

**Letter of Agreement
Between
City of Tacoma
and
International Brotherhood of Electrical Workers, Local 483 Click!**

**Subject: Sales & Service Representative, Lead Classification Voluntary Recognition
Date: _____, 2018**

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

It is hereby agreed that the classification of Sales & Service Representative, Lead (55120) is voluntarily recognized as incorporated into and covered by the terms and conditions of the IBEW Local 483 Click! collective bargaining agreement (CBA), effective upon approval by the Public Utility Board and City Council.

Further, the parties agree to the following:

- 1) Effective as provided by law following Council approval, the rate of pay for the classification shall be as follows:

| Code | Job Title | 1 | 2 | 3 | 4 | 5 |
|-------|--------------------------------------|-------|-------|-------|-------|-------|
| 55120 | Sales & Service Representative, Lead | 25.68 | 26.96 | 28.31 | 29.73 | 31.21 |

- 2) The incumbent employee will be paid a one-time lump sum in the amount of \$3,500.
- 3) The incumbent employee will be placed at step 2 of the new pay range, listed above, effective upon the first date of the next pay cycle following ratification of this LOA by both parties. The incumbent will retain his current step increase anniversary date of November 29, and will be eligible to progress to step 3 on November 29, 2018.

This Letter of Agreement is not to be used as a precedent with respect to any other contracts for any other divisions or departments of the City or any other Union. It is the intent of both parties to incorporate this LOA into the current CBA.

For the City of Tacoma

For IBEW, Local 483:

Elizabeth Pauli Date
City Manager

Alice A. Phillips Date
Business Manager

Jackie Flowers Date
TPU Director

Dylan Carlson Date
Senior Labor Relations Manager

Approved as to form:

Cheryl Comer Date
Deputy City Attorney