

**Letter of Agreement
Between
City of Tacoma
and
International Brotherhood of Electrical Workers, Local 483 Water Pollution Control Unit**

**Subject: Biosolids Coordinator – Classification Accretion
Date: August 12, 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 Biosolids Coordinator (51000) selected representation by IBEW Local 483 for purposes of collective bargaining. This was certified by the Public Employment Relations Commission (PERC) on August 12, 2014.

It is hereby agreed that this classification is recognized as incorporated into and covered by the terms and conditions of the IBEW Local 483 Water Pollution Control Unit Collective Bargaining Agreement. Further, the parties agree to the following:

- Footwear – Biosolids Coordinators shall receive the footwear allowance in accordance with Section 12.2 of the Collective Bargaining Agreement. Footwear shall be substantial leather safety footwear for use on the job. Descriptions of approved footwear are available from the supervisor or safety officer. Employees shall wear these safety boots at all times when in an industrial area.
- Clothing – Employees in the Biosolids Coordinator classification will be provided seven (7) Tagro shirts per year. Laundry services will not be provided.
- This classification will become overtime category A (time and a half compensation for overtime) effective date of Union ratification.
- Meal Allowance – The classification of Biosolids Coordinator shall be included with the eligible classifications in Article 14, Section 14.3 Meal Allowance.
- Overtime – An employee required to perform work outside his/her regularly scheduled shifts, on the sixth day or holidays shall be compensated at one and one-half times (1-1/2) the straight time hourly rate and two (2) times the straight time hourly rate for all work performed on the seventh day.
- Hours of Work – The regular workweek shall consist of forty (40) hours of work within the workweek, scheduled between the hours of 7:00 a.m. and 5:00 p.m., inclusive of two (2) fifteen (15) minute rest periods and one (1) thirty (30) minute duty free unpaid lunch period. Management may adjust an employee's regular work schedule with two (2) weeks' notice.
- Personal Time Off – Employees who become covered by this Agreement who are on vacation/sick plans, shall be given the option to remain on the vacation/sick plan, or convert their time to Personal Time Off (PTO). If an employee chooses to convert their vacation/sick to PTO, they must do so within thirty (30) days of final signature of this Agreement.
- Longevity Pay – Employees in the Biosolids Coordinator classification will receive longevity pay effective on the date of certification as outlined in the Tacoma Joint Labor Committee Agreement and the Water Pollution Control Unit Agreement.

