

**Letter of Agreement  
By and Between  
City of Tacoma and  
International Brotherhood of Electrical Workers, Local 483  
Customer & Field Services Unit**

**Subject: Lead AOR for Meter Reader and Utilities Field Investigator  
(TPU Customer Services)  
October 7, 2014**

The City of Tacoma and IBEW Local 483 Customer & Field Services Unit, hereby enter into this Letter of Agreement which shall be attached to the collective bargaining agreement and incorporated as though fully set forth.

**The Parties agree to the following:**

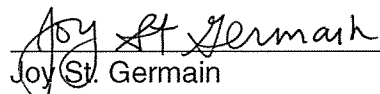
1. An application of rate of ten percent (10%) will be applied to any employee assigned to lead Meter Reader or lead Utilities Field Investigator functions. The designation of and the work which qualifies for the application of rate in this LOA is assigned and/or removed at management's discretion. Thirty days' notice will be given to any employee when the lead AOR is removed.
2. Work schedules for those employees in positions assigned as lead will begin thirty (30) minutes prior to the start of assigned staff.
3. There will be no pyramiding of application of rates. For example, an employee designated as a lead who is then assigned to train will not receive an additional AOR.
4. Management reserves the right to perform the duties of oversight and coordination of areas/routes, as needed.
5. The City acknowledges that the duties and responsibilities of the Leads will continue to be clarified and outlined as the program is developed.
6. This Letter of Agreement may be opened or cancelled by either party with thirty days' notice to the other party.

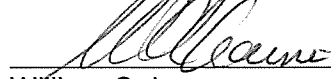
**For IBEW, Local 483**

 10/8/2014  
Alice A. Phillips Date  
Business Manager

**For City of Tacoma**

 10/15/2014  
Steve Hatcher Date  
Customer Services Manager

 10-13-2014  
Joy St. Germain Date  
Human Resources Director

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William Gaines Date  
Utilities Director/CEO