditions of employment.

The City and the Union have a common and sympathetic interest in the electrical industry. Therefore, a working system and harmonious relations are necessary to improve the relationship between the City, the Union and the public. All will benefit by continuous peace and by adjusting any differences by rational

common sense methods. Progress in industry demands a mutuality of confidence between the Department and the Union. To these ends this Agreement is made.

The City shall not be required to take any action under this Agreement that is in violation of federal or state law, or the ordinances of the City of Tacoma.

The Union agrees that its members, who are employees of the City, will individually and collectively perform efficient work and service, and that they will avoid and discourage waste of materials, time and resources, and that they will use their influence and their best efforts to protect the property of the City and its interests and to prevent loss of tools and materials, and they will cooperate with the City in promoting and advancing the welfare of the City and the service at all times.

The Union and the City share in a commitment to attracting and retaining a highly skilled trades workforce that reflects the diversity of our community. We believe that diversity makes us strong and furthers the City of Tacoma's commitment to workforce equity and anti-racism initiatives. We will continue to partner in recruitment and workforce development initiatives, including apprenticeships, to increase the participation of historically marginalized groups in skilled trades.

The parties agree to amend Article 10, Section 10.2 as follows:

Section 10.2 - Non-Discrimination

- a. Pursuant to RCW 41.56 there shall be no discrimination against union members, union officers, or union activity.
- b. It is mutually agreed that there shall be no discrimination based on applicable local, state or federal laws, which include, but are not limited to, race, religion, color, national origin or ancestry, sex, gender identity, sexual orientation, age, marital status, familial status, or the presence of any sensory, mental, or physical disability (which does not prevent proper performance of the job) unless based upon a bona fide occupational qualification. The Union and management representatives shall work cooperatively to assure the achievement of equal employment opportunity. Furthermore, employees who feel they have been discriminated against shall be encouraged to contact the City of Tacoma Equal Employment Opportunity (EEO) Officer or use the grievance procedure set up under this Agreement prior to seeking relief through other channels.
- c. It is mutually agreed that there should be no unlawful harassment. The City's Anti-Discrimination and Anti-Harassment Policy is set forth in the Personnel Management Policy #130.
- d. Whenever words denoting the masculine gender are used, they are intended to apply equally to all genders.

The Parties agree to amend Article 11, Section 11.1 as follows:

ARTICLE 11 - BENEFITS

Section 11.1 – Joint Labor Agreement. The parties are participants in a Joint Labor Agreement, through which they have determined the amount of and basic rules regarding vacation leave, holidays, sick leave, personal time off and other benefits. Provisions of the Joint Labor Agreement governing these benefits are attached in Appendix B, which shall independently expire with the expiration of the Joint Labor Agreement, whichever comes first. Appendix B shall be automatically updated and replaced in its entirety with any changes to the provisions of the Joint Labor Agreement during the term of this Agreement as long as both parties remain signatories to the Joint Labor Agreement.

Should a party choose not to sign on to a future Joint Labor Agreement the provisions in Appendix B shall be “status quo” for the year following the expiration of the Joint Labor Agreement most recently ratified by both parties.

Items covered by Appendix B may be grieved through this Collective Bargaining Agreement, except those items challenging the interpretation or application of the Joint Labor Agreement provisions, which may be grieved only through the grievance procedure included in the Joint Labor Agreement.

The Parties agree to amend Article 20, Section 20.4 as follows:

Section 20.4 - Application of Rates

- a. When a Hydroelectric Mechanic or Hydroelectric Electrician, working at the Cowlitz, Cushman or Nisqually hydroelectric projects, has two or more city employees assigned to them for the same task, or has been assigned to oversee the work of two or more contract employees, the employee shall receive an additional 6.5% as the lead worker. Or, when two or more Hydroelectric Mechanics or Hydroelectric Electricians of the same classification are assigned to the same task, one shall be designated as the lead worker and shall receive an additional 6.5%. The above shall not apply when assigned to do specific workplace skills and/or safety training, or when working as a safety watch at a confined space. Lead duties may include directing the work of others, sourcing material and equipment, and ensuring crew safety. The designation of lead worker shall be established on the criteria of assigned area first then seniority second. For hydroelectric projects that do not have assigned areas of responsibility, lead worker shall be established by task familiarity first then seniority second. Areas of responsibility or familiarity shall include but are not limited to; Powerhouse(s), Dam(s), Switch Yard(s), Fish Hatchery(s), Park(s), and supporting -facilities.

When a Hydro Utility Worker has two (2) or more city employees/contractors assigned to them for the same task, the employee shall receive an additional 6.5% as the Lead worker. The above shall not apply when assigned to do specific workplace skills training, safety training, when working as a safety watch, or when a Journey worker is assigned to the task. When the aforementioned qualifications related to crew size have been met, Lead duties may include directing the work of others, sourcing material and equipment, and ensuring crew safety. The designation of the Lead worker shall be established on the ability to direct the job and the following criteria: job continuity first, assigned area of responsibility, second (if applicable) and third, familiarity of task. If there are two workers who have the ability and meet the other criteria the Senior worker will be designated as Lead worker. The classification of Hydro Utility Worker, Senior shall be removed from the CBA.

Hydro Utility Workers who are assigned to perform work with the use of engineer approved plans or prints will be setup to either the Hydro Project Electrician or the Hydro Project Mechanic classification as applicable. Hydro Utility Workers who are setup to Hydro Project Electricians or Hydro Project Mechanics may be setup to Lead based on the applicable contract provisions that apply to the Hydro Project Mechanic and Hydro Project Electrician classifications. Additionally, in a situation where a Utility Worker is setup to Hydro Project Electrician or Hydro Project Mechanic Lead, no other Utility worker working on the same task would be setup to Lead.

Section 20.2 - Wage Scales for 2021-2024

Wages for 2021, 2022, and 2023 (without RHS), are identified in Appendix A.

1. Wages:

- a) Effective April 1, 2021, all base classifications shall receive a general wage increase of one (1%) percent. In addition to a 1% general wage increase, base classifications shall receive the market adjustments described in the table below. This shall include all employees employed as of April 1, 2021.

Comm System Technician I	7%
Comm System Technician II	7%
Comm System Technician III	7%
Craft Helper	2%
Elec Meter/Relay Tech	10%
Electrical Inspector	3%
Electrical Trainee	6%
Electrical Worker	6%
Electrical Worker - Tree/Fire/Signal	6%
Electrician	2%
Energy Services Representative	2%
Facilities Maint Mechanic	3%
Facilities Maint Mechanic, Lead	3%
Fire Maintenance Electrician	9%
Heating/AC Maint Mechanic Supv	3%
Hydro Project Electrician	11%
Hydro Project Mechanic	11%
Wynoochee Project Maint Tech	11%
Hydro Utility Worker	11%
Line Clearance Tree Trimmer	13%
Transmission & Distribution Arborist	13%
Line Electrician	15%
Line Electrician, Senior	15%
Line Equipment Operator	10%
Network Construction Technician	5%
Signal & Light Electrician	9%
Signal & Lighting Electr, Sr	9%
Substation Operator, Senior	14%
Systems Power Dispatcher - 100% Generation	15%
Telecommunications Utility Worker	2%
Tool & Equipment Room Coord	5%
Transmission & Distribution Flagger*	13%
Utility Service Specialist	2%
Wire Electrician	16.86%*
Wire Electrician, Senior	16.86%*

* rates will mirror Line Electrician and Line Electrician Senior

- b) Effective April 1, 2022, all base classifications shall receive a three and one half (3.5%) percent adjustment which is comprised of a two (2%) percent general wage increase and a one and one half (1.5%) percent market adjustment.
- c) Effective April 1, 2023, all base classifications shall receive a three and one half (3.5%) percent adjustment which is comprised of a two (2%) percent general wage increase and a one and one half (1.5%) percent market adjustment.

APPENDIX A – WAGE SCALES

With the exception of T&D Flagger, wage scale calculations include the twenty-five cent (25¢) Retirement Health Savings (RHS) contribution. Rates shown with the 25¢ subtracted.

Code	Classification	Applied Rate		2021 Rate	OT
4122	Communications System Technician I				
	Step 1			37.92	75.84
	Step 2			39.82	79.64
	Step 3			41.80	83.60
	Step 4			43.89	87.78
	Step 5			46.08	92.16
4120	Communications System Technician, II			55.30	110.60
4121	Communications System Technician, III			58.73	117.46
4119	Communications System Technician, Apprentice		% of Communications Tech II		
	Step 1		69.16%	38.25	76.50
	Step 2		70.97%	39.25	78.50
	Step 3		73.17%	40.46	80.92
	Step 4		75.36%	41.67	83.34
	Step 5		77.57%	42.90	85.80
	Step 6		79.77%	44.11	88.22
	Step 7		81.81%	45.24	90.48
5004	Craft Helper		% of Top Step		
	1 st 6 months			22.79	A
	7 th through 18 th month			23.93	A
	19 th through 30 th month			25.13	A
	31 st through 42 nd month			26.39	A
	Thereafter			27.71	A
2125	Electrical Inspector		% of Electrical Inspector		
	1 st 17 months		90.71%	44.10	88.20
	18 th through 35 th month		95.24%	46.30	92.60
	thereafter		100%	48.61	97.22

		m	106.3%	51.67	103.34
5242	Electrical Meter & Relay Technician, Apprentice		% of Electrical Meter & Relay Tech		
	Step 1		74.82%	40.68	81.36
	Step 2		76.73%	41.72	83.44
	Step 3		79.13%	43.02	86.04
	Step 4		81.52%	44.32	88.64
	Step 5		83.92%	45.63	91.26
	Step 6		86.32%	46.93	93.86
	Step 7		88.72%	48.24	96.48
5230	Electrical Meter & Relay Technician			54.37	108.74
5230	Advanced Electrical Meter & Relay Technician		% of 5230.0 rate of pay		
	5230.0 Step 1		100%	54.37	108.74
	5230.1 Step 2	k	101%	54.91	109.82
	5230.2 Step 3	k	102%	55.46	110.92
	5230.3 Step 4	k	103%	56.00	112.00
	5230.4 Step 5	k	104%	56.54	113.08
	5230.5 Step 6	k	105%	57.09	114.18
	5230.6 Step 7	k	106%	57.63	115.26
	5230.7 Step 8	k	107%	58.18	116.36
	5230.8 Step 9	k	114.25%	62.12	124.24
	5230.9 Step 10	k	125%	67.96	135.92
5239	Electrical Trainee				
	1 st Year			28.05	56.10
	2 nd Year			31.86	63.72
5240	Electrical Worker				
	1 st Year			31.78	63.56
	2 nd Year			33.38	66.76
	3 rd Year			35.04	70.08
	Thereafter			36.79	73.58
5240	Electrical Worker - Tree/Fire/Signal				
	Step 1	e	91.00%	31.77	63.54
	Step 2	e	92.50%	32.25	64.50
	Step 3	e	94.00%	32.73	65.46
	Step 4	e	95.50%	33.22	66.44

		Step 5	e	97.00%	33.72	67.44
		Step 6	e	98.50%	34.23	68.46
		Step 7	e	100.0%	34.74	69.48
5236	Electrician				42.98	85.96
52370	Electrician, Lead				47.28	94.56
0623	Energy Services Representative					
		1 st 6 months			33.60	67.20
		7 th through 18 th month			35.28	70.56
		19 th through 30 th month			37.04	74.08
		31 st through 42 nd month			38.89	77.78
		Thereafter			40.83	81.66
6008	Facilities Maintenance Mechanic					
		Step 1			36.36	A
		Step 2			38.16	A
		Step 3			40.06	A
6009	Facilities Maintenance Mechanic, Lead					
		Step 1			39.97	A
		Step 2			41.97	A
		Step 3			44.07	A
5244	Fire Maintenance Electrician, Apprentice			% of Fire Maintenance Electrician		
		Step 1		78.00%	40.34	80.68
		Step 2		80.00%	41.38	82.76
		Step 3		82.50%	42.67	85.34
		Step 4		85.00%	43.96	87.92
		Step 5		87.50%	45.26	90.52
		Step 6		90.00%	46.55	93.10
		Step 7		92.50%	47.84	95.68
5270	Fire Maintenance Electrician			% of Fire Maintenance Electrician		
				100%	51.72	103.44
			h	104.00%	53.79	107.58
5145	Heating & Air Cond. Maint. Mechanic Supervisor					

	Step 1			44.35	88.70
	Step 2			46.58	93.16
	Step 3			48.89	97.78
	Step 4			51.34	102.68
5132	Hydro Project Electrician				
			100.00%	55.79	111.58
		a	106.50%	59.42	118.84
5285	Hydro Project Electrician Apprentice		% of Hydro Project Electrician		
	Step 1		75.10%	41.90	83.80
	Step 2		77.10%	43.01	86.02
	Step 3		79.10%	44.13	88.26
	Step 4		81.10%	45.25	90.50
	Step 5		83.10%	46.36	92.72
	Step 6		85.10%	47.48	94.96
	Step 7		87.10%	48.59	97.18
	Step 8		89.10%	49.71	99.42
5301	Hydro Project Mechanic				
			100.00%	55.79	111.58
		a	106.50%	59.42	118.84
5287	Hydro Project Mechanic, Apprentice		% of Hydro Project Mechanic		
	Step 1		75.10%	41.90	83.80
	Step 2		77.10%	43.01	86.02
	Step 3		79.10%	44.13	88.26
	Step 4		81.10%	45.25	90.50
	Step 5		83.10%	46.36	92.72
	Step 6		85.10%	47.48	94.96
	Step 7		87.10%	48.59	97.18
	Step 8	a	89.10%	49.71	99.42
5056	Hydro Utility Worker				
	1 st Year		86.38%	36.17	72.34
	2 nd Year		90.69%	37.98	75.96
	3 rd Year		95.25%	39.89	79.78
	Thereafter		100.00%	41.87	83.74
	1 st Year	a	106.50%	38.52	77.04

	2 nd Year	a	106.50%	40.45	80.90
	3 rd Year	a	106.50%	42.48	84.96
	Thereafter	a	106.50%	44.59	89.18
5253	Line Clearance Tree Trimmer			49.66	99.32
5254	Line Clearance Tree Trimmer, Senior		% of Senior LC Tree Trimmer		
			100%	54.09	108.18
		p	103%	55.71	111.42
		j	105%	56.79	113.58
		j & p	108%	58.42	116.84
5255	Line Electrician		% of Line Electrician		
		b	79.90%	46.97	93.94
			100%	58.78	117.56
		d	103%	60.54	121.08
		c	110%	64.66	129.32
5241	Line Electrician, Apprentice		% of Line Electrician		
	Step 1		71.41%	41.97	83.94
	Step 2		73.23%	43.04	86.08
	Step 3		75.49%	44.37	88.74
	Step 4		77.77%	45.71	91.42
	Step 5		80.03%	47.04	94.08
	Step 6		82.30%	48.38	96.76
	Step 7		84.57%	49.71	99.42
	Step 1	d	73.56%	43.24	86.48
	Step 2	d	75.42%	44.33	88.66
	Step 3	d	77.76%	45.71	91.42
	Step 4	d	80.10%	47.08	94.16
	Step 5	d	82.43%	48.45	96.90
	Step 6	d	84.77%	49.83	99.66
	Step 7	d	87.11%	51.20	102.40
5257	Line Electrician, Senior		% of Senior Line Electrician		
			100%	65.82	131.64
		d, t	103%	67.79	135.58
		s	105%	69.11	138.22
5256	Line Equipment Operator		% of Line Equip Operator		

			100%	46.56	93.12
		q	103%	47.96	95.92
5540	Network Construction Technician				
		Step 1		37.20	74.40
		Step 2		39.06	78.12
		Step 3		41.01	82.02
		Step 4		43.06	86.12
		Step 5		45.21	90.42
		Step 1	HCU	38.32	76.64
		Step 2		40.23	80.46
		Step 3		42.24	84.48
		Step 4		44.35	88.70
		Step 5		46.57	93.14
		Step 1	Lead	40.92	81.84
		Step 2		42.97	85.94
		Step 3		45.11	90.22
		Step 4		47.37	94.74
		Step 5		49.73	99.46
		Step 1	Lead + HCU	42.15	84.30
		Step 2		44.26	88.52
		Step 3		46.46	92.92
		Step 4		48.79	97.58
		Step 5		51.22	102.44
5273	Signal/Street Light Electrician, Apprentice		% of Signal & Light Elec.		
		Step 1	78.14%	37.48	74.96
		Step 2	80.12%	38.43	76.86
		Step 3	82.62%	39.62	79.24
		Step 4	85.09%	40.81	81.62
		Step 5	87.59%	42.01	84.02
		Step 6	90.06%	43.19	86.38
		Step 7	92.56%	44.39	88.78
		Step 1	d	80.49%	38.60
		Step 2	d	82.53%	39.58
		Step 3	d	85.10%	40.81
		Step 4	d	87.65%	42.04
		Step 5	d	90.22%	43.27
		Step 6	d	92.76%	44.49
		Step 7	d	95.34%	45.73
			100.00%	47.96	95.92

		d	103.00%	49.40	98.80
5275	Signal & Light Electrician		% of Signal & Light Elec.		
			100.00%	47.96	95.92
		d	103.00%	49.40	98.80
		g, i	104.00%	49.88	99.76
		f	110.00%	52.76	105.52
5274	Signal & Light Electrician, Senior		118%	56.59	113.18
5116	Substation Operator, Senior		% of Sr. Substation Operator		
	1 st 6 months		95.23%	54.67	109.34
	Thereafter		100.00%	57.41	114.82
5120	Systems Power Dispatcher		% of System Dispatch Generation Desk		
	Distribution Desk	l	90.94%	64.97	129.94
	Generation Desk Rate		100.00%	71.44	142.88
	Coordinator	l	108.06%	77.20	154.40
5119	Systems Operator Power Dispatcher Candidate		% of System Dispatch Generation Desk		
			70.79%	50.57	A
			74.33%	53.10	A
			78.04%	55.75	A
			81.94%	58.54	A
		r	86.04%	61.47	A
5516	Telecommunications Utility Worker				
	Step 1			23.25	46.50
	Step 2			24.41	48.82
	Step 3			25.63	51.26
	Step 4			26.91	53.82
	Step 5			28.26	56.52
	Step 1	HCU		23.95	47.90
	Step 2			25.14	50.28
	Step 3			26.40	52.80
	Step 4			27.72	55.44
	Step 5			29.11	58.22

55161		Step 1	Lead		25.58	51.16
		Step 2			26.85	53.70
		Step 3			28.19	56.38
		Step 4			29.60	59.20
		Step 5			31.09	62.18
		Step 1	Lead + HCU		26.35	52.70
		Step 2			27.66	55.32
		Step 3			29.04	58.08
		Step 4			30.49	60.98
		Step 5			32.02	64.04
5252	T&D Arborist				58.25	116.50
5003	Flagger, T & D					
		First 1,040 hours			24.65	A
		Second 1,040 hours			25.99	A
		Thereafter			27.36	A
52380	Tool & Equipment Room Coordinator					
		Step 1			38.64	A
		Step 2			40.56	A
0617	Utility Services Specialist				% of Utility Services Spec.	
		Step 1			40.94	A
		Step 2			43.00	A
		Step 3			45.14	A
		Step 4			47.40	A
		Step 5			49.78	A
		Step 6		100%	52.25	A
		Step 7	n	105%	54.87	A
5245	Wire Electrician				% of Wire Electrician	
			b	79.90%	46.97	93.94
				100%	58.78	117.56
			d	103%	60.54	121.08
5243	Wire Electrician, Apprentice				% of Wire Electrician	
		Step 1		71.93%	42.28	84.56
		Step 2		73.00%	42.91	85.82

		Step 3		75.31%	44.27	88.54
		Step 4		77.59%	45.61	91.22
		Step 5		79.99%	47.02	94.04
		Step 6		82.20%	48.32	96.64
		Step 7		84.51%	49.67	99.34
		Step 1	d	74.10%	43.56	87.12
		Step 2	d	75.19%	44.20	88.40
		Step 3	d	77.56%	45.59	91.18
		Step 4	d	79.92%	46.98	93.96
		Step 5	d	82.39%	48.43	96.86
		Step 6	d	84.67%	49.77	99.54
		Step 7	d	87.05%	51.17	102.34
5246	Wire Electrician, Senior			% of Senior Wire Electrician		
				100%	65.82	131.64
			d, t	103%	67.79	135.58
			s	105%	69.11	138.22
5302	Wynoochee Project Maintenance Technician					
		Step 1			43.34	A
		Step 2			44.36	A
		Step 3			45.39	A
		Step 4			46.48	A

Code	Classification	Applied Rate		2022 Rate	OT
4122	Communications System Technician I				
	Step 1			39.26	78.52
	Step 2			41.22	82.44
	Step 3			43.27	86.54
	Step 4			45.43	90.86
	Step 5			47.70	95.40
4120	Communications System Technician, II			57.24	114.48
4121	Communications System Technician, III			60.79	121.58
4119	Communications System Technician, Apprentice		% of Communications Tech II		
	Step 1		69.16%	39.59	79.18
	Step 2		70.97%	40.62	81.24
	Step 3		73.17%	41.88	83.76
	Step 4		75.36%	43.14	86.28
	Step 5		77.57%	44.40	88.80
	Step 6		79.77%	45.66	91.32
	Step 7		81.81%	46.83	93.66
5004	Craft Helper		% of Top Step		
	1 st 6 months			23.60	A
	7 th through 18 th month			24.78	A
	19 th through 30 th month			26.02	A
	31 st through 42 nd month			27.32	A
	Thereafter			28.69	A
2125	Electrical Inspector		% of Electrical Inspector		
	1 st 17 months		90.71%	45.65	91.30
	18 th through 35 th month		95.24%	47.93	95.86
	thereafter		100%	50.32	100.64
		m	106.3%	53.49	106.98

5242	Electrical Meter & Relay Technician, Apprentice		% of Electrical Meter & Relay Tech		
	Step 1		74.82%	42.11	84.22
	Step 2		76.73%	43.18	86.36
	Step 3		79.13%	44.53	89.06
	Step 4		81.52%	45.88	91.76
	Step 5		83.92%	47.23	94.46
	Step 6		86.32%	48.58	97.16
	Step 7		88.72%	49.93	99.86
5230	Electrical Meter & Relay Technician			56.28	112.56
5230	Advanced Electrical Meter & Relay Technician		% of 5230.0 rate of pay		
	5230.0 Step 1		100%	56.28	112.56
	5230.1 Step 2	k	101%	56.84	113.68
	5230.2 Step 3	k	102%	57.41	114.82
	5230.3 Step 4	k	103%	57.97	115.94
	5230.4 Step 5	k	104%	58.53	117.06
	5230.5 Step 6	k	105%	59.09	118.18
	5230.6 Step 7	k	106%	59.66	119.32
	5230.7 Step 8	k	107%	60.22	120.44
	5230.8 Step 9	k	114.25%	64.30	128.60
	5230.9 Step 10	k	125%	70.35	140.70
5239	Electrical Trainee				
	1 st Year			29.04	58.08
	2 nd Year			32.98	65.96
5240	Electrical Worker				
	1 st Year			32.90	65.80
	2 nd Year			34.56	69.12
	3 rd Year			36.28	72.56
	Thereafter			38.09	76.18
5240	Electrical Worker - Tree/Fire/Signal				
	Step 1	e	91.00%	32.89	65.78
	Step 2	e	92.50%	33.38	66.76
	Step 3	e	94.00%	33.88	67.76
	Step 4	e	95.50%	34.39	68.78
	Step 5	e	97.00%	34.91	69.82

		Step 6	e	98.50%	35.43	70.86
		Step 7	e	100.0%	35.96	71.92
5236	Electrician				44.49	88.98
52370	Electrician, Lead				48.94	97.88
0623	Energy Services Representative					
		1 st 6 months			34.78	69.56
		7 th through 18 th month			36.52	73.04
		19 th through 30 th month			38.35	76.70
		31 st through 42 nd month			40.26	80.52
		Thereafter			42.27	84.54
6008	Facilities Maintenance Mechanic					
		Step 1			37.64	A
		Step 2			39.50	A
		Step 3			41.47	A
6009	Facilities Maintenance Mechanic, Lead					
		Step 1			41.38	A
		Step 2			43.45	A
		Step 3			45.62	A
5244	Fire Maintenance Electrician, Apprentice			% of Fire Maintenance Electrician		
		Step 1		78.00%	41.76	83.52
		Step 2		80.00%	42.83	85.66
		Step 3		82.50%	44.17	88.34
		Step 4		85.00%	45.51	91.02
		Step 5		87.50%	46.85	93.70
		Step 6		90.00%	48.19	96.38
		Step 7		92.50%	49.52	99.04
5270	Fire Maintenance Electrician			% of Fire Maintenance Electrician		
				100%	53.54	107.08
			h	104.00%	55.68	111.36

5145	Heating & Air Cond. Maint Mechanic Supervisor				
		Step 1		45.91	91.82
		Step 2		48.22	96.44
		Step 3		50.61	101.22
		Step 4		53.15	106.30
5132	Hydro Project Electrician				
			100.00%	57.75	115.50
		a	106.50%	61.50	123.00
5285	Hydro Project Electrician Apprentice		% of Hydro Project Electrician		
		Step 1	75.10%	43.37	86.74
		Step 2	77.10%	44.53	89.06
		Step 3	79.10%	45.68	91.36
		Step 4	81.10%	46.84	93.68
		Step 5	83.10%	47.99	95.98
		Step 6	85.10%	49.15	98.30
		Step 7	87.10%	50.30	100.60
		Step 8	89.10%	51.46	102.92
5301	Hydro Project Mechanic				
			100.00%	57.75	115.50
		a	106.50%	61.50	123.00
5287	Hydro Project Mechanic, Apprentice		% of Hydro Project Mechanic		
		Step 1	75.10%	43.37	86.74
		Step 2	77.10%	44.53	89.06
		Step 3	79.10%	45.68	91.36
		Step 4	81.10%	46.84	93.68
		Step 5	83.10%	47.99	95.98
		Step 6	85.10%	49.15	98.30
		Step 7	87.10%	50.30	100.60
		Step 8	a 89.10%	51.46	102.92
	Hydro Utility Worker				
		1 st Year	86.38%	37.44	74.88
		2 nd Year	90.69%	39.32	78.64
		3 rd Year	95.25%	41.29	82.58
		Thereafter	100.00%	43.34	86.68

	1 st Year	a	106.50%	39.87	79.74
	2 nd Year	a	106.50%	41.88	83.76
	3 rd Year	a	106.50%	43.97	87.94
	Thereafter	a	106.50%	46.16	92.32
5253	Line Clearance Tree Trimmer			51.41	102.82
5254	Line Clearance Tree Trimmer, Senior		% of Senior LC Tree Trimmer		
			100%	55.99	111.98
		p	103%	57.67	115.34
		j	105%	58.79	117.58
		j & p	108%	60.47	120.94
5255	Line Electrician		% of Line Electrician		
		b	79.90%	48.62	97.24
			100%	60.85	121.70
		d	103%	62.68	125.36
		c	110%	66.94	133.88
5241	Line Electrician, Apprentice		% of Line Electrician		
	Step 1		71.41%	43.45	86.90
	Step 2		73.23%	44.56	89.12
	Step 3		75.49%	45.94	91.88
	Step 4		77.77%	47.32	94.64
	Step 5		80.03%	48.70	97.40
	Step 6		82.30%	50.08	100.16
	Step 7		84.57%	51.46	102.92
	Step 1	d	73.56%	44.76	89.52
	Step 2	d	75.42%	45.89	91.78
	Step 3	d	77.76%	47.32	94.64
	Step 4	d	80.10%	48.74	97.48
	Step 5	d	82.43%	50.16	100.32
	Step 6	d	84.77%	51.58	103.16
	Step 7	d	87.11%	53.01	106.02
5257	Line Electrician, Senior		% of Senior Line Electrician		
			100%	68.13	136.26
		d, t	103%	70.17	140.34
		s	105%	71.54	143.08

5256	Line Equipment Operator		% of Line Equip Operator		
			100%	48.20	96.40
		q	103%	49.65	99.30
5540	Network Construction Technician				
	Step 1			38.51	77.02
	Step 2			40.44	80.88
	Step 3			42.45	84.90
	Step 4			44.58	89.16
	Step 5			46.80	93.60
	Step 1	HCU		39.67	79.34
	Step 2			41.65	83.30
	Step 3			43.72	87.44
	Step 4			45.92	91.84
	Step 5			48.20	96.40
	Step 1	Lead		42.36	84.72
	Step 2			44.48	88.96
	Step 3			46.70	93.40
	Step 4			49.04	98.08
	Step 5			51.48	102.96
	Step 1	Lead + HCU		43.63	87.26
	Step 2			45.81	91.62
	Step 3			48.10	96.20
	Step 4			50.51	101.02
	Step 5			53.02	106.04
5273	Signal/Street Light Electrician, Apprentice		% of Signal & Light Elec.		
	Step 1		78.14%	38.80	77.60
	Step 2		80.12%	39.78	79.56
	Step 3		82.62%	41.02	82.04
	Step 4		85.09%	42.25	84.50
	Step 5		87.59%	43.49	86.98
	Step 6		90.06%	44.71	89.42
	Step 7		92.56%	45.96	91.92
	Step 1	d	80.49%	39.96	79.92
	Step 2	d	82.53%	40.98	81.96
	Step 3	d	85.10%	42.25	84.50
	Step 4	d	87.65%	43.52	87.04
	Step 5	d	90.22%	44.79	89.58
	Step 6	d	92.76%	46.06	92.12

	Step 7	d	95.34%	47.34	94.68
			100.00%	49.65	99.30
		d	103.00%	51.14	102.28
5275	Signal & Light Electrician		% of Signal & Light Elec.		
			100.00%	49.65	99.30
		d	103.00%	51.14	102.28
		g, i	104.00%	51.64	103.28
		f	110.00%	54.62	109.24
5274	Signal & Light Electrician, Senior		118%	58.58	117.16
5116	Substation Operator, Senior		% of Sr. Substation Operator		
	1 st 6 months		95.23%	56.59	113.18
	Thereafter		100.00%	59.43	118.86
5120	Systems Power Dispatcher		% of System Dispatch Generation Desk		
	Distribution Desk	l	90.94%	67.25	134.50
	Generation Desk Rate		100.00%	73.95	147.90
	Coordinator	l	108.06%	79.91	159.82
5119	Systems Operator Power Dispatcher Candidate		% of System Dispatch Generation Desk		
			70.79%	52.35	A
			74.33%	54.97	A
			78.04%	57.71	A
			81.94%	60.59	A
		r	86.04%	63.63	A
5516	Telecommunications Utility Worker				
	Step 1			24.07	48.14
	Step 2			25.27	50.54
	Step 3			26.54	53.08
	Step 4			27.86	55.72
	Step 5			29.26	58.52
	Step 1	HCU		24.79	49.58
	Step 2			26.03	52.06
	Step 3			27.34	54.68
	Step 4			28.70	57.40
	Step 5			30.14	60.28

55161	Step 1	Lead		26.48	52.96
	Step 2			27.80	55.60
	Step 3			29.19	58.38
	Step 4			30.65	61.30
	Step 5			32.19	64.38
	Step 1	Lead + HCU		27.27	54.54
	Step 2			28.63	57.26
	Step 3			30.07	60.14
	Step 4			31.57	63.14
	Step 5			33.16	66.32
5252	T&D Arborist			60.30	120.60
5003	Flagger, T & D				
	First 1,040 hours			25.51	A
	Second 1,040 hours			26.90	A
	Thereafter			28.32	A
52380	Tool & Equipment Room Coordinator				
	Step 1			40.00	A
	Step 2			41.99	A
0617	Utility Services Specialist			% of Utility Services Spec.	
	Step 1			42.38	A
	Step 2			44.51	A
	Step 3			46.73	A
	Step 4			49.07	A
	Step 5			51.53	A
	Step 6		100%	54.09	A
	Step 7	n	105%	56.80	A
5245	Wire Electrician			% of Wire Electrician	
		b	79.90%	48.62	97.24
			100%	60.85	121.70
		d	103%	62.68	125.36
5243	Wire Electrician, Apprentice			% of Wire Electrician	
	Step 1		71.93%	43.77	87.54
	Step 2		73.00%	44.42	88.84
	Step 3		75.31%	45.83	91.66
	Step 4		77.59%	47.21	94.42

		Step 5		79.99%	48.67	97.34
		Step 6		82.20%	50.02	100.04
		Step 7		84.51%	51.42	102.84
		Step 1	d	74.10%	45.09	90.18
		Step 2	d	75.19%	45.75	91.50
		Step 3	d	77.56%	47.20	94.40
		Step 4	d	79.92%	48.63	97.26
		Step 5	d	82.39%	50.13	100.26
		Step 6	d	84.67%	51.52	103.04
		Step 7	d	87.05%	52.97	105.94
5246	Wire Electrician, Senior			% of Senior Wire Electrician		
				100%	68.13	136.26
			d, t	103%	70.17	140.34
			s	105%	71.54	143.08
5302	Wynoochee Project Maintenance Technician					
		Step 1			44.87	A
		Step 2			45.92	A
		Step 3			46.99	A
		Step 4			48.12	A

Code	Classification	Applied Rate		2023 Rate	OT
4122	Communications System Technician I				
	Step 1			40.64	81.28
	Step 2			42.67	85.34
	Step 3			44.79	89.58
	Step 4			47.03	94.06
	Step 5			49.38	98.76
4120	Communications System Technician, II			59.25	118.50
4121	Communications System Technician, III			62.93	125.86
4119	Communications System Technician, Apprentice		% of Communications Tech II		
	Step 1		69.16%	40.98	81.96
	Step 2		70.97%	42.05	84.10
	Step 3		73.17%	43.35	86.70
	Step 4		75.36%	44.65	89.30
	Step 5		77.57%	45.96	91.92
	Step 6		79.77%	47.26	94.52
	Step 7		81.81%	48.48	96.96
5004	Craft Helper		% of Top Step		
	1 st 6 months			24.43	A
	7 th through 18 th month			25.66	A
	19 th through 30 th month			26.94	A
	31 st through 42 nd month			28.28	A
	Thereafter			29.70	A
2125	Electrical Inspector		% of Electrical Inspector		
	1 st 17 months		90.71%	47.26	94.52
	18 th through 35 th month		95.24%	49.62	99.24
	thereafter		100%	52.09	104.18
		m	106.3%	55.37	110.74

5242	Electrical Meter & Relay Technician, Apprentice		% of Electrical Meter & Relay Tech		
	Step 1		74.82%	43.59	87.18
	Step 2		76.73%	44.70	89.40
	Step 3		79.13%	46.10	92.20
	Step 4		81.52%	47.49	94.98
	Step 5		83.92%	48.89	97.78
	Step 6		86.32%	50.29	100.58
	Step 7		88.72%	51.69	103.38
5230	Electrical Meter & Relay Technician			58.26	116.52
5230	Advanced Electrical Meter & Relay Technician		% of 5230.0 rate of pay		
	5230.0 Step 1		100%	58.26	116.52
	5230.1 Step 2	k	101%	58.84	117.68
	5230.2 Step 3	k	102%	59.43	118.86
	5230.3 Step 4	k	103%	60.01	120.02
	5230.4 Step 5	k	104%	60.59	121.18
	5230.5 Step 6	k	105%	61.17	122.34
	5230.6 Step 7	k	106%	61.76	123.52
	5230.7 Step 8	k	107%	62.34	124.68
	5230.8 Step 9	k	114.25%	66.56	133.12
	5230.9 Step 10	k	125%	72.83	145.66
5239	Electrical Trainee				
	1 st Year			30.07	60.14
	2 nd Year			34.14	68.28
5240	Electrical Worker				
	1 st Year			34.06	68.12
	2 nd Year			35.78	71.56
	3 rd Year			37.56	75.12
	Thereafter			39.43	78.86
5240	Electrical Worker - Tree/Fire/Signal				
	Step 1	e	91.00%	34.05	68.10
	Step 2	e	92.50%	34.56	69.12
	Step 3	e	94.00%	35.08	70.16
	Step 4	e	95.50%	35.61	71.22
	Step 5	e	97.00%	36.14	72.28

	Step 6	e	98.50%	36.68	73.36
	Step 7	e	100.0%	37.23	74.46
5236	Electrician			46.06	92.12
52370	Electrician, Lead			50.67	101.34
0623	Energy Services Representative				
	1 st 6 months			36.01	72.02
	7 th through 18 th month			37.81	75.62
	19 th through 30 th month			39.70	79.40
	31 st through 42 nd month			41.68	83.36
	Thereafter			43.76	87.52
6008	Facilities Maintenance Mechanic				
	Step 1			38.97	A
	Step 2			40.89	A
	Step 3			42.93	A
6009	Facilities Maintenance Mechanic, Lead				
	Step 1			42.84	A
	Step 2			44.98	A
	Step 3			47.23	A
5244	Fire Maintenance Electrician, Apprentice		% of Fire Maintenance Electrician		
	Step 1		78.00%	43.23	86.46
	Step 2		80.00%	44.34	88.68
	Step 3		82.50%	45.72	91.44
	Step 4		85.00%	47.11	94.22
	Step 5		87.50%	48.49	96.98
	Step 6		90.00%	49.88	99.76
	Step 7		92.50%	51.26	102.52
5270	Fire Maintenance Electrician		% of Fire Maintenance Electrician		
			100%	55.42	110.84
		h	104.00%	57.64	115.28

5145	Heating & Air Cond. Maint Mechanic Supervisor				
	Step 1			47.53	95.06
	Step 2			49.92	99.84
	Step 3			52.39	104.78
	Step 4			55.02	110.04
5132	Hydro Project Electrician				
			100.00%	59.78	119.56
		a	106.50%	63.67	127.34
5285	Hydro Project Electrician Apprentice		% of Hydro Project Electrician		
	Step 1		75.10%	44.89	89.78
	Step 2		77.10%	46.09	92.18
	Step 3		79.10%	47.29	94.58
	Step 4		81.10%	48.48	96.96
	Step 5		83.10%	49.68	99.36
	Step 6		85.10%	50.87	101.74
	Step 7		87.10%	52.07	104.14
	Step 8		89.10%	53.26	106.52
5301	Hydro Project Mechanic				
			100.00%	59.78	119.56
		a	106.50%	63.67	127.34
5287	Hydro Project Mechanic, Apprentice		% of Hydro Project Mechanic		
	Step 1		75.10%	44.89	89.78
	Step 2		77.10%	46.09	92.18
	Step 3		79.10%	47.29	94.58
	Step 4		81.10%	48.48	96.96
	Step 5		83.10%	49.68	99.36
	Step 6		85.10%	50.87	101.74
	Step 7		87.10%	52.07	104.14
	Step 8	a	89.10%	53.26	106.52
5056	Hydro Utility Worker				
	1 st Year		86.38%	38.76	77.52
	2 nd Year		90.69%	40.70	81.40
	3 rd Year		95.25%	42.74	85.48
	Thereafter		100.00%	44.87	89.74

	1 st Year	a	106.50%	41.28	82.56
	2 nd Year	a	106.50%	43.35	86.70
	3 rd Year	a	106.50%	45.52	91.04
	Thereafter	a	106.50%	47.79	95.58
5253	Line Clearance Tree Trimmer			53.22	106.44
5254	Line Clearance Tree Trimmer, Senior		% of Senior LC Tree Trimmer		
			100%	57.96	115.92
		p	103%	59.70	119.40
		j	105%	60.86	121.72
		j & p	108%	62.60	125.20
5255	Line Electrician		% of Line Electrician		
		b	79.90%	50.33	100.66
			100%	62.99	125.98
		d	103%	64.88	129.76
		c	110%	69.29	138.58
5241	Line Electrician, Apprentice		% of Line Electrician		
	Step 1		71.41%	44.98	89.96
	Step 2		73.23%	46.13	92.26
	Step 3		75.49%	47.55	95.10
	Step 4		77.77%	48.99	97.98
	Step 5		80.03%	50.41	100.82
	Step 6		82.30%	51.84	103.68
	Step 7		84.57%	53.27	106.54
	Step 1	d	73.56%	46.34	92.68
	Step 2	d	75.42%	47.51	95.02
	Step 3	d	77.76%	48.98	97.96
	Step 4	d	80.10%	50.45	100.90
	Step 5	d	82.43%	51.92	103.84
	Step 6	d	84.77%	53.40	106.80
	Step 7	d	87.11%	54.87	109.74
5257	Line Electrician, Senior		% of Senior Line Electrician		
			100%	70.52	141.04
		d, t	103%	72.64	145.28
		s	105%	74.05	148.10

5256	Line Equipment Operator		% of Line Equip Operator		
			100%	49.90	99.80
		q	103%	51.40	102.80
5540	Network Construction Technician				
	Step 1			39.87	79.74
	Step 2			41.86	83.72
	Step 3			43.94	87.88
	Step 4			46.15	92.30
	Step 5			48.45	96.90
	Step 1	HCU		41.07	82.14
	Step 2			43.12	86.24
	Step 3			45.26	90.52
	Step 4			47.53	95.06
	Step 5			49.90	99.80
	Step 1	Lead		43.86	87.72
	Step 2			46.05	92.10
	Step 3			48.33	96.66
	Step 4			50.77	101.54
	Step 5			53.30	106.60
	Step 1	Lead + HCU		45.18	90.36
	Step 2			47.43	94.86
	Step 3			49.78	99.56
	Step 4			52.29	104.58
	Step 5			54.90	109.80
5273	Signal/Street Light Electrician, Apprentice		% of Signal & Light Elec.		
	Step 1		78.14%	40.16	80.32
	Step 2		80.12%	41.18	82.36
	Step 3		82.62%	42.47	84.94
	Step 4		85.09%	43.74	87.48
	Step 5		87.59%	45.02	90.04
	Step 6		90.06%	46.29	92.58
	Step 7		92.56%	47.58	95.16
	Step 1	d	80.49%	41.37	82.74
	Step 2	d	82.53%	42.42	84.84
	Step 3	d	85.10%	43.74	87.48
	Step 4	d	87.65%	45.05	90.10
	Step 5	d	90.22%	46.37	92.74
	Step 6	d	92.76%	47.68	95.36

	Step 7	d	95.34%	49.00	98.00
			100.00%	51.40	102.80
		d	103.00%	52.94	105.88
5275	Signal & Light Electrician		% of Signal & Light Elec.		
			100.00%	51.40	102.80
		d	103.00%	52.94	105.88
		g, i	104.00%	53.46	106.92
		f	110.00%	56.54	113.08
5274	Signal & Light Electrician, Senior		118%	60.64	121.28
5116	Substation Operator, Senior		% of Sr. Substation Operator		
	1 st 6 months		95.23%	58.58	117.16
	Thereafter		100.00%	61.52	123.04
5120	Systems Power Dispatcher		% of System Dispatch Generation Desk		
	Distribution Desk	1	90.94%	69.61	139.22
	Generation Desk Rate		100.00%	76.55	153.10
	Coordinator	1	108.06%	82.72	165.44
5119	Systems Operator Power Dispatcher Candidate		% of System Dispatch Generation Desk		
			70.79%	54.19	A
			74.33%	56.90	A
			78.04%	59.74	A
			81.94%	62.73	A
		r	86.04%	65.86	A
5516	Telecommunications Utility Worker				
	Step 1			24.92	49.84
	Step 2			26.16	52.32
	Step 3			27.48	54.96
	Step 4			28.84	57.68
	Step 5			30.29	60.58
	Step 1	HCU		25.67	51.34
	Step 2			26.94	53.88
	Step 3			28.30	56.60
	Step 4			29.71	59.42

		Step 5			31.20	62.40
55161		Step 1	Lead		27.41	54.82
		Step 2			28.78	57.56
		Step 3			30.23	60.46
		Step 4			31.72	63.44
		Step 5			33.32	66.64
		Step 1	Lead + HCU		28.23	56.46
		Step 2			29.64	59.28
		Step 3			31.14	62.28
		Step 4			32.67	65.34
		Step 5			34.32	68.64
5252	T&D Arborist				62.42	124.84
5003	Flagger, T & D					
		First 1,040 hours			26.40	A
		Second 1,040 hours			27.84	A
		Thereafter			29.31	A
52380	Tool & Equipment Room Coordinator					
		Step 1			41.41	A
		Step 2			43.47	A
0617	Utility Services Specialist				% of Utility Services Spec.	
		Step 1			43.87	A
		Step 2			46.08	A
		Step 3			48.37	A
		Step 4			50.80	A
		Step 5			53.34	A
		Step 6		100%	55.99	A
		Step 7	n	105%	58.80	A
5245	Wire Electrician				% of Wire Electrician	
			b	79.90%	50.33	100.66
				100%	62.99	125.98
			d	103%	64.88	129.76
5243	Wire Electrician, Apprentice				% of Wire Electrician	
		Step 1		71.93%	45.31	90.62
		Step 2		73.00%	45.98	91.96

		Step 3		75.31%	47.44	94.88
		Step 4		77.59%	48.87	97.74
		Step 5		79.99%	50.39	100.78
		Step 6		82.20%	51.78	103.56
		Step 7		84.51%	53.23	106.46
		Step 1	d	74.10%	46.68	93.36
		Step 2	d	75.19%	47.36	94.72
		Step 3	d	77.56%	48.86	97.72
		Step 4	d	79.92%	50.34	100.68
		Step 5	d	82.39%	51.90	103.80
		Step 6	d	84.67%	53.33	106.66
		Step 7	d	87.05%	54.83	109.66
5246	Wire Electrician, Senior			% of Senior Wire Electrician		
				100%	70.52	141.04
			d, t	103%	72.64	145.28
			s	105%	74.05	148.10
5302	Wynoochee Project Maintenance Technician					
		Step 1			46.45	A
		Step 2			47.54	A
		Step 3			48.64	A
		Step 4			49.81	A