

LETTER OF AGREEMENT

**Between
City of Tacoma
and**

International Brotherhood of Electrical Workers, Local 483 – Human Resources Unit

Subject: 2022 “Me too” Adjustment

The City of Tacoma (City), and IBEW Local 483 (Union), (collectively, the Parties) agree to the following terms related to changed circumstances triggering the “Me too” provision of the Parties’ 2021-2022 Collective Bargaining Agreement (CBA).

Now, therefore, the Parties agree to the following terms:

1. The Parties’ CBA provides in Appendix A “Me too” language indicating that in the event certain City bargaining units receive “a same-year across-the-board general wage increase to all classifications in excess of the general wage increase provided to classifications covered by this Agreement, then the classifications covered by this Agreement will receive an equivalent across-the-board general wage increase.”
2. The City has triggered the “Me too” provision and has provided a same-year across-the-board general wage increase of 2.25% wage increase retroactive to January 1, 2022 to one or more qualifying bargaining units.
3. Accordingly, the City shall also provide an effective 2.25% general wage increase retroactive to January 1, 2022 to all classifications in the Union. The foregoing general wage increase shall take into account the 1% already provided to bargaining unit members on January 1, 2022 and shall supersede and cancel the scheduled 1% wage increase slated to be effective on July 1, 2022.
4. The salary schedule for 2022 shall be updated to reflect the stated increase as follows:

Code	A	Job Title	1	2	3	4	5
11060		Human Resources Assistant	23.11	24.27	25.48	26.75	28.09
11140		Human Resources Specialist	30.08	31.58	33.16	34.82	36.56
11150		Human Resources Analyst	35.41	37.18	39.04	40.99	43.04

This LOA is intended to address only the impacts of the “Me too” in the parties’ current CBA and shall not establish precedent for the parties hereto, nor for any other collective bargaining units or departments of the City. The “Me too” provision, per the Parties’ CBA “will expire independently from the Collective Bargaining Agreement on December 31, 2022”.

City of Tacoma

Local 483, IBEW, Human Resources Bargaining Unit

City Manager

Business Manager

Director of Human Resources

Senior Labor Relations Manager

Approved as to form:

Deputy City Attorney