

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

**Subject: New Classification – Communication Systems Technician I  
Date: September 28, 2015**

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

The City has the need to establish a new classification of Communication Systems Technician I. It is hereby agreed that this classification is recognized as incorporated into and covered by the terms and conditions of the IBEW Local 483 Tacoma Power unit collective bargaining agreement. Further, the parties agree to the following:

- All applicable articles of the collective bargaining agreement between the City and the Union shall apply to employees in this classification.
- Wages for 2015 will be set with five steps, as follows:

Code	Job Title	1	2	3	4	5
New	Communications System Technician I	30.92	32.47	34.09	35.79	37.58

- Wages for 2016 will be increased in accordance with Section 20.2 of the IBEW Local 483 Tacoma Power unit agreement.
- The Communication Systems Technician I classification will be listed in Appendix A of the successor agreement.
- This classification will be overtime category C (double time compensation for overtime).
- Overtime for the Communication Systems Technician series shall be distributed as provided for in Section 13.7 of the collective bargaining agreement.
- The Communication Systems Technician I classification will be included in the list classifications who are eligible for a clothing allowance, in Section 13.18.
- Communications Systems Technician (CSC 4120) shall be retitled to Communication Systems Technician II.
- Senior Communication Systems Technician (CSC 4121) shall be retitled to Communication Systems Technician III.
- The Parties agree to establish a Labor/Management Committee to meet, as needed, to discuss any concerns related to overtime distribution.

It is the intent of both parties that this LOA be incorporated into the next successor agreement.

FOR THE CITY:

 10-5-15  
Chris Robinson Date  
Power Superintendent

 10/7/15  
William A. Gaines Date  
Director of Utilities/CEO

 9/30/2015  
Joy St. Germain Date  
Human Resources Director

FOR THE UNION:

 9/28/2015  
Alice Phillips Date  
Business Manager, IBEW, Local 483